Zoom Features: Computers & Laptops

We value connection, so if possible please turn on video.

Switch between Gallery and Speaker View

View

Participants (1)

Shelley (Me)   Unmute   Rename

Change Your Name

Cue the Host

Raise Hand | yes | no | go slower | go faster | more

Unmute Me   Claim Host

Mute Button

Start / Stop Video

Rename Yourself

Chat

👍 👏
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Live Subtitles

Mute | Stop Video | Participants 2 | Chat | Share Screen | Record | Reactions | Closed Caption | Leave

Our Journey Today

01 Welcome

02 Warm Up: Trust Me!

03 Dominant Culture and Supervision

04 Visibilizing Constraints and Designing for Liberation

05 Closing

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Trust Exercise

- Grab four pieces of paper. Write down your own name on the first paper.
- Now Write down the names of the three people you MOST trust and would be comfortable going to for advice, support, or as a confidant.

Person 1

Name:

Person 2

Name:

Person 3

Name:

Write one name per paper.

Person 4

Name:

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Now For Each Person Jot Down the Following on Their Paper...

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The **AGE RANGE** of each person.

Your Best Guess

Be The Change.

The SEXUAL ORIENTATION of each person.

Your Best Guess

Be The Change.

The CURRENT PARENTAL STATUS of each person.

Your Best Guess

Be The Change.

The CURRENT RELATIONSHIP STATUS of each person.

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The RACE
of each person.

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Black/
African-American

White

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

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If you are being brutally honest with yourself, what did this exercise **reveal** about **trust** and **identity?**

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Some agreements you might find useful when debriefing with your staff.....

Focus on impact rather than intent

Hear from Black/Indigenous voices first & non-Black POC voices next

Interrogate your resistance

What Comes Up For Participants?

This is an activity that changes every time I do it - who i trust seems to change and it's also true that if it were the top 9 it would be a really different group.

Some people enter a room and just enter a room - for me safety is foremost in my mind and looking for other Black people is a part of that safety. For some that is a choice and for me that is not a choice - I am Black and will be seen as Black.

Only recently have I felt like my voice can be first and front and center as a Black person I appreciate the space. THe 3 people I would list are all Black, but then when I think about work it might be necessary to trust people that are not Black, like my supervisor

Not surprising that the people that i listed that I most trust share all of the identity categories with me. My biggest supporters are people who are the same identities as me but that's also where the greatest pain has come. IN a work setting I find it easier to trust people that are different from myself.

Labelling according to race was interesting as a person who is half Mexican and half White and I put forward what will make me feel like I most fit in. People who know my invisible identities were the ones that made my list.

Queer people are the ones I trust. Everyone was my same age - even if I were to list 10 people it would not include the generation above me. It was a helpful exercise!

