



Peace & Justice Center

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PJC Education, Workshops, and Consulting Overview

The Peace & Justice Center is a statewide, membership-based non-profit organization. Education is one of the key components of our current work and our participatory workshops combine training and facilitated group discussions to support justice and peace-based work on racial, economic, and environmental justice as well as nonviolence and fair trade. These programs are offered to the public on an ongoing basis and we also partner with organizations to bring our content to their staff, customers, or members

Workshops for partner organizations include:

- A facilitated meeting with our staff to better understand your organization's objective and to meet participants where they are. Workshops that are six hours may also include pre-surveys with the participants to achieve this same goal.
- Workshop materials such as an online facilitation platform or physical workshop materials such as flip charts, markers, sticky walls, etc
- Trained and diverse facilitators who have reviewed your organization's needs and circumstances and bring lived experiences to the work. We typically have two or three facilitators for small groups, and three or four facilitators for larger groups.
- Depending on our current COVID policies, we are happy to host small groups (15 or fewer) in our center at the Burlington Waterfront (60 Lake Street) or to present on-site at your location. For workshops at your location, you may be expected to provide some infrastructure, such as a projector. Cost and logistics associated with an off-site presentation, such as a hotel, will be managed by your organization.

Sliding Scale Fees. We are committed to being available to as diverse a community as possible. With that in mind, our fees are on a sliding scale. Each category is disaggregated by large groups (16-30 participants) and small groups (15 or less). For in-person groups over 30, we add another facilitator and \$50 per hour. This sliding scale is based on a range of just covering direct costs, to covering all indirect costs. Please reach out for any circumstances not captured in the tables below or for discounted work for groups doing social justice work. Groups looking for multiple presentations are also eligible for discounts. 100% of your fee goes to the Peace & Justice Center's nonprofit work including delivering your workshop, training our facilitators, and designing new curriculum.

Justice Workshops

We are currently offering four standard workshops that are off-the shelf and then customized to you and your organization. We can also develop additional workshops and are working on expanding our roster, but these would need a longer lead time before being available to your organization:

Seeing and Disrupting Racism: This 101-level workshop defines racism and gives participants insight into the many ways in which racism manifests from an individual to a systemic level. Participants will unpack how individual and systemic acts perpetuate. This workshop is designed to provide an experiential learning opportunity with the combination of knowledge building, skills practice, and discussion. The objective of this workshop is to understand the meaning of racism, recognize racism's harmful impact on society, and explore how you would handle past observations or actions of racism differently. Recommended length: 2 hours.

Building Empathy and Addressing Racial Oppression: This program gives participants the opportunity to build skills and knowledge to engage in addressing racism. Participants will learn to recognize and name racism within themselves and their communities and explore ways to act from a place of collective liberation rather than from pity or saviorism. The objective of this workshop series is to learn the history of events that contributed to systemic racism, explore ways systemic racism manifests itself in our lives, and recognize racism's harmful impact on our society. Recommended length: 6 hours – can be split over two or three days

Talking With Kids About Racism: This workshop series addresses the impact of racism on all children and our relationships with them. It is designed to help people build skills to be more effective in discussing these issues with children in meaningful and age-appropriate ways. This workshop assumes at least some work has been done by participants to understand their own racial-ethnic identity, privilege, and the cost of racism to all of us. If this work has not been done, participants may be required to start with the SDR of BEARO courses above. Recommended length: 6 hours can be split over two or three days

Unpacking Whiteness: Unpacking Whiteness is an affinity space for White-identifying folx to gather and understand how racism is harmful to all people. The Peace & Justice Center designed this workshop so White-identifying people have a place to learn about racism without causing harm to BIPOC-identifying people. Members of the global majority should not have to shoulder the burden of unpacking racism. White affinity spaces, such as Unpacking Whiteness, allow folx to unpack harmful beliefs and behaviors while reducing the risk of mental, emotional, and



physical harm to BIPOC folx. The hope is that this space will allow white people to work towards collective liberation and allow the emotional needs of the Global Majority to take priority in multi-racial spaces. Recommended length: 2 hours

Let’s Talk Race: A facilitated conversation using a “Let’s Talk Race” conversation card deck to prompt discussion about racism, privilege, intersectionality, and shifting power. The tool is designed for people of all races, genders, ages, abilities, socio-economic class backgrounds, and more. The overall goal is to grow our communities’ comfort and ease — especially white Vermonters — with conversations about race by providing a tool to support existing anti-racist efforts. The deck that is the basis for this conversation was developed in partship with Change The Story, the Vermont Human Rights Commission, the PJC, Showing Up for Racial Justice, ACLU Vermont, the Education Justice Coalition, and the The Vermont Network Against Domestic and Sexual Violence. Recommended length: 2 hours

Justice-Based Fee-Schedule

Organization Category and Annual Budget	Half-day	per 2 hours	Discount 2-hours
Full price of workshops for orgs over 750k	Large: \$2,200 Small: \$1,750	Large: \$1,200 Small: \$1,000	Large: \$1,050 Small: \$900
Non-Profits over 500k Orgs under 750k	Large: \$1,750 Small: \$1,500	Large: \$1,000 Small: \$800	Large: \$900 Small: \$750
Non-profits under 500k Other orgs under 250k	Large: \$1,600 Small: \$1,200	Large: \$850 Small: \$650	Large: \$750 Small: \$550
Frontline or youth-led OR non-profits under \$150k	Large: \$900 Small: \$600	Large: \$500 Small: \$325	Large: \$400 Small: \$275

The discount rate is for allied groups, member organizations, and for organizations who are doing at least six hours of workshops.



Fair Trade & Peace Workshops

Past Fair Trade and Peace Workshops topics include, but are not limited to: fair trade vs free trade; the banana industry; understanding fair trade; and global trade and racism.

Chocolate & Modern Slavery. In this presentation, participants will learn how profitable companies like Hershey and Nestlé continue to utilize child labor. Participants will learn about the cocoa industry's lack of accountability and how wealth distribution and industry practices perpetuate generational poverty and enable modern slavery. Recommended duration: 2 hours.

Fair Trade and Peace Fee Schedule

Organization Category	2 hours	Half-day
Full price of workshops for orgs over 750k	Large: \$1,000 Small: \$750	Large: \$1,250 Small: \$1,000
Non-Profits over 500k Orgs under 750k	Large: \$750 Small: \$500	Large: \$1,000 Small: \$750
Non-profits under 500k Other orgs under 250k	Large: \$400 Small: \$250	Large: \$750 Small: \$400
Frontline or youth-led OR non-profits under \$150k	Large: \$250 Small: \$150	Large: \$300 Small: \$200

Allied groups and members are eligible for an additional \$50 discount on the 2-hour workshops and \$100 discount on the half-day workshops.



Consulting Fees

The PJC is increasingly taking on consulting and presentation work. We are therefore establishing rates for our work on an hourly basis. This is not on a sliding scale, but rather differentiated for groups in our network, including allied groups and current member organizations versus those not in our network.

Organization Category	Allied & Member Groups	Others
Coordinators	Free	\$25 / hour
Managers / Advisors	Free up to 3 hours, then \$25 / hour	\$40 / hour
Senior Advisors / Senior Managers / Directors	Free up to 2 hours, then \$35 / hour	\$ 55 / hour

