

# Course Structure, Participant Agreements & Ground Rules for Live Session Participation

## “Comrades in Struggle” anti-bias training / Sep-Oct, 2024

White Awake’s Board of Directors, with the support of [Advisory Council Members of Color](#) Betty Burkes, Bonnie Duran, and Katrina Messenger, offers this process to our participants to support the work of the training.

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### Purpose and structure of the training

[Comrades in Struggle](#) is White Awake’s annual anti-bias training, designed to help participants unlearn racial and class biases, understand how bias is instilled into the masses to divide and rule, and gain skills for empowering others to see this manipulation and move toward solidarity.

White Awake is an educational project with a [specific focus on the needs of white people who want to develop a strong, antiracist practice](#) as part of the broader project of collective liberation and creating a democratically managed economy. Because of our focus, our primary audience is white. While White Awake often offers our online courses as caucuses for white people (and/or people of European descent), this course is NOT a racial caucus. All are welcome to attend (white folks, folks of color, Indigenous, etc.)

*Study & Action for Palestine* will be facilitated by two white, anti-racist educators: [Eleanor Hancock](#) (Director of White Awake) and [David Dean](#). To support the portion of the training that focuses on anti-Palestinian racism and antisemitism, we will be joined by Sumaya Awad (Adalah Justice Project, *Palestine: a Socialist Introduction*) and Rabbi Alissa Wise (JVP, Rabbis for Ceasefire.)

Each live session will include one or two small-group break out discussions that we hope everyone will participate in. Due to the sensitive nature of the themes we will be working with, folks of color (Black, Indigenous and People of Color) will have the option of caucusing with other folks of color and Jews will have the option of caucusing with other Jews for these break out conversations (with the understanding that these two groups are not mutually exclusive) in these small group discussions. If/as we have sufficient diversity among registrants, these two options may be further refined and/or extended to other impacted groups upon request.

### Why focus on race and class?

While there are many biases to unpack, *Comrades in Struggle* will center specifically on race and class bias. We do not intend to downplay other forms of bias but have limited our focus in order to go deeper into specific content areas than a broad-based training would allow. A focus on race and class falls within our “wheelhouse” as an organization, building on our strengths and content areas of other courses. Attention will be given to how these two specific forms of

bias intersect, are mutually reinforcing, and form strong barriers to united action for collective liberation.

As part of our focus on racial bias (broadly speaking,) this training will include a focus on anti-Palestinian racism and antisemitism designed to support participants engagement in the struggle for Palestinian rights at this moment in time - while also deepening our understanding, and ability to respond, to genuine antisemitism (including the antisemitic idea that all Jewish people support the degradation of Palestinian human rights.)

As an organization that focuses on white anti-racist education, and brings a strong working class agenda to all of our work, this course will also include a strong focus on liberal, college-educated bias against working class white people in “fly-over” states and non-urban regions. We see this particular divide (strengthened by legitimate anger of the racism embedded within Trump’s political rise) as an often overlooked obstacle that must be overcome in order to build multiracial movements for positive social change, and we find ourselves (White Awake) uniquely positioned to address this particular bias.

**Please ensure that you are comfortable with both the facilitation arrangements and the themes of the training before you register.** Thank you! 😊

Participants from outside the US: *White Awake is a US based organization. While we often have participants join us from other parts of the world (which is a delight and an honor!), if you join from outside the US you will need to do some translating between the work of this course and its application to your location.*

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## **Ground Rules for Live Session Participation & Interactions on Circle**

- Treat all participants and facilitators with courtesy and respect. Be respectful of everyone's privacy, do not share session recordings with anyone outside the course, and use discretion if you share anecdotes, reflections, or experiences voiced by other course participants outside of this class setting.
- Share from your personal experiences and do your best to honor the experience and wisdom that others bring. Work to suspend judgment, and bring curiosity instead.
- Refrain from offering unsolicited advice or criticism. *This is especially important in unmediated break out room discussions, and also applies to use of the chat during live sessions as well as your interactions with one another on Circle.*
- Respect time limitations when sharing and do your best to ensure that everyone who wants to speak has time to do so. *This is especially important in break out rooms.*

- As a course participant, we ask you to thoughtfully and heartfully do the work of this course, and refrain from disrupting the experience of others. To this end, please follow the guidance of the facilitators. *This includes staying on topic during break out room discussion.*
- Do not use whole group discussion time, the live chat feature, break out room discussion time OR Circle to process or deliver criticism or feedback on how the course is being offered or facilitated. We value this feedback, but for the sake of everyone participating in this work, please give feedback on content and facilitation outside of live sessions and outside of Circle.
  - *You'll have the opportunity to offer feedback in the course survey, which will be sent to you shortly after our final session.*
  - *If you want to contact us directly, please write to us at [info@whiteawake.org](mailto:info@whiteawake.org)*

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## Intellectual Property

- While we hope that participants will share about what they've learned in informal settings, White Awake maintains intellectual property rights over our name, the name of our online programming, and the content of the curriculum we develop.
- Training participants agree not to use our organizational name, the exact name of our programming, and/or to recreate or offer any part of White Awake's curriculum as their own.

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## Accessibility and Technical Requirements for Participation

- White Awake does our best to make online programming accessible to anyone who wishes to participate (including sliding scale registration fees with no-payment options), however, we are a small organization, with limited staff, and we cannot guarantee that all materials or processes will be equally accessible to all people.
- Participants in our online programming will need to be comfortable using email, the Circle platform (we'll be available to provide support!) and Zoom platform in order to participate in the program and/or attend live sessions.
- Full participation in live sessions will require a high speed internet connection and a digital device that is compatible with the latest version of Zoom (see [this article](#) for more information, and/or reach out to [Zoom support](#) directly to ensure you will be able to use the platform on your device, with your connection). Audio-only participation is possible, however, this course will rely on the chat and reactions features within Zoom for full

participation. *Joining via a digital device (rather than by phone) is strongly recommended.*

- Zoom's live transcription feature will be enabled during all live sessions. You can read about that feature [here](#). High-quality auto-generated captions and transcript for recordings will be available on all session recordings.
- We offer a large variety of homework study materials (video, audio, written, etc), in part to ensure that different learning styles are accommodated. We don't expect all homework materials to work equally for all people, and are limited in our ability to adapt specific materials. However, if you have accessibility requests regarding specific homework materials, please email us! We will do our best to oblige. :)
- We ask that accessibility requests be made directly, by email, and not on Circle or during a live session (in the same manner that feedback on programming is made outside of live sessions), so that live session time and group interactions on Circle can focus on interactions related to the content of the course, and so that our team is in the best possible position to accommodate your needs! 😊
- To correspond with our team, please write to: [info@whiteawake.org](mailto:info@whiteawake.org) Thank you!

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*If you would like to read more about our organizational mission and oversight, you can do so on our [About](#) page. If you have any questions, please do not hesitate to reach out to: [info@whiteawake.org](mailto:info@whiteawake.org)*