

ALKIMIA

Race & Identity Workshop

Alkimia's Race and Identity is a three day process that guides participants through an exploration of their race identity and experience of race, before situating that experience within the historical, cultural and economic context of their country; seeing the arc of causality that led us to this particular point in time.

Through narrative practice, the workshop breaks through race-based barriers by helping us to connect to our own stories of race and hearing the stories of others.

It also enables us to develop what we have chosen to call "Race Intelligence" or "Race Quotient" (RQ), a capacity to engage effectively and sensitively with people from diverse backgrounds or experience. RQ is an intelligence that is particular to some individuals and is primarily based on lived experience, but, like EQ, it can be developed.

www.alkimia.co.za

A Person who has RQ has:

- An awareness of the impact their own race has on their experiences, the development of their identity and their own conscious and unconscious behaviour.
- An understanding of the historical and contextual setting in which they live and how they are situated within this.
- A grasp of how the institutionalized or systemic nature of racism can play itself out in an organization.
- A familiarity with the language and concepts needed to talk about race in helpful ways.
- Some insight into the lived experiences of people of other races and how their race has, and is, impacting them.
- Important skills for sensitively navigating a diverse interpersonal landscape.
- An appreciation that difference and "the other" brings a richness to community.
- The desire to facilitate better relationships and a culture where each individual feels safe and welcome.

"Diversity like it's never been done before!"

"Alkimia's workshop creates a space that has exciting potential to ensure positive working relationships and enhanced productivity alongside individual and collective learning and growth."

- *Simanga Sithebe*

"Alkimia Consulting's new workshop, Race & Identity, does something very difficult, with apparent ease. It enables people to find a fresh, personal, and systemic take on race – a subject so encrusted in difficult meanings, troubling intersections, and destructive strategies that it's difficult to approach with anything other than foreboding.

And yet, this workshop is moving, funny and engaging. Walking through the process felt like waking up to new possibilities for South Africa, and for our experiences and performances of race. Of course, it's not without difficult moments and tensions – how could it be? – but ultimately, Alkimia created a kind, open and supportive space to work with challenging issues, and connect with each other in a unique and highly productive way."

- *Warren Banks, Durban: Facilitator, OD consultant and writer*

Alkimia's Inclusion Consultants



Danielle Gilbert

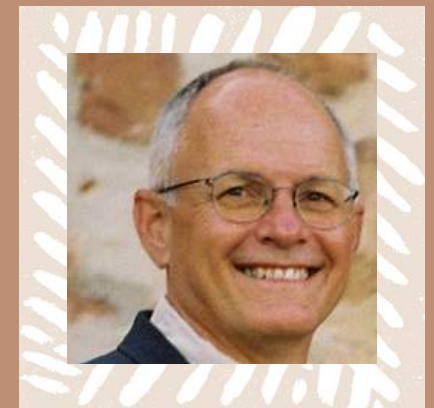
Danielle is a trained and skilled teacher, facilitator, youth worker and transformation team leader. Having attended and taught school in the leafy suburbs of Cape Town while living on the marginalised Cape Flats, Danielle was faced daily with the systemic and long-lasting injustices of Apartheid and the effects that these realities have on those who live with one foot in each world. The #yousilenceweamplify movement resonated deeply with Danielle as they echo her own lived experience.

Danielle graduated with B.Ed from Cape Peninsula University of Technology specialising in Foundation Phase Education and has taught in independent and government schools in Cape Town, South Africa and Windhoek, Namibia.

"In my experience as a minority throughout my school career and into my teaching career, I was acutely aware of the many microaggressions and the systemic challenges faced by people of colour in many majority white spaces. As I sought to understand these experiences and learn the right language to articulate my experiences, I learned that my story has power and that when we listen with compassion to the stories of others, we open ourselves to learning, understanding and enriching our perception of the world."

Currently he lives out his commitment to ongoing personal development and life-long learning in reading for a PhD in educational policy and change, with a particular concern for the alignment of organisational systems with social cohesion and social justice outcomes.

"There are many words that have inspired my life journey. The chorus from Leonard Cohen 'Anthem' feels like it has a particular resonance in shaping the humility and love which I hope filters through my commitment to inclusion, healing and change: "Ring the bells that still can ring, Forget your perfect offering, There is a crack, a crack in everything, That's how the light gets in"



Jaques Pretorius

Jaques is an intuitive and empathetic facilitator, mentor and counsellor. His work experience as a School Chaplain, parish Priest, human resource practitioner and project co-ordinator, within both religious and corporate contexts, continues to drive his passion for meaningful inclusion and the celebration of diversity. Over 15 years of combined experience as a school governor has sharpened Jaques' appreciation of the transformation challenges and opportunities faced in the education sector.

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