I attract queer people when I walk into a space. Being queer is not visible and sometimes it is and that feels good.
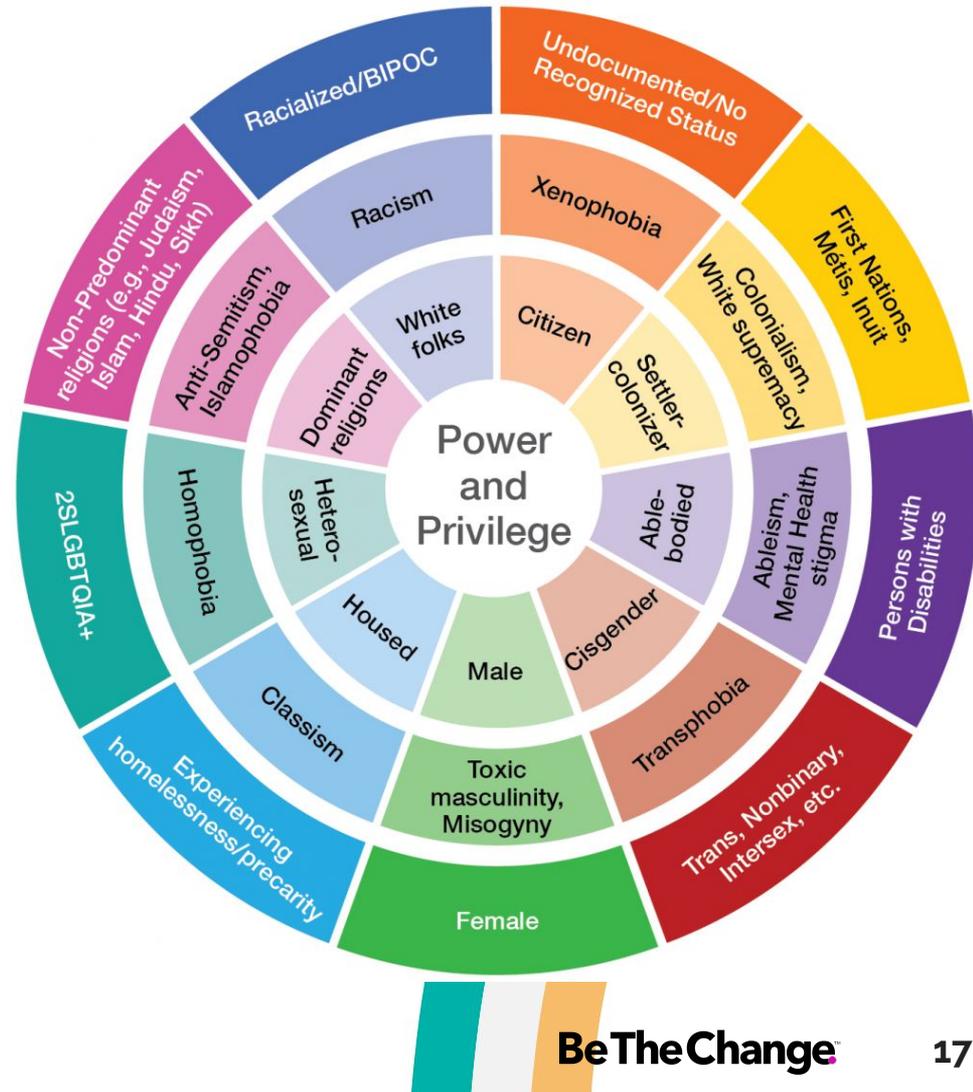
I love to listen and be silent. IN the case, being invited to speak first. There is something about speaking first that means that the power is shifted.

Trust is **harder to build** and **easier to break** across lines of real or perceived difference.

This is one model to help us see how identity might impact power and influence in a system.

Power and Privilege

Racialized/BIPOC
Undocumented/No Recognized Status
First Nations, Métis, Inuit
Persons with Disabilities
Trans, Nonbinary, Intersex, etc.
Female
Experiencing homelessness/precarity
2SLGBTQIA+
Non-Predominant religions (e.g., Judaism, Islam, Hindu, Sikh)

Racism
Xenophobia
Colonialism, White supremacy
Ableism, Mental Health stigma
Transphobia
Toxic masculinity, Misogyny
Classism
Homophobia
Anti-Semitism, Islamophobia

White folks
Citizen
Settler-colonizer
Able-bodied
Cisgender
Male
Housed
Hetero-sexual
Dominant religions

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Drop into the Chat: What are the patterns of employees who are promoted and grow within your org?

People who are comfortable with the status quo

Sample Responses...

Folks who take initiative

People who can manage up and sideways

People who move quickly.

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Next Step: Take these responses and build your power wheel.

People who can manage up and sideways

Sample Responses...

