

Critical Whiteness: Reflecting on Power and Taking Action in the University Context

The Ulyseus Blended Intensive Program (BIP) on “Critical Whiteness” is designed for academic and non-academic university staff who wish to deepen their understanding of Critical Whiteness as a framework for analyzing racial structures and privileges. Participants will engage with key theoretical concepts, including whiteness as a social construct, systemic power dynamics, and the impact of whiteness in academic and professional settings.

In addition to a foundational introduction to these concepts, the workshop will include interactive exercises and reflection sessions to explore how whiteness manifests in everyday university life, from communication and decision-making to institutional policies and interactions with co-workers and students. Through reflection participants will develop strategies to foster more inclusive and equitable environments within their professional roles.

No prior knowledge of Critical Whiteness studies is required—curiosity and openness to critical reflection are encouraged. The event will be conducted in English. A minimum English proficiency level of B2 (according to the CEFR) is required for participation.

The course consists of an online component with three sessions in October (10 October 2025, 10:00–12:00; 17 October 2025, 10:00–13:00; 24 October 2025, 10:00–13:00) and an in-person training week at the University of Münster (24–28 November 2025). Registration is only possible for the entire programme. Upon registering, you will be placed on a list of interested participants, and on 22 September 2025 you will be informed about your admission to the course.

Registration

To register (deadline: 21 September 2025) and if you have any questions regarding the event, please contact Dr. Agnes Laba, Zukunftslabor, agnes.laba@uni-muenster.de

Programme

Online sessions (updated provisional program, subject to change):

Friday, **October 10, 10am – 12noon**: Participants and lecturers introduce themselves and share their research interests. We will reflect on our expectations for the course and provide an overview of its format and content. This session will also serve as an informal opportunity to get to know one another. (Agnes Laba (UM))

Friday, **October 17, 10am – 1pm**: “Challenging Whiteness, Advancing Equity: Rethinking Diversity and Inclusion in the University” (Blanca Vera, Rocío Garrido (USE))

Friday, **October 24, 10am – 1pm**: Introduction to Critical Whiteness, theoretical framework and self-reflexivity training (Robert Koglek, (MCI)).

On-site week (provisional program, subject to change):

The on-site week will take place in Germany at the University of Münster from **November 24 to 28 2025**:

Date	Time	Subject	Lecturer
November 24, 2025 (Monday)	10am	Welcome to Münster! Intro and organizational issues	University Münster Team
	10:30am – 12:30pm	Self-reflexivity training on Critical Whiteness I	Extern
	12:30 – 1:30pm	Lunch break	
	1:30pm – 2:30pm	Self-reflexivity training on Critical Whiteness II	Extern
	2:30pm – 2:45pm	Coffee break	
	2:45pm – 17:30pm	Self-reflexivity training on Critical Whiteness III	Extern
	6pm (optional)	Opportunity for a group dinner in the center of Münster	
November 25, 2025 (Tuesday)	9:30am-11:00am	White Institutional Culture in Higher Education: Systems Thinking, Power, and Pathways to Change	Robert Koglek (Management Center Innsbruck)
	11:00am-11:15am	Coffee Break	
	11:15am-12:30pm	Cultural Competence and Capacity-Building in Universities A reflective and practical approach to developing cultural competence through critical reflexivity, emphasizing self-awareness, privilege, ethnocultural empathy, communication skills, and other key competencies. This module also rethinks institutional strategies for fostering equity and implementing sustainable change within university communities.	Rocío Garrido, Javier Saavedra (University of Seville)
	12:30pm -1:30pm	Lunch break, Coffee	
	2:30pm – 4:30pm	“Dealing with Sensitive Content in Museums – the case of Otto Mueller” (working title)	Dr. Pirsig-Marshall, LWL-Museum für Kunst und Kultur Westfälisches Landesmuseum
	6pm (optional)	Guided City Tour	
November 26, 2025 (Wednesday)	9:30am – 11:00am	Identity, Health, and Acculturation An in-depth exploration of how cultural identity influences health and well-being, focusing on acculturation processes, adaptation, and their psychosocial and structural implications in intercultural contexts.	Manolo de la Mata, Javier Saavedra (University of Seville)
	11:00am – 11:15am	Coffee Break	

	11:15am – 12:45pm	Gender, Power, and Interculturality: The Central Role of Intersectionality A critical examination of how gender intersects with power structures in multicultural societies, positioning intersectionality as a key framework for understanding and addressing systemic inequalities, privilege, and oppression.	Cristina Del Villar, Manolo de la Mata (University of Seville)
	12:45pm -1:45pm	Lunch break	
	1:45pm-3:15pm	Intergroup Relations and Conflict Management: Moving Beyond Racism and Xenophobia An exploration of intergroup dynamics, implicit biases, and cultural conflicts, combined with evidence-based strategies to combat racism and xenophobia. This module focuses on fostering mediation, promoting intercultural understanding, and creating inclusive spaces for meaningful dialogue and collaboration	Anna Zaptsi, Blanca Vera (University of Seville)
	3:15pm – 3:30pm	Coffee Break	
	3:30pm – 4:30pm	Review and reflection on the day's discussions	University Münster Team Agnes Laba?
November 27, 2025 (Thursday)	10am	The Role of Diversity in Science-Based Startups	REACH Münster
	12:30pm -2:00pm	Lunch break, Coffee	
	2pm – 3:30pm	Lecture (Coloniality and Postcolonial Migration)	Belachew Gebrewold (Management Center Innsbruck)
	5pm (optional)	Christmas market hopping	
November 28, 2025 (Friday)	10am – 11:30am	Algorithmic Discrimination: From Racial Bias to Social Injustice through AI in Higher Education	Anne Mollen (University Münster)
	11:30am – 12:00am	Coffee break	
	11:30am – 12:30pm	Reflection on the BIP experience	University Münster Team Agnes Laba?
	12.30am	Farewell	Münster Team