



# Reckoning with Systemic Racism

## Global Workshop

**May 25 – 28, 2021**

**7:00 am - 11:30 am EST**

All times are in EST, please check your local time [here](#)

### Overview

Racism and ethnic discrimination are chains that shackle lives, often from birth to grave, and define and limit the democracies that harbor them. From Kenya to Brazil, Tunisia to the Philippines, Sites of Conscience are confronting discrimination against marginalized groups by creating more open narratives of past and present struggles for justice that foster new understandings in their communities. Using the power of place and memory as a framework, Sites of Conscience have an opportunity to support communities explore the root causes of discrimination by highlighting the historic systems that have perpetuated rather than eradicated inequality, ultimately sparking collective engagement in shaping a more just society.

Between May 25-28, 2021, **"Reckoning with Systemic Racism"**, a global workshop open to global members of the International Coalition of Sites of Conscience, will examine the history of systemic racism and ethnic discrimination, drawing attention to its impact on people's lives and its effect on the democracies in which we live. Network members from Africa, Asia & the Pacific, Europe, Latin America/the Caribbean, North America and MENA will have the opportunity to gather and participate in theoretical discussions; exchange best practices; and build technical skills in identifying, exposing, documenting and confronting racism and ethnic discrimination today.

### Agenda

#### Tuesday, May 25

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7:00 – 7:15 am

Welcome and Introduction

Silvia Fernández, Global Networks Program Director, International Coalition of Sites of Conscience (ICSC) (5')



7:15 – 8:15 am

**KEYNOTE CONVERSATION: Acknowledging Racism and Ethnic Discrimination as Barriers to Democracy**

This keynote conversation will address the imperative to acknowledge racism and ethnic discrimination as barriers to building strong democracies. It will discuss the evolution of the terms race and racism within the context of the League of Nations and the United Nations, and it will provide an overview of the role of the international community in confronting and redressing historical legacies of racism and ethnic discrimination.

**Keynote Speakers:**

Doudou Diène, United Nations Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance from 2002 to 2008, ICSC Board Member, Past Chair (15')

Pratima Narayan, Senior Program Manager, Global Transitional Justice Initiative, ICSC (15')

Q&A (15')

**Moderator:** Elizabeth Silkes, Executive Director, ICSC (10' opening and intro + 5' closing)

8:15 – 9:45 am

**GLOBAL PANEL: Roots of Systemic Racism and Ethnic Discrimination – A Historic Perspective**

This global panel will delve into the roots of systemic racism and ethnic discrimination through the presentation of four Sites of Conscience remembering histories of racial and ethnic oppression and discrimination.

- Eloi Coly, Chief Conservator, [Maison des Esclaves – Senegal](#) (15')
- Lebo Marishane, Acting CEO, [Constitution Hill](#) – South Africa (15')
- Andrea Plician Méndez, Facilitator, [Casa de la Memoria Kaji Tulam – Guatemala](#) (15')
- Ashley Rogers, Executive Director, [Whitney Heritage Plantation](#) – USA (15')

Q&A (15')

**Moderator:** Vanessa Adams-Harris, Outreach Coordinator, [John Hope Franklin Center for Reconciliation](#) – USA (5' intro and 5' closing)

9:45 – 10:00 am

**Coffee Break**

- Survey: What is your understanding of racism, ethnicism and colorism?



- 10:00 – 11:10 am**     **ROUND TABLE DISCUSSION: Systemic Discrimination and Power**  
Through the histories and work of three Sites of Conscience around the world, this round table discussion will examine how race, ethnicity and power have been historically intertwined to create and perpetuate systems of exclusion and inequity.
- Yeismith Armenta, Wiwa leader and member of the organization Golkushe Tayrona, [Red Colombiana de Lugares de Memoria](#) – Colombia (15')
  - Honore Gatera, Director, [Kigali Genocide Memorial](#) – Rwanda (15')
  - Muthulingam Periyasamy, Executive Director, [Institute for Social Development](#) / Tea Plantation Workers Museum – Sri Lanka (15')
- Group Discussion (15')
- Moderator:** Bernadette French, Program Manager Human Rights, Justice and Security, [Campaign for Good Governance](#) – Sierra Leone (5' intro and 5' closing)
- 11:10 – 11:30 am**     **GROUP REFLECTION**  
This session will offer a space for collective reflection. It will help distil key learnings and main take-aways from the day and provide an opportunity for open exchange; flow of project ideas; and fostering of partnerships and collaborations.
- Facilitator:** Lebo Marishane, Acting CEO, [Constitution Hill](#) – South Africa (5' intro and 5' closing)