Trustworthy

People who can manage up and sideways

Visibilizing Privilege in my Org
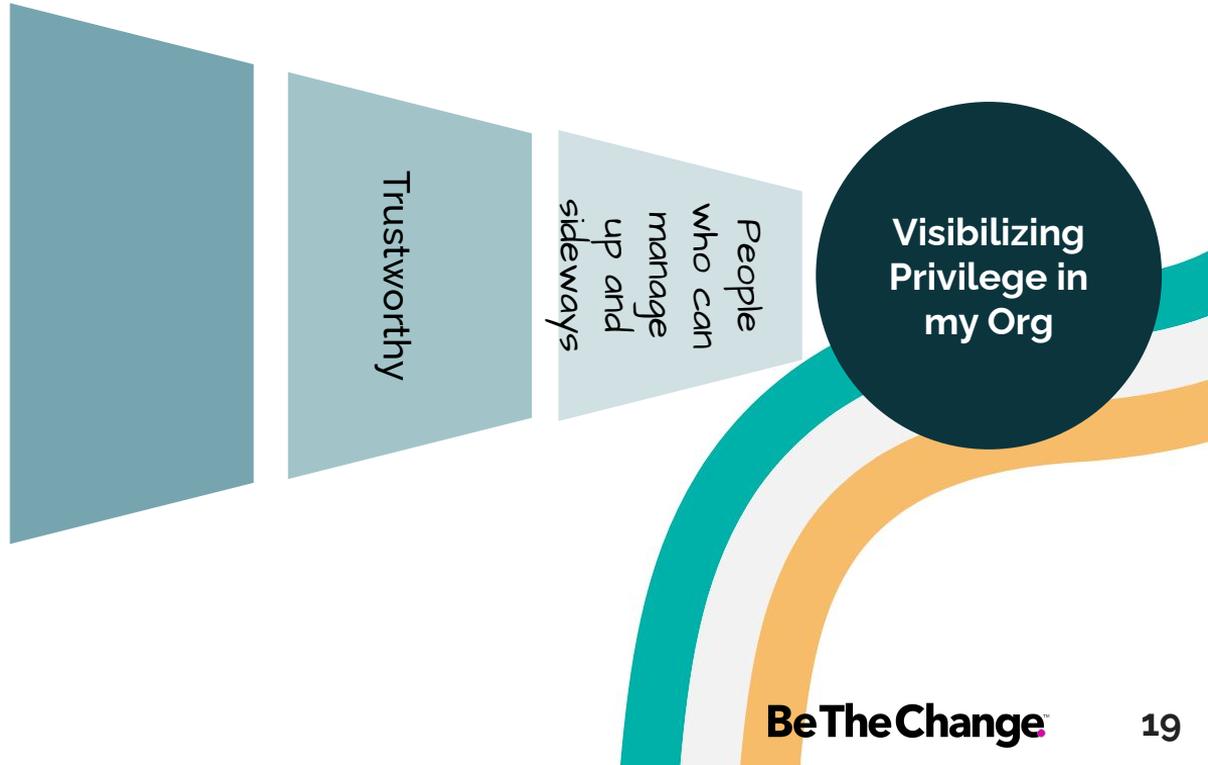
So How Does Trust **Connect** to Supervision?

Building Relational Trust in the Supervisor/Supervisee Relationship is Key - Especially when there are several areas of Difference.

Deepen Relationships through team-building

Get to Know Each other through Check-Ins

Reflect on Differences and Similarities together so they are explicit in the relationship, rather than taking you by surprise.

Take care of your needs!

It's time for my break

Anti-racism Defined

"Anti-racism is the practice of identifying, challenging, and changing the values, structures and behaviors that perpetuate systemic racism."
Ontario Anti-Racism Secretariat

The Characteristics of White Supremacy Culture

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

Sense of Urgency

It is more important to keep things moving and take on more work than to slow down, step back to re-prioritize, or take care of oneself or others. The important can be sacrificed for the urgent.

Paternalism

Those with power feel authorized to think and act on behalf of those without power.


Stay here.

Quantity over Quality

Things that are measured are prioritized, examined and discussed. People's emotional needs or attention to process are secondary to concrete outcomes.

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.

