

# White Awareness Insight Curriculum for Uprooting Privilege (WAIC UP!):

## A Dharma and Racism Study Program

Offered by Spirit Rock Community Dharma Leader 5 participants to Sanghas everywhere. Originally developed for CDL5 in 2015/2016. This version adapted July, 2016.

### Introduction

As with all forms of suffering, the Dharma offers enormous gifts to meet the ongoing reality of racial suffering. This is no less true for members of the white majority who participate, often unconsciously, in racial harm. The white person's version of racial suffering is complex and potentially difficult to name, bound as it is in denial, guilt, hatred (even self-hatred) and overwhelm. Dharma practice affords the opportunity to turn towards this suffering and with mindful, loving attention, investigate deeply, dispel our ignorance, allow our hearts to break, and learn to respond with wisdom and compassion.

The study sessions outlined below were created primarily for white Dharma practitioners, teachers and leaders to explore our deep conditioning around race, its reflections in the systems around us, the experience and impact of racism and whiteness on all beings, and ways we can skillfully engage with this toward liberation. They were developed by a group of six white members of the fifth cohort of Spirit Rock's Community Dharma Leaders Program based on a framework originally published by [White Awake](#).

Sessions are meant to be 2 hours long, for self-organized small groups of 3-4 people who can meet together either by video chat or in person. It's recommended that group members commit to the full series, and that meetings occur at least monthly, if possible.

### Creating a group:

We recommend you gather 3 or 4 interested people for a group, decide on a meeting time and method/location (google hangout, Skype or other video chat, or in person), and choose a facilitator for every meeting to track time and maintain focus. The facilitator is also encouraged to add questions and materials related to current events that are pertinent to the session topic.

### Before your meeting:

Each session includes readings, talks, or other homework to do before the session meets. It's best for group members to review the session agenda well ahead of each session meeting.

Links to suggested agendas for each session:

- [Session 1 - Why are We Here, and Personal Experience with Race](#)
- [Session 2 - Historical Racism](#)
- [Session 3 - Institutional Racism](#)
- [Session 4 - Using Buddhist Practice to Decolonize our Minds](#)
- [Session 5 - Developing a Practice of Seeing Racism in the World Around and Within](#)
- [Session 6 - Causes and Conditions - Structural Racism](#)
- [Session 7 - Investigating Racism in Our Own Organizations](#)
- [Session 8 - Applying Our Spiritual Practice](#)

Further sessions are in development.

Thank you for your practice!

*Max Airborne, Kristin Barker, Janusz Welin, Dawn Haney, Crystal Johnson, and Bob Agoglia.*