

**Anti-Racism Working Group**  
**Final Report 2019-2020**  
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The Anti-Racism Working Group (ARWG) first would like to thank you again for your support during the 2019-2020 academic year. Because of your funding, we hosted over 10 events across WCU's campuses educating, engaging, and encouraging approximately 200 individuals to take anti-racist action. We also met monthly as a team to continue our own anti-racist action and plan for sustainability of the program.

ARWG's team of faculty, staff and students across WCU's departments and campuses first completed a two-day training and then worked in pairs to co-facilitate workshops on race and anti-racism action for the WCU community. ARWG also refined the workshop based on trainee feedback and progress, attended monthly meetings, and completed anti-racism advocacy.

Based on program evaluations, participants found the workshop to be meaningful and useful to their conceptualization and self-awareness around race and privilege. The four themes from the coded results from participants wanting to acting are defining and undoing racism: overcoming the trap of inevitability through analysis and recognition of historicity; teaching the history of racism: historical stages of racism and the recognition of race as a social construct; leadership development: overcoming the structure of domination by cultivating leadership and independence; and accountability: overcoming domination by multidirectional accountability.

**Dates and locations of workshops and trainings:**

08/15/2019 Philadelphia Campus, Train the Trainer  
8/16/2019 Graduate Business Center, Train the Trainer  
10/23/2019 Graduate Business Center, Anti-Racism Workshop  
10/29/2019 Philadelphia Campus, Anti-Racism Workshop  
01/27/2020 Philadelphia Campus, Anti-Racism Workshop  
01/29/2020 Philadelphia Campus, Anti-Racism Workshop  
02/03/2020 West Chester Campus, Anderson Hall, Anti-Racism Workshop  
02/03/2020 West Chester Campus, Recitation Hall, Racism and Healthcare  
02/05/2020 West Chester Campus, Sykes Student Union, Anti-Racism Workshop  
02/25/2020 West Chester Campus, Anderson Hall, Anti-Racism Workshop  
03/05/2020 Philadelphia Campus, Anti-Racism Workshop