Sense of Urgency It is more important to keep things moving and take on more work than to slow down, step back to re-prioritize, or take care of oneself or others. The important can be sacrificed for the urgent.

This shows up in Supervision like...

What We Could do Instead Is...

Paternalism Those with power feel authorized to think and act on behalf of those without power.

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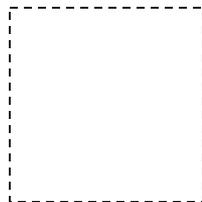
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What We Could do Instead Is...

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What We Could do Instead Is...

Be The Change.
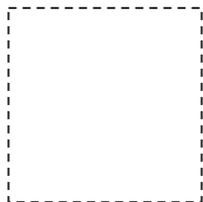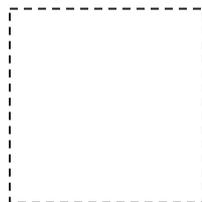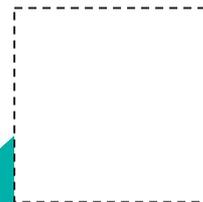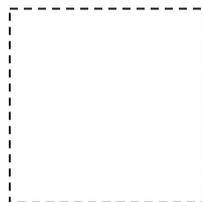
Reflecting on these characteristics
What came up for you?

Insert text

Insert text

Insert text

Insert text

Insert text

Insert text

Insert text

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What's the Liberatory Pivot?

Move from the contraction into **Transformative Practice**.

Begin by <u>Centering Collective</u> vs Individual

Assume no one person can or should do it all.

Think collectively about what resources are needed to complete a project, and what functional roles/skills can you combine to make a strong team.
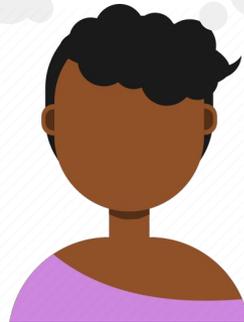
Develop high performing cross-functional micro-teams.

Ask yourself...

What gifts does each person bring?
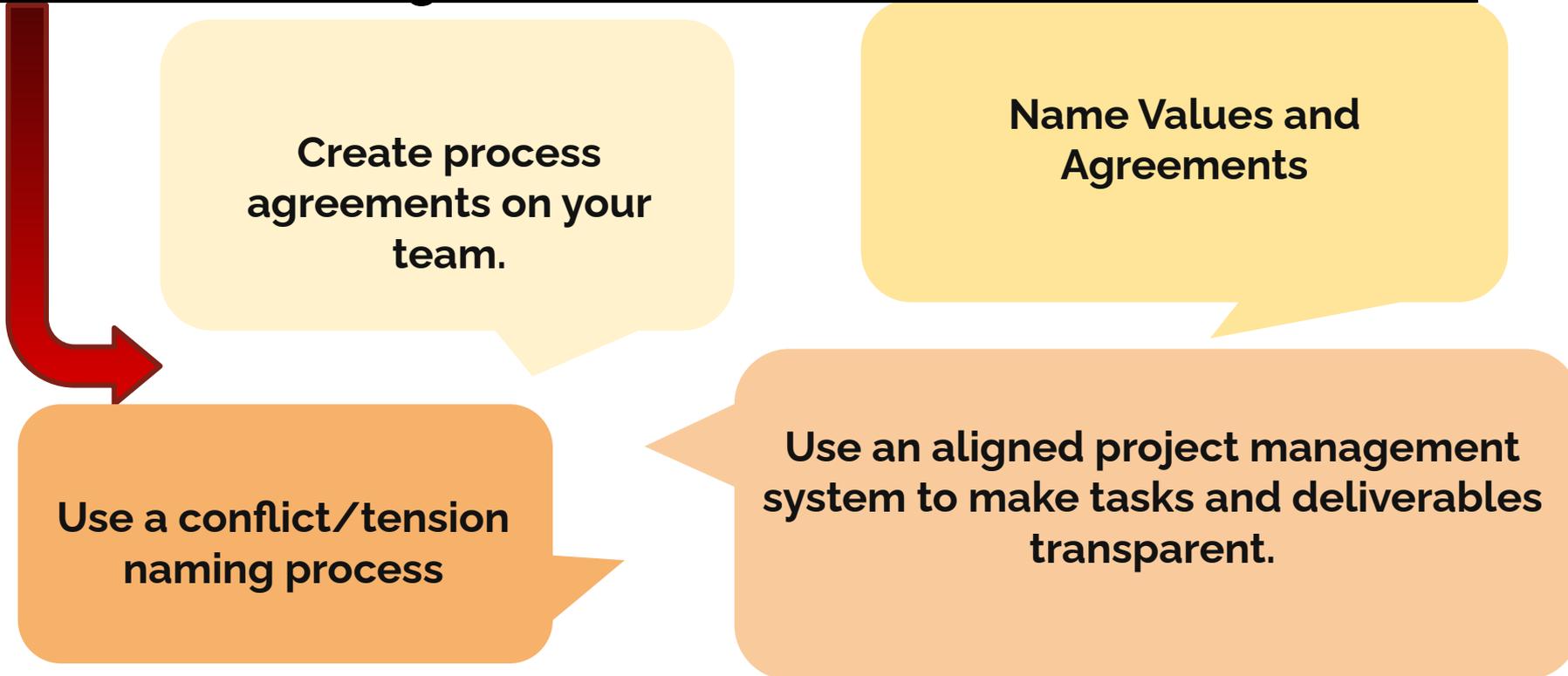
Where does each person struggle?

