Our Journey Ahead

Welcome & Connection

01

02

Unpack 3 White Dominant Culture Practices

Create Facilitation Pivots to Navigate Difficult Moments

03

04

Facilitate the Creation of Authentic Group Agreements

05

Closing

Be The Change.

3

Race Forward Renaming

Black/ African-American

White
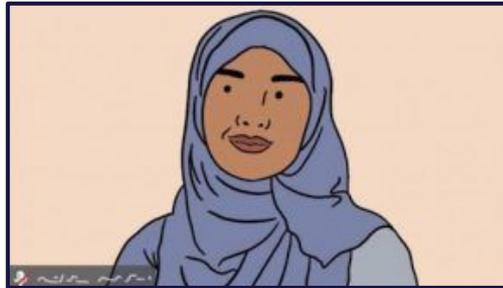
Write In Your Own (i.e. Asian, POC)

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Breakout Group: Let's Have a Conversation

Introduce your name, and pronouns.

When you are a participant...
- What really works for you in a meeting?
- What doesn't?
- What do these responses reveal to you?
- What role does race, gender, or position play in these preferences?

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Focus on Impact Rather Than Intent

Interrogate Any Resistance

Black & Indigenous Voices First & Non-Black POC Voices Next

Options for Intentional Speaking Order

- **Direct line Staff**
- **Coordinators**
- **Managers**
- **Directors**

- **Families/Guardians**
- **School Staff**
- **Behavior Health Team**
- **Supervisors**
- **Non-Management**

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Liberatory Facilitator Competencies

01 Is inclusive of multiple learning styles and modalities.

02 Invites push back on meeting content non defensively.

03 Continuously seeks group consent about process and is able to pause during challenging moments to rebuild consent about process.

**04** Leaves space in the session agenda for emergent ideas.

05 Is attentive to power dynamics in a room and invites perspectives from various "parts" of a group, centering the voices that are typically marginalized.

06 Use creative ways to invite various perspectives given divergent learning styles and pacing needs compounded with positional power in a room.

The 3 Levels of Listening
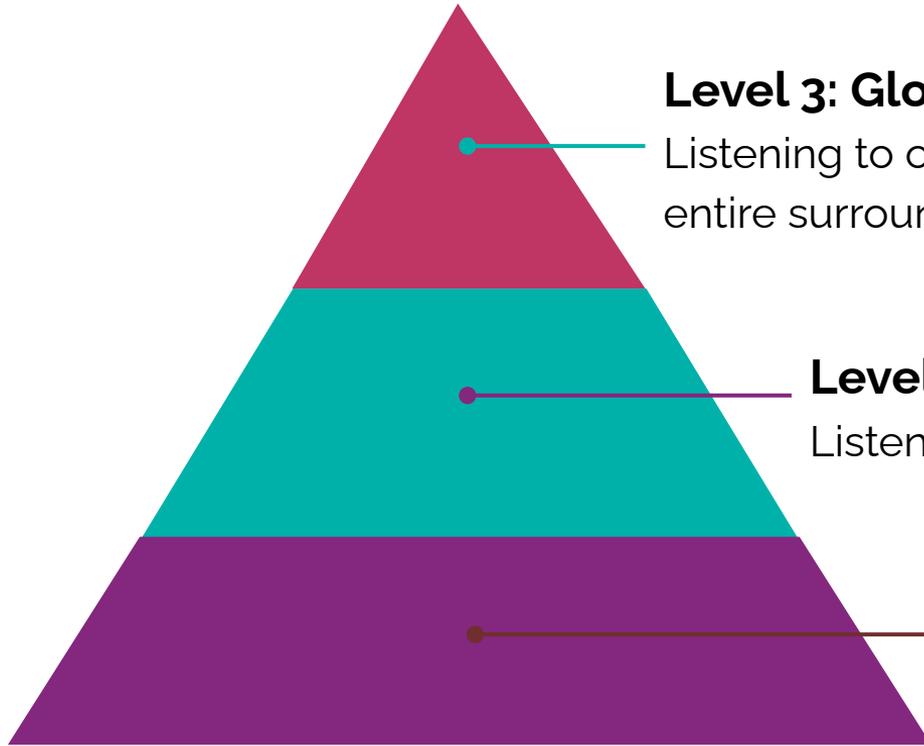
Level 3: Global Listening
Listening to others in the context of their entire surroundings

Level 2: Focused Listening
Listening intently to another person.

Level 1: Internal Listening
Listening to your inner voice

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Dominant Culture Characteristics

Okun suggests that the characteristics of white dominant culture can be harmful not in and of themselves but "**when they are used as norms and standards without being pro-actively named or chosen by the group...**"

What is it: A body of work that lists characteristics of dominant culture which show up in our organizations that centers whiteness.

Source:

Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun, ChangeWork, 2001

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Individualism

It is believed that people work best individually, rather than collectively. Value is placed on self-sufficiency, efficacy and economizing of time and resources in completing work.

Perfectionism

How things look and appear are very important. Mistakes are not welcome, expected or celebrated. Things are meant to be well received and well executed the first time around. Pointing out mistakes is one way to maintain one's power.

Fear of Open Conflict

Problems and conflicts are seen as challenges to authority and dismissed or squashed. It is better to be complicit rather than rabble rousing.