## Wednesday, May 26

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- 7:00 – 7:15 am**     **Welcome**  
Geg  Leme Joseph, Senior Program Manager Africa, Latin America & the Caribbean, ICSC (5')
- 7:15 – 8:00 am**     **KEYNOTE ADDRESS: Confronting Racism for Holistic Liberation: The Black Consciousness Movement**  
This keynote address will provide a historical overview of how the Black Consciousness Movement confronted white supremacy in apartheid South Africa. It will examine Steve Biko's concept of Black Consciousness and holistic liberation and its relevance today.



**Keynote Speaker:** Dr. Saths Cooper, Member of the Black Consciousness Movement, Activist, Psychologist, Vice Chancellor and Principal of the University of Durban-Westville – South Africa. (25')

Q&A (10')

**Moderator:** Bokang Pooe, Senior Program Manager, [Steve Biko Foundation](#) – South Africa (5' intro and 5' closing)

8:00 – 9:30 am

**GLOBAL PANEL: Connecting Past to Present: Racial and Ethnic Discrimination Today**

Through the lens of four Sites of Conscience, this global panel will look at contemporary manifestations of racism and ethnic discrimination in our societies, and how historic systems of power have perpetuated rather than eradicated discrimination.

- Lisa Lee, Director, [National Public Housing Museum](#) – USA (15')
- Dr Robert (Bert) Davis, CEO, [America's Black Holocaust Museum](#) – USA (15')
- Mandy Sanger, Education Manager, [District Six Museum](#) – South Africa (15')
- Godefroid Sindayigaya/Ferdinand Ndayiragije, Legal Representative, [Forum Pour la Memoire Vigilante](#) – Burundi/Rwanda (15')

Q&A (15')

**Moderator:** Shirley Gunn, Director, [Human Rights Media Centre](#) – South Africa (5' intro and 10' closing)

9:30 – 9:45 am

**Coffee Break**

- Survey: What systems of power impact your community?

9:45 – 11:30 am

**WORKSHOP: Addressing Power Inequities within our Organizations**

Building on the assumption that organizations are born out of societies and regularly reflect the inequities of the wider society in their infrastructures and operations, this workshop will introduce three frameworks for analyzing inequities in our workplaces in order to begin their transformation. Participants will work in small groups to share their experiences and develop approaches that best fit their institutional contexts.

**Facilitator:** Braden Paynter, Director of Methodology and Practice, ICSC



## Thursday, May 27

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- 7:00 –7:10 am**      **Welcome**  
Ereshnee Naidu, Senior Program Director Global Transitional Justice Initiative, ICSC (5' intro and 5' closing)
- 7:10–8:00 am**      **KEYNOTE ADDRESS: The Power of a Narrative: Did Black Lives Matter? The Courage to Transform Narratives in a Caribbean Context**  
This keynote address will explore the role that memory and heritage can play in transforming narratives born of inequitable power structures into platforms for justice, equity and inclusion.
- Keynote Speaker:** Alissandra Cummins, Director of the Barbados Museum & Historical Society, ICSC Board Chair (30')
- Q&A (10')
- Moderator:** Ereshnee Naidu, Senior Program Director Global Transitional Justice Initiative, ICSC (5' intro and 5' closing)
- 8:00 – 9:30 am**      **ROUND TABLE DISCUSSION: Memory to Action: Confronting Systemic Racism and Ethnic Discrimination Today**  
This round table discussion will showcase examples of how Sites of Conscience are confronting systemic racism and ethnic discrimination in their communities today.
- Dr. Amber Johnson, Founder, [Justice Fleet](#) – USA (15')
  - Marta Cisterna, Manager, [Casa Memoria José Domingo Cañas](#) – Chile (15')
  - Mariana Martins, Executive Director, [Museu da Imigração](#) – Brazil (15')
- Group Discussion (15')
- Moderator:** Victor Ochen, Executive Director, [African Youth Initiative Network \(AYINET\)](#) – Uganda (5' intro and 5' closing)
- 9:30 – 10:00 am**      **Coffee Break**
- Survey: What is your understanding of prejudice, discrimination and racism?
- 10:00 – 11:00 am**      **WORKSHOP: How to be an Antiracist? – What Roles Can I Play to Confront Systemic Racism?**