Who can I pair them with to support each other's growth areas?

Some **Cross Functional Team** Supporting Slides (Extra resources)

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To undo Individualism (and Fear of Open Conflict)
Create Process Agreements for Interaction across Difference
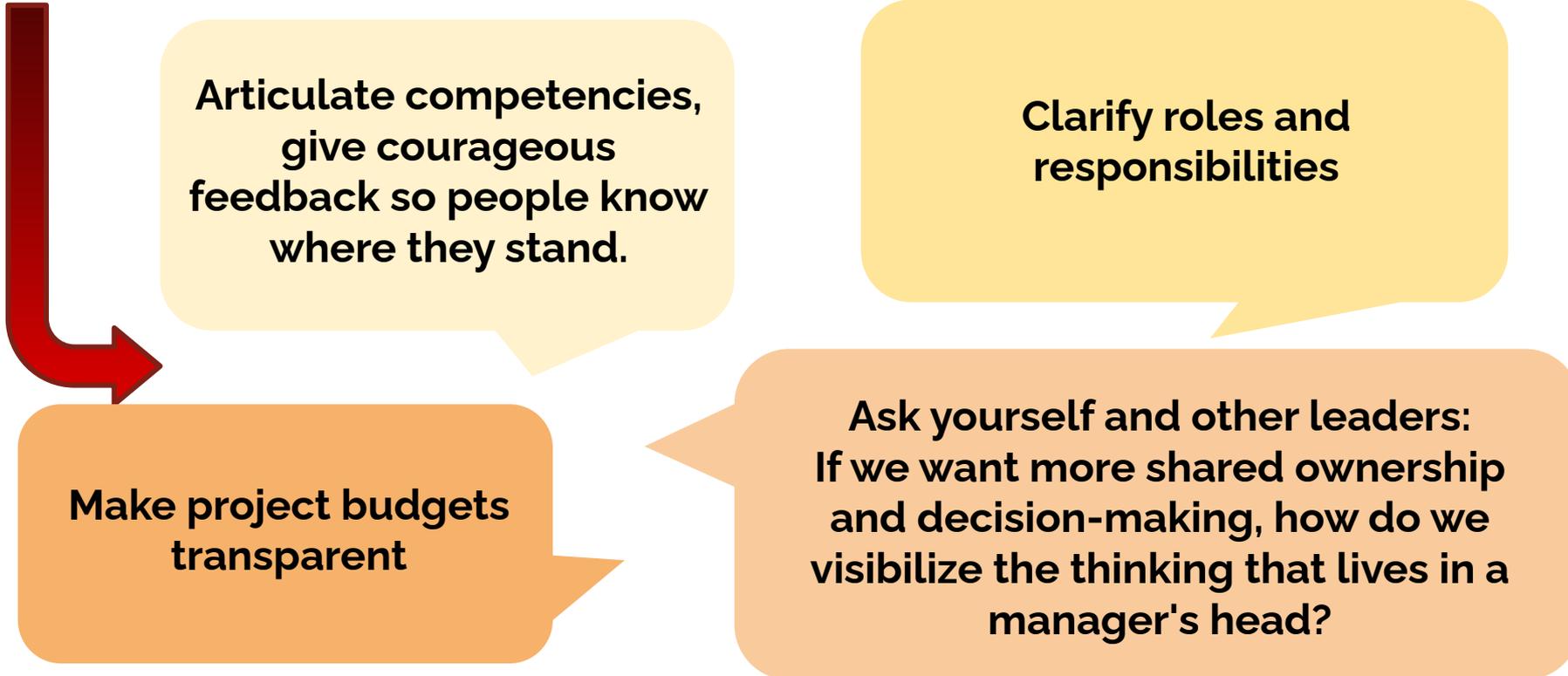
Create process agreements on your team.

