

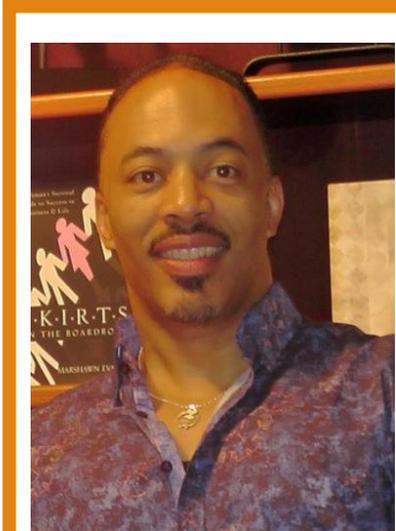
Sawubona

Dismantling The Systems of Oppression by Centering
—— Equity, Inclusion, and Racial Justice ——



THE AWAKENING

THE ACT OF SUDDENLY BECOMING AWARE.
(IT'S TIME TO KNOW WHAT YOU DON'T KNOW)



Dion C. Jordan

He, Him, His pronouns

Speaker/Trainer/Consultant

JEDI Champion

Married 23 years

Father of two daughters

Takeaways From Our Time Together

Understand
What it takes to move from a
Safe space to a Brave Space

Learn
How to interrupt
microaggressions and Implicit
Bias

Engage
in Complex conversations
around race and DEIB

Discover
What it means to create a culture of Belonging and minimize harm

Introductions and Icebreaker





Where do you feel the greatest sense of belonging outside of your own house or family?

Safe space is Safe for who?

Safe Space ground rules discourage historically underrepresented individuals and/or groups from genuinely voicing experiences that clash with dominant group members' expectations for dialogue (i.e., systemic and institutional oppression).

SAFE SPACE VS. BRAVE SPACE

SAFE SPACE: “COMMON GROUND RULES”

1. **Agree to Disagree**—often used to **retreat** and/or avoid discomfort; stymies learning for all participants; reinforces systems of oppression; and, leaves those marginalized with the largest part of the burden.
2. **Don't take things personally / No judgments / It's okay to make mistakes**—encourages dispassionate engagement; fails to account for another truth; shifts responsibility for emotional impact to the affected person or people group; **doubly affects** traumatized person/parties (scrutinized for outward reactions that imply negative judgement toward perpetrator); and, prevents responsible party from carrying a share of the emotional load.
3. **Challenge by Choice**—individuals determine if and/or to what degree they will participate.
4. **Respect**—assumes certain behaviors are disrespectful (i.e., challenging someone's viewpoint).
5. **No Attacks**—used as a defensive technique to claim an interaction as an extreme form of disrespect.

Adapted from Arao, B., & Clemens, K. (2013). From safe spaces to brave spaces: A new way to frame dialogue around diversity and social justice.

BRAVE SPACE: ALTERNATE RULES

1. **Controversy with Civility**—inspires courage in the face of conflict; continues rather than stops dialogue; allows room for strong emotion/rigorous challenge; requires care to avoid replicating oppressive behaviors. (*Replaces SS Rule 1*).
2. **Own Your Intentions and Your Impact**—acknowledges that intention and impact matter.
 - Makes clear that a) the impact of our actions is not always congruent with our intentions and b) positive or neutral intentions **do not trump** negative impact. (*Replaces SS Rule 2*)
3. **Enforcing Challenge by Choice**—encourages participants to think about what keeps them from challenging themselves. (*Replaces SS rule 3*).
4. **Controversy with Civility**—expands upon cultural understanding of **respect**; maintain increased mindfulness of different ways respectfulness can be demonstrated; prevents misled experiences and interpretations of challenges from others as acts of disrespect. (*Replaces SS rule 4*).
5. **Controversy with Civility**—defines difference between personal attack on an individual versus a challenge to an individual's idea or belief or statement that simply makes them feel uncomfortable. (*Replaces SS Rule 5*).

Adapted from Arao, B., & Clemens, K. (2013). From safe spaces to brave spaces: A new way to frame dialogue around diversity and social justice.

The Five Agreements of Having Courageous Conversations



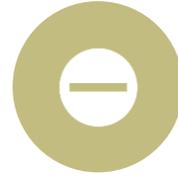
**SPEAK YOUR
TRUTH**



**STAY
ENGAGED**



**EXPECT
DISCOMFORT**



**EXPECT NON-
CLOSURE**



BE BRAVE!!



BE BRAVE

BE KIND

BE TRUE

BE YOU



1. Share your name
2. Share one dimension of your diversity
3. Share one thing you wish people knew about you, that is tied to your dimension of diversity

You can define Diversity as anything that makes you different and unique:

Examples Include: Race, Gender, Ability, Sexual Orientation, Parent, Veteran status, 1st Generation..., Skill, Characteristic, Origin, etc.