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Dominant Culture Practices that Disrupt Authentic Space Sharing

Perfectionism

How things look and appear are very important. Mistakes are not welcome, expected or celebrated. Things are meant to be.

Individualism

It is believed that people work best individually, rather than collectively. Highest value is placed on self-sufficiency

Fear of Open Conflict

Problems and conflicts are seen as challenges to authority and dismissed or squashed.

A Facilitator Can Activate
Perfectionism by..

- Insist On sticking to an agenda even if it seems like its not working

-

-

-

A Facilitator Can Activate
Individualism by...

- Too much jargon

-

-

-

A Facilitator Can Activate
Fear of Open Conflict by...

- Being dismissive of participants ideas

-

-

-

Think about your group and think about the values they would prioritize.

Self Love	Honesty	Challenge
Liberation	Self-Compassion	Persistence
Black Joy		Growth
Accountability	Respect	Compassion
Dismantle	Cultural Humility	Acknowledgement

Bad Habit

What is the white supremacy characteristic habit you would want to work on?

Being attached to an exact timeline - not allowing time for questions

Going on and on

(Individualism, Perfectionism)

Pivot

What are some pivots you can make?

Leave some room for participants to share agenda topics and needs

Pause and ask for comments and questions more often

Start with participants voices

Value

What is the value you hold that makes you want to make this change?

Inclusion

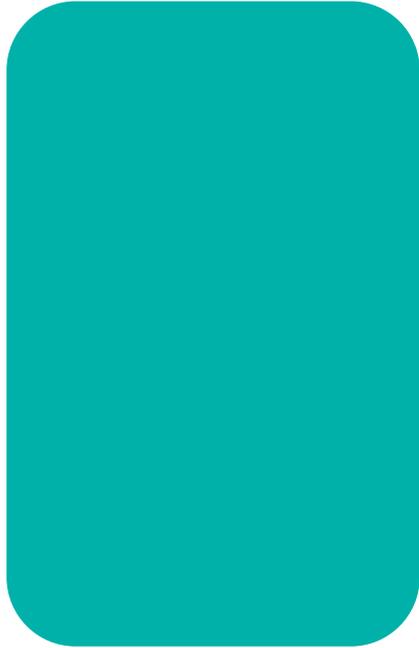Collaboration

Shared Power/Space

Agreement

What is an agreement you can make in the room to help transform this behavior?

Ask someone to be a timekeeper for me when I am talking

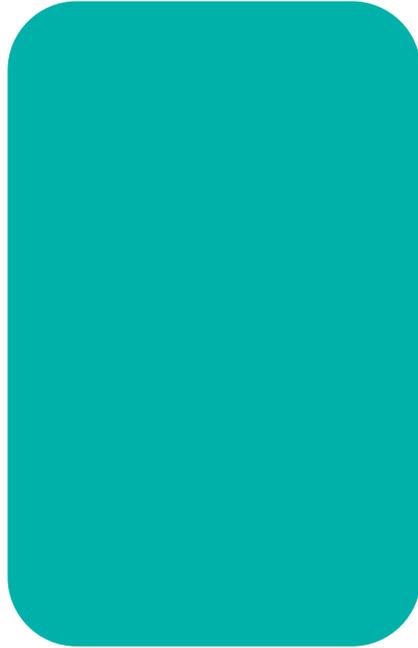Invite that person to come off mute and interrupt when I go past 5 minutes

Bad Habit

What is the white supremacy characteristic habit you would want to work on?
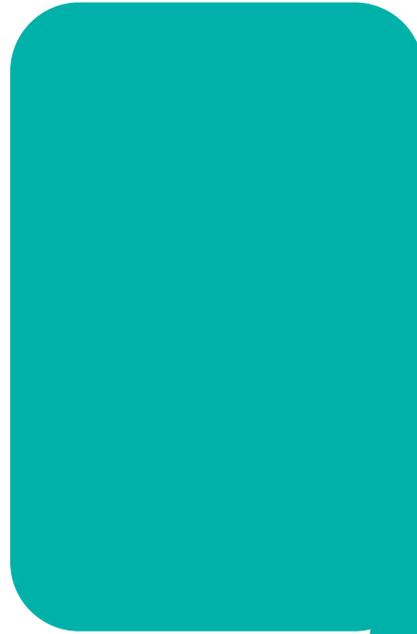
Pivot

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Agreement

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Debrief

We ran out of time! We named the behaviors and then kept seeing how there is so much crossover between the characteristics.

Perfectionism shows up as not accepting the messiness which is created by the group in creative collaboration

Pivot could be using a prompt such as "And then…" as a way to always be building rather than shutting down new ideas.

Make it closer to anonymous, avoid asking "who wrote this?"

Having these conversations as an organization is so valuable because together we come up with so many examples.

Internalizing constructive feedback as a critique is a form of perfectionism. A pivot is remembering that "it's not personal."

Fear of open conflict can be perpetuated by not responding to tension - letting conflict paralyze us! The pivot could be acknowledging

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Other Ways to Use your Agreements

Read them in the beginning of the session. Have each person choose one they will pay attention to during the meeting and drop it in the chat. At the end of the meeting ask each person to share one way they practiced the agreement.

Choose one agreement to focus on as a whole group (or randomly choose one). At the end of the session have each person share one way they saw the agreement being practiced, or a way to dial up the rigor for the next meeting.

Start a recurring meeting by asking which agreement would have really helped us LAST time? Let's practice that one today.

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