Name Values and Agreements

Use a conflict/tension naming process

Use an aligned project management system to make tasks and deliverables transparent.

# To undo Paternalism Build Systems, Structures and Templates

Articulate competencies, give courageous feedback so people know where they stand.

Clarify roles and responsibilities

Make project budgets transparent

Ask yourself and other leaders:
If we want more shared ownership and decision-making, how do we visibilize the thinking that lives in a manager's head?

To Undo a Sense of Urgency, <u>articulate key outcomes for each team,</u> <u>provide time for grappling, mistake-making, reflection and</u> <u>celebration.</u>
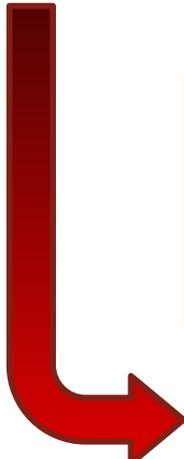
Be clear about how much leadership these groups have.

Give cross-functional teams initial support.

Set recurring meetings. Identify a process/protocol for the recurring meetings.

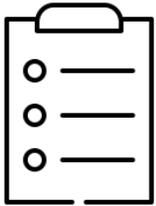Stay connected to the process! Don't dip out, and don't micromanage

Let's Work this Muscle!

Competencies of a Liberatory Supervisor

- Demonstrates the ability to grow, mentor and invest in staff different than them.

- Reflects on ways dominant culture practices hinder or support employee performance, and sets criteria for staff development using transformative practices.

- Builds a staff development plan balancing a racial context analysis and builds on staff gifts.

- Designs organizational systems and structures to support staff, rather than expecting them to be successful independently, or to work out challenge areas alone.

What Do I Do Next?

❏ **Complete the rest of the reflection activities in your handout for each person.**

❏ **Develop a few antiracist pivots from your reflection. What will you change?**

❏ **Integrate Competencies of a Liberatory Supervisor.**

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Thank you for coming today!

Look out for our follow up email with the session materials.

2025 Public Training Offerings
Register Your Spot Now!

Leaning Into Conflict	April 10	1:00 PM - 3:30 PM
Fundamentals of Liberatory Leadership	April 17	9:30 AM - 12:00 PM
Facilitation as a Practice for Equity, Inclusion, and Power-Sharing	April 29	1:00 PM - 3:30 PM
Developing a Culture of Belonging	May 15	1:00 PM - 3:30 PM

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