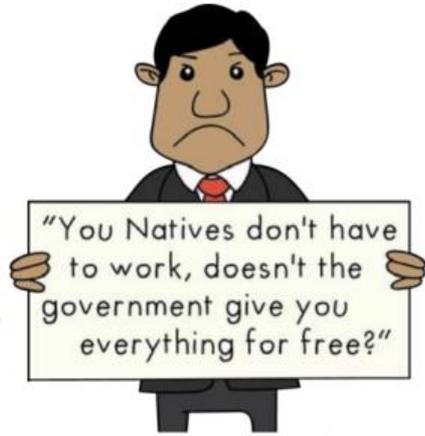
What is a Microaggression

A Microaggression is:

The everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

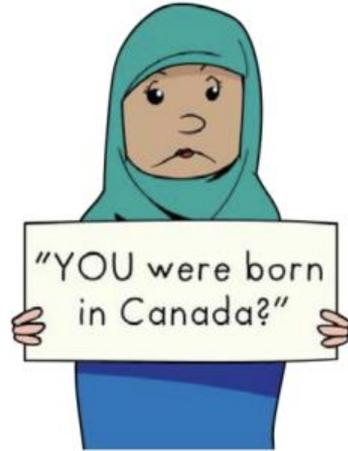


"Are you a man
or a woman?"

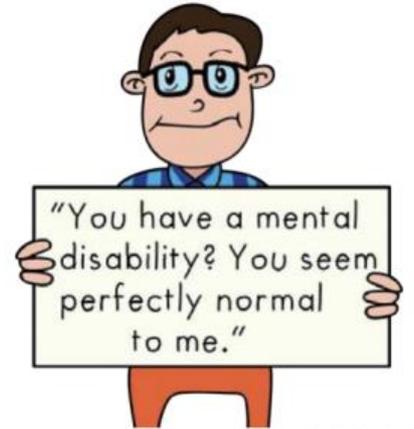


"You Natives don't have
to work, doesn't the
government give you
everything for free?"

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"YOU were born
in Canada?"



"You have a mental
disability? You seem
perfectly normal
to me."

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"You're going to stay home with
the baby? Are you really going
to let your wife wear the pants
in the relationship?"



"Do you know
where I can buy
marijuana?"

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"You speak really
good English for
an immigrant."



"Why haven't you found
a husband yet?"

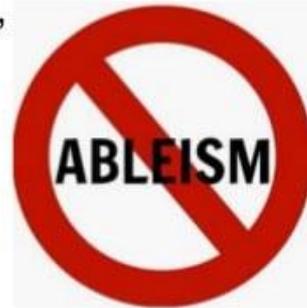
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Ableism & Ableist Language

Examples of ableist language:

- “That joke was so lame!”
- “What are you, blind?”
- “That’s just crazy talk.”
- “Can you please dumb it down?”
- “It’s like the blind leading the blind.”





So how do you know its about race, disability, or some type of “ism”?



When to know it's about an "ism" (racism, sexism, ableism, and all other "isms")

1. When it disproportionately or differently affects a marginalized group.
2. When it fits into a broader pattern of events that disproportionately or differently affect people of a marginalized group.

(There is a good chance if a person of marginalized group says it's a thing, it's probably a thing.)

WHAT YOU CAN DO
TO ADDRESS
MICRO-
AGGRESSIONS

Using the ADDRESS Model

A = Acknowledge that something happened

D = Dialogue in the moment with the person

D = Document what took place

R = Redirect the conversation

E = Educate the person

S = Stop the Behavior

S = Support the people impacted

Developed by Kathy Obear, Ed.D

The Center for Transformation and Change

Introduction to Unconscious Bias

[Video](#)

bias
sexuality
height
stereotype
strong
type
white
gender
attractiveness
diversity
opinion
beauty
black
discrimination
tendency
different
education
culture
disability
tall
attitude
overweight
short
big
small
sex
inclusive
pretty
beholder
small



Unconscious to Conscious



Unconscious bias is like a habit that can be reduced through a combination of:

1. Awareness: Take the Project Implicit IAT – a web-based test that measures the strength of associations between concepts and evaluations. <https://implicit.harvard.edu/implicit/>
2. Concern about the impact of that bias
3. Application of strategies to reduce bias

A bias I am aware of is
my bias against

Three things I have
assumed include:

I am concerned about
this bias because:

Some positive
examples of individuals
of the group I have bias
against include:

Here are ways I can
increase opportunities
for making a
connection with people
I have a bias against:



LESSONS
LEARNED



Reflection Question

WHAT RESONATED
WITH YOU DURING
THIS TRAINING AND
WHAT WILL YOU
TAKE BACK TO YOUR
DEPARTMENT TO
HELP BRING
WORKFORCE EQUITY
AND INCLUSION?