



The National Association of Black and White Men Together
A Gay Multiracial Organization For All People

JOHN BUSH GERALD MALLON INSTITUTE FOR SOCIAL JUSTICE

IS YOUR GROUP TRYING TO UNLOCK THE GRIP OF RACISM?

Then find the KEY with the NABWMT's John Bush Gerald Mallon Institute for Social Justice.

WHAT IS THE JOHN BUSH GERALD MALLON INSTITUTE FOR SOCIAL JUSTICE?

The Multiracial / Multicultural Institute (MRMCI) is the primary program initiative of the NABWMT. In short, through the MRMCI, the NABWMT develops and delivers educational programs aimed at helping individuals and organizations understand and address racism.

WHAT PROGRAMMING IS OFFERED THROUGH THE INSTITUTE?

The Institute primarily conducts day-long workshops which have been developed to achieve specific anti-racism objectives. (Occasionally, shorter workshops are conducted to fit specific needs.) Regardless of length, the content of every Institute workshop has been carefully developed by a team of experienced anti-racism trainers with the overriding goal of empowering the workshop audience to effectively deal with the effects of racism in our communities and in our lives.

WHAT EXPERTISE DOES THE NABWMT BRING TO ITS INSTITUTE PROGRAMS?

The NABWMT was founded in 1980 as the first national organization for gay and bisexual men primarily focused to create a shared interracial community. Hence, ever since the organization's inception, it has continually provided a format for gay and bisexual men to dialogue about the meaning of race and racism, even at the most personal level. This "grassroots" foundation, built during the organization's first fifteen years, was the impetus behind the NABWMT's 1996 launch of the Institute. Today, the Institute is both a reflection of the NABWMT's continuing journey as a grassroots interracial organization as well as a formal educational program designed to meet the needs of such audiences.

FOR WHOM DOES THE NABWMT CONDUCT INSTITUTE WORKSHOPS?

The NABWMT conducts Institute workshops for internal and external audiences. Internal audiences are those convened locally through NABWMT chapters, as well as those convened through NABWMT regional and national gatherings. External audiences are primarily convened through established conferences and conventions, although occasionally the NABWMT works with an external partner organization in order to host an independent public workshop. Given the nature of the NABWMT, the primary constituency of internal and external audiences is comprised of people who identify as lesbian, gay, bisexual, transgender, intersex, two-spirit, queer and/or questioning. Still, the NABWMT is open to conducting Institute workshops for ostensibly heterosexual audiences as well.

WHAT WORKSHOPS DOES THE INSTITUTE PROVIDE?

The Institute primarily conducts the following day-long workshops:

Finding the I in the Middle of RacIsm Racism is a complex issue that we often find bewildering. At the same time, it is difficult to find safe, supportive spaces to learn about the issue and express how it affects us personally. Finding the I in the Middle of RacIsm helps us sort through the complexities and discern meaningful ways of addressing the personal and communal impact of racism. (Note: This workshop may be offered as a one-day program, or as part of a weekend-long retreat.)

**Looking Beyond the Single-Issue Lens:
Understanding the Intersection of Oppressions**

This workshop takes us into a deeper exploration of how and why we organize for social justice. In particular, we examine the intersecting nature of oppressions and the ramifications of those intersections for single versus multi-issue organizing.

Learning to Walk the Talk: Mobilizing Your Organization to Do Long-Term Anti-Racism Work

As implied by the title, this workshop is for organizations (or individuals who see themselves as organizational stakeholders) with a desire to get beyond a mere philosophical opposition to racism. Accordingly, this workshop examines the issues involved in making such a transition and introduces tools for doing so.

Explorations Into Empowerment

This workshop is for established groups that have a clear anti-racism mandate, yet need help to develop a specific strategy for putting that mandate into action.

And . . . Occasionally, the NABWMT offers shorter workshops, or modified versions of the above, as part of an established conference or convention. In addition, the Institute faculty is continually evaluating the experiences and needs of target audiences with an eye toward developing future workshop programs. If none of the above workshops address your need, we are open to the idea of developing something new.

WHO CONDUCTS INSTITUTE WORKSHOPS?

The NABWMT is a grassroots organization self-maintained by volunteers. As such, all Institute workshops are conducted by a racially diverse team of community activists who volunteer their services. Within the NABWMT, a core group of trained facilitators comprises the Institute faculty. Periodically, a guest facilitator from outside the NABWMT volunteers in an adjunct capacity.

DOES THE NABWMT CHARGE A FEE TO CONDUCT AN INSTITUTE WORKSHOP?

For internal audiences, the NABWMT covers all expenses. For external audiences, the cost of conducting the workshop is discussed with the host organization. Depending on the respective resources of the host and the NABWMT, the host typically pays between 0% and 100% of the costs. Because the NABWMT is a 501(c)(3) tax-exempt educational organization committed to the elimination of racism, the NABWMT views its Institute programming as a public service. Therefore, the NABWMT does not charge a fee or honorarium for its workshops.

I'D LIKE TO LEARN MORE AND/OR DISCUSS HOSTING AN INSTITUTE WORKSHOP. WHAT DO I DO?

Simple. Call the NABWMT national office or send your inquiry via e-mail. The address and email are listed on the main page of the website. The NABWMT national office will promptly forward your inquiry to a member of the Institute team.

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