This workshop will explore individual and collective roles in perpetuating systems of oppression and power, and will invite participants to reflect on concrete actions that can be taken to embrace antiracist practices.

**Moderator:** Ereshnee Naidu, Senior Program Director Global Transitional Justice Initiative, ICSC

- Systemic racism and ethnic discrimination issues around me
- My privilege and my power
- The roles I play in perpetuating or braking systems of oppression
- The importance of allyship
- How to be an antiracist?

11:00 – 11:30 am

#### GROUP REFLECTION

This session will offer a space for participants to reflect on key take-aways from the three-day meeting and envision programs that challenge socially ingrained discriminatory practices.

**Facilitator:** Ereshnee Naidu, Senior Program Director Global Transitional Justice Initiative, ICSC

## Friday, May 28

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7:00 - 7:10 am

#### Welcome

Gegê Leme Joseph, Senior Program Manager Africa, Latin America & the Caribbean, ICSC

7:15–8:00 am

#### WORKSHOP: See It. Film It. Change It - Tell Your Story

This session will provide basic guidance on visual storytelling using phones and pocket cameras. It will explore notions of a narrative arc, framing, sequence, structure and hook, and how to use smartphones, #mojo technique, apps, hacks and gadgets to boost mobile phones and create accessible, effective visual storytelling that engages new audiences.

**Facilitator:** Victor Ribeiro, Senior Program Manager for Latin America and the Caribbean, [Witness](#)

8:00 – 8:45 am

#### WORKSHOP: See It. Film It. Change It - Videos That Matter

This session will explore how to use visual storytelling for advocacy and documentation purposes. The session will cover protocols, tips and resources for the use of video to defend human rights.



**Facilitator:** Victor Ribeiro, Senior Program Manager for Latin America and the Caribbean, [Witness](#)

8:45 - 9:00 am

Coffee Break

9:00 – 10:00 am

**WORKSHOP: See It. Film It. Change It - Today's Images will be Tomorrow's Light**

This session will offer notions of scrollytelling and expanded-documentary experience, and will cover questions such as:

- How to extract visual stories from image archives or mass storage of videos?
- How to deliver small pieces from a video archive?
- How to create a "narrative arc" with pieces of video?

**Facilitator:** Victor Ribeiro, Senior Program Manager for Latin America and the Caribbean, [Witness](#)

10:00-10:45 am

**CASE STUDIES: Sites of Conscience Leveraging Video for Impact**

- **Countering Erasure of Threatened Cultural Practices:** [Memoria Abierta](#), Argentina will discuss the use of video for documenting threatened cultural practices of marginalized groups as a tool for confronting racism. (15')
- **Foregrounding Women's Experiences:** [Voices of Women Media](#), Nepal will share how digital storytelling is being used to expose women's individual experiences with the goal of ending violence and discrimination against women and changing social norms. (15')

Q&A (10')

**Facilitator:**

Gegê Leme Joseph, Senior Program Manager Africa, Latin America & the Caribbean, ICSC (3 intro and 2' closing)

10:45 – 11:30 am

**WORKING GROUPS: Global Action Project Development**

This session will provide an opportunity for participants to apply the key take-aways from the four-day workshop to their video project ideas. Participants will discuss and develop concept notes on the use of video to confront racism and ethnic discrimination at the local level and will be invited to apply for ICSC small grants funding for their implementation.



International Coalition of  
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**GLOBAL NETWORKS**  
Building Inclusive Democracies  
Global Summit 2021

**Facilitators:**

Gegê Leme Joseph, Senior Program Manager Africa, Latin America & the Caribbean, ICSC

Victor Ribeiro, Senior Program Manager for Latin America and the Caribbean,  
[Witness](#)