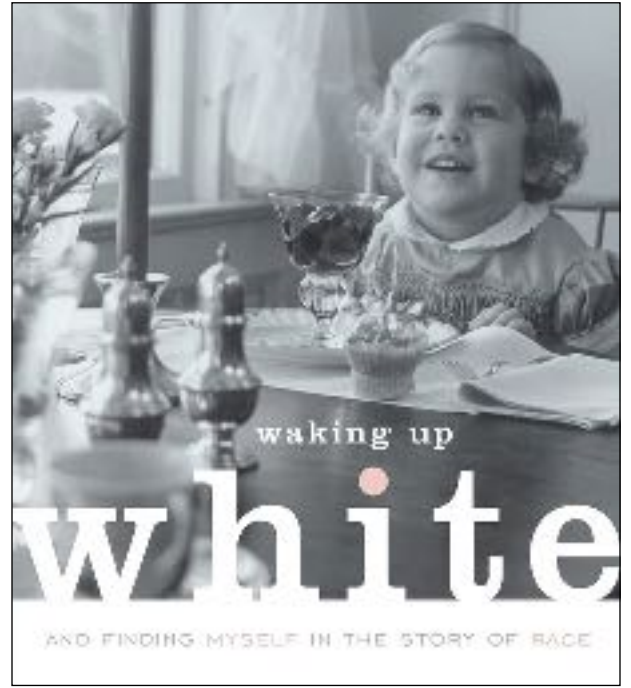


Free Summer Book Conference



WHEN: **June 8, 2017**
1pm – 3pm

WHERE: **Phillips Auditorium**
Center for Astrophysics

The conference will kick off with a keynote presentation by the book's author, **Debby Irving**. A Q&A or discussion period will follow.

SIGN UP ONLINE

bannekerinstitute.fas.harvard.edu

INAUGURAL BOOK CONFERENCE

The free summer book conference aims to inspire a shared vision for the future of the Center for Astrophysics among employees. We welcome employees to sign up to attend our kick-off event and participate in the weekly discussions that will follow. A successful conference might inspire specific goals to be achieved.

BOOK CONFERENCE

The inaugural free book conference focuses on race. We think *Waking Up White* by Debby Irving will help demystify institutional and cultural racism, and we hope it will inspire specific solutions and fresh ideas. Personal enrichment is an aid to democratic cooperation. With respect to race, we expect participants will transform empty calls for “diversity” into demands for reform. These may include deemphasizing traditions of competition and personal aggrandizement in favor of cooperation and equality.

It cannot be overstated that glibness and finger-pointing are destructive to progress, especially among people who are only professionally acquainted. We think participants will be “animated by the opportunity to

debate ideas collectively and be exposed to new ideas,” again with the goal of creating a more demanding and democratic community. We hope participants will use these opportunities to push for reforms important to them.

POLLING

Polling is an important part of this effort. We ask participants to complete a short, anonymous poll to (1) survey approval and (2) keep record (of trends and changes in opinion).

We hope the small book discussions that follow will offer a deeper look into the systemic problems of society and inspire the courage to challenge—with cooperation and without judgement—the prejudices we hold.

“The notion of the non-ideological organization has been increasingly challenged as the New Right gains power and success. The notion has led many organizations to avoid ideologically difficult situations to suppress that kind of discussion in their organizations. Activists are beginning to recognize that the non-ideological organization doesn't exist. All individuals and organizations operate from an ideology; an ideology is simply a worldview, and everyone has one, whether stated or implicit.”¹

¹Sen, R. (2003). *Stir it up: lessons in community organizing and advocacy*. San Francisco: Jossey-Bass.

YOU MAY BE WONDERING...

HOW WILL THIS WORK?

Any employee of the CfA can sign up to receive a free copy of *Waking Up White* by Debby Irving.

WHAT IS THIS ABOUT?

Covering this book is a step toward a shared vision for the future of the CfA, led by employees and their local community. This is about promoting respectful interaction, good faith, empowering employees, and eventually achieving specific goals.

WHAT MAKES THIS A CONFERENCE?

The book's author, Debby Irving, will speak at the the kick-off event on **Thursday, June 8, 2017** open to all CfA employees. We'll keep the subject alive over the next couple months, hosting small group discussions for each of the book's nine sections. Polling data will help lead discussions and offer opportunities to give feedback. On the day of the event, participants can sign up to lead any of the weekly discussions.

WHAT CAN THE AVERAGE JANE GET FROM THIS?

This is an opportunity for those truly committed to personal transformation and democratic cooperation. This book will help set a tone and will hopefully inspire goals to be achieved.

THIS CONFERENCE FOCUSES ON RACE. THAT SEEMS DIVISIVE.

This year's conference is not meant to shame or humiliate anyone. Finger-pointing and morally pure thinking have no roles here. "Imperfect people acting at times on imperfect motives can nevertheless accomplish remarkable feats."

ARE WHITE AMERICANS THE ONLY GROUP THAT HAS SOMETHING TO LEARN?

Absolutely not. The American culture of racism is a system of power based on race. Hopefully, covering the subject will empower participants by removing the reflexes of denial and shame and instead promote a mandate for change.