



What to expect at the Weaver Learning Lab experience

Each Weaver Learning Lab brings together a cohort of 15–20 participants from diverse racial and cultural backgrounds and is facilitated by skilled practitioners of leadership development, emergent strategy, equity, and network building. The Learning Lab started in 2017 and this is our third cohort.

The 2020 Weaver Learning Lab cohort will meet from April 2020–November 2020 (breaking for July and August), and will include:

- 2-day Racial Equity Workshop
- Relationship- and Awareness-building Retreat
- Once-monthly interactive labs focused on inner work, transformative relationships, and liberatory power as they relate to equity, justice, and liberation
- Invitation to join a Community of Practice for continued learning and action

“I am totally and utterly impressed by your ability to get a group to connect with each other in a meaningful way.”
—Weaver Learning Lab participant



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**An eight-month
exploratory experience
for people seeking radical
change rooted in equity,
justice, and liberation.**

**APRIL 16 – NOVEMBER 14, 2020
SILVER SPRING, MD**



Weaver Learning Lab is an eight-month learning experience designed around the core belief that we need a radical restructuring of systems rooted in the creation of a new culture based on the principles of liberation rather than domination. We do this by:

- Gaining a shared understanding of the damaging effects of historical and structural racism, and how they connect to present-day racial inequities.
- Experiencing tools and practices for personal growth that build capacity to interrupt racism.
- Building skills for courageous conversations about racial oppression, dominant culture, and power across lines of difference.

A learning laboratory gives insight into the bigger picture and root causes of cultural and systemic problems. It offers hands-on learning and the opportunity to practice new ways of being and possible solutions in a less risky space. Finally, the learning laboratory facilitates change-making because it provides a safe playing field for collaboration and experimentation.

A photograph of several hands reaching upwards towards the top of the frame, with a smiling person's face visible in the lower right. The image has a blue tint.

**Transform
yourself
to transform
the world.**

Weaver Learning Lab Timeline

Registration deadline: April 3, 2020

All sessions are full-day (9 am–5 pm) except April 16 (evening Orientation) and May 15 (evening Retreat session).

Orientation: Thursday evening, April 16

Racial Equity Institute Workshop:
Thursday, April 23 and Friday, April 24

Retreat: Friday evening, May 15 and
Saturday, May 16

MODULE I: Self-care and inner work:
Saturday, June 13

**Self-directed inner work/affinity group
meetings:** July–August

MODULE II: Transformative Relationships:
Saturday, September 19

**MODULE III: Liberatory Power vs.
Supremacist Power:** Saturday, October 17

**MODULE IV: Roles in Systems Change/Praxis
for Liberation:** Saturday, November 14

*“I felt a lot of trust in ways that I don’t
always feel in other organizing spaces.”*
—Weaver Learning Lab participant

Learn More

Cost: IMPACT asks for a sliding scale contribution of up to \$250 for participation, but no one will be turned away because of inability to contribute financially.

Materials: Each Weaver Learning Lab participant receives a resource binder, digital resources, and meals are provided throughout the program.

Location: Sessions take place at Manna Food Center Market, 12301 Old Columbia Pike, Silver Spring, MD 20904. Metrobus accessible via the Z-7, Z-8, and Z-10 routes.

Registration deadline: April 3, 2020.

More Info: Want to register for the 2020 Weaver Learning Lab or just learn more? Contact Lanita Whitehurst at lanita@impactsilver.spring.org

IMPACT Silver Spring is a human-centered network in Montgomery County, Maryland tackling root causes of racial and economic disparities.

Our mission: To advance racial equity, justice and liberation by working for change in individuals, communities, organizations, and systems.

Our work:

- We fight racism
- We grow leaders
- We connect communities
- We boost economic power
- We build democratic workplaces

