



PJC Education and Workshop Catalog

Catalog Created 2023

PJC Education, Workshops, and Consulting Overview

The Peace & Justice Center is a statewide, membership-based non-profit organization. Justice-based education is one of the key components of our current work. Our participatory workshops combine presentation and facilitated group discussions to support justice and peace-based work, including racial, economic, and environmental justice, as well as nonviolence and fair trade. These programs are offered to the public on an ongoing basis and are also available to organizations.

Workshops include:

- A facilitated meeting to better understand the necessary customization to achieve your organization's objective and to meet participants where they are. Workshops that are six hours or longer in total may also include pre-surveys for the participants to achieve this same goal.
- Workshops 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 (10 or fewer) at the Center, 239 South Union Street, in Burlington, or to present on-site at your location. You will be expected to print workshop materials. Costs and logistics associated with an off-site presentation, such as travel expenses, will be managed by your organization.

Current Workshops Offered:

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.

Social Justice Workshops

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. Minimum 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. Minimum 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. The objective of this workshop series is to explore our own experiences to develop a deeper understanding of race and racism, practice engaging in racial conversations with children, and gain the foundational knowledge and motivational drive to add this work to your education pedagogy. Minimum 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. Minimum length: 2 hours

Current Events, Hotbutton Topics, and Dynamic Conflicts: As the world, culture, language, and news move at an ever-accelerating speed, we often struggle to keep up and keep true. With a strong non-violent, intersectional, and equity focus foundation, we explore dynamic topics that affect your community. These topics include but are not limited to Immigration, reparations, Police Brutality, CRT, Houselessness, internationally, etc. We hope to "re-inform" folx with the facts, figures, and a dynamic conversation. Minimum length: 2 hours

*We note that these workshops take extra care and time to create. This may be reflected in the timeline and price of the workshop.

Ending The War on Drugs, Examining & Re-imagining our Approach to Drug Use in America: This workshop begins with an examination of the war on drugs' racist roots established by President Nixon's administration in 1971. We then highlight the connection between current drug incarceration and arrest rates, substance use disorder, and treatment bias to racism. Finally, we conclude with an investigation of alternative justice-based solutions, including harm reduction, decriminalization, education, and more. This workshop has been created for those not only seeking to gain a better understanding of the current substance misuse crisis but also for those wanting solutions beyond the criminal punishment system, expensive rehabilitation services, and prohibition of all drug use. Minimum length: 2 hours

Economic Justice Workshops

Fair Trade 101: In this presentation, participants will explore how colonialism, capitalism, and globalization have paved the way for monopolies to exploit marginalized people of the global south and the environment for extreme wealth and power. The fair trade movement is one way to seek to minimize the counterbalance of these atrocities. Recommended duration: 2 Hours

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: 1.5-2 hours.

The Banana Industry: This workshop aims to deepen participants' knowledge about the impacts of global consumerism by examining the horrendous business practices of Chiquita and Dole, including the monopolization of the banana lands and workers, and Chiquita's former collaboration with the US government to fund a terrorist organization and a banana worker massacre. Recommended duration: 1.5-2 hours.



Environmental Justice Workshops

Environmental Justice 101: In Environmental Justice 101, we examine the origin of the climate crisis. Climate change is a result of systematic racial oppression and natural resource exploitation. This ideology is deeply rooted in American idealism and stems from colonization and white supremacy. Rather than solely focusing on carbon emissions reduction and climate science, we explore deep systemic solutions through local a lens. Minimum length 2 hours

Dynamic Conflicts In Environmental Justice (Customized Workshop): Through the environmental justice lens, we will explore a dynamic topic that affects your community. These topics include but are not limited to indigenous rights, environmental racism, eco-terrorism, geoengineering, etc. We hope to "re-inform" folx with the facts, figures, and a dynamic conversation. Minimum length: 2 hours

*We note that these workshops take extra care and time to create. This may be reflected in the timeline and price of the workshop.



Film Screenings, Book Reviews, and Consulting

Film Screenings and Book Discussions:

Film and books can be great ways to start a conversation and absorb powerful stories and truths. Presentations, facilitated discussions, panels, and/or Q&A sessions are offered to help discuss and debrief the dynamic issues and topics brought to the table by the stories told in the book and films.

Consulting:

Conversations surrounding inequity and injustice can be challenging and overwhelming. In addition to our educational programming, we offer consulting services to assist you in uprooting harmful practices, beliefs, and behaviors. We strive to help you create a more diverse, equitable, and inclusive space by providing services to strengthen your relationships, guide your initiatives, shift work or community culture, and more.



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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 which is disaggregated by group size and location.

- Virtual Workshops: Maximum of 50 participants
- In-Person Workshops: Maximum of 30 participants, 1 hour from the center

When the group size is above the maximum, we add another facilitator and \$50 per hour. An additional fee is added to the total when the location is beyond an hour from Burlington.

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 description above 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.



Virtual, Maximun of 50 Participants

Organization Category & Annual Budget	Half Day (4 Hours of Facilitation)	2 Hours
Full Price of Workshops	\$3,000	\$2,775
Non-Profits Over 500K Orgs Under 750K	\$2,550	\$2,325
Non-Profits Under 500K Other Orgs Under 250K	\$2,100	\$1,875
Orgs that are Frontline or Youth Lead, or with an Annual Budget Under \$100K	\$1,500	\$1,125

In-Person, Maximum of 30-Participants, less then 1 Hour from Burlington

Organization Category & Annual Budget	Half Day (4 Hours of Facilitation)	2 Hours
Full Price of Workshops	\$4,000	\$3,775
Non-Profits Over 500K Orgs Under 750K	\$3,550	\$3,325
Non-Profits Under 500K Other Orgs Under 250K	3,100	\$2,300
Orgs that are Frontline or Youth Lead, or with an Annual Budget Under \$100K	\$1,775	\$1,550



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	Others	PJC Members
Director of programs	\$35 / Hour	Free up 2 hours Then \$25
Educational Manager & Advisors	\$85 / Hour	Free up 2 hours, Then \$75 Hour

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