ALA MASTER CLASS
THE INTERSECTION OF IDENTITY AND RACE:
LOVING US INTO OUR HEALING

1

GRATITUDE

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MY OFFERING OF COMMUNITY AGREEMENTS

In order to create **BRAVE** spaces:

- No Fixing (you are not going to "fix" all of this right now)
- Take Risks
- Experience Discomfort
- Speak your truth, knowing the truth of others may be different
- Assume best intent, although WHEN your words hurt someone, OWN THAT and apologize; don't get defensive
- Show grace for yourself and for one another in interactions (realizing you are all in different places)
- Be curious

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GROUND IN

- Sit with your feet as flat on ground as possible
- Sit as upright as you are comfortable/able
- Close eyes or cast them to a neutral site
- Breathe as deeply as you are able
- Focus only on the breath as it comes in and out of your nose
- Your mind will wander; don't judge that. Simply notice it and bring your attention back to your breathing

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WHAT DO THESE TERMS MEAN TO YOU:

DIVERSITY
CULTURALLY-RESPONSIVE PRACTICE
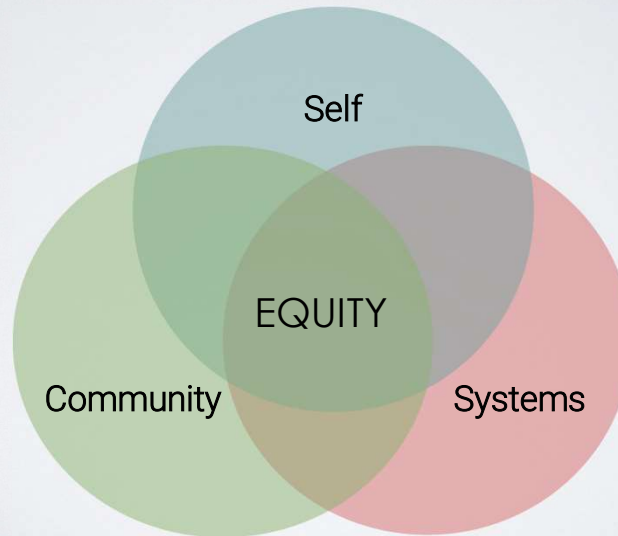**EQUITY**

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CRITICAL TERMINOLOGY

Diversity: wanting to acknowledge and, possibly, celebrate, the differences between people. Typically focused on compliance or the superficial ways people are different.

Culturally-responsive practice: the ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.

Equity: ensuring EVERY person has what they need to THRIVE, which requires access to opportunities/resources AND dismantling oppressive systems and practices.

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UNDERSTANDING EQUITY

Self

EQUITY

Community

Systems

7

SELF

WE ARE DIVERSE AND BRING DIVERSE PERSPECTIVES
AND LIFE EXPERIENCES TO OUR WORK

**Self
Your story
Your knowledge,
expertise & gaps**

- If we want to do equity work effectively, we need to start with ourselves - to unpack our own stories, the *experiences* we have had that will help us understand the work we do, as well as what *learning* still needs to happen to help us engage more effectively in that work.

- We ALL have stories that affect how we show up to our work every day.

- We ALL come to our work in different places on the continuum of learning and understanding.

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COMMUNITY
TO BE EFFECTIVE WILL REQUIRE DEVELOPING/ENHANCING OUR SKILLS IN CULTURALLY-RESPONSIVE PRACTICE

- To do equity work effectively, we need to understand who is in our community (colleagues AND those we serve) and how to **effectively engage** with different members of our community in ways that make space for **every voice** to be heard.

- There is not ONE WAY to be in community. There are often many ways. We need to learn how to **navigate between cultures** and languages so create a climate that works for everyone.

Community
Who in your community do you need to have better relationships with to help your staff and those you serve thrive?

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SYSTEMS
HERE IS WHERE WE MUST ADDRESS JUSTICE - NOT ALL PRACTICES AND POLICIES HAVE THE SAME IMPACT

Systems
Which systems & policies/practices work (or don't) for which of those you work with and serve?

- Doing equity work will require us to look at the **policies** and **practices** that have greatest impact, especially on the most **vulnerable members of our community** to determine what is working well, what is missing, what needs to be changed or discontinued.

- Systems are hard to change, but without looking at policies/practices, we will never reach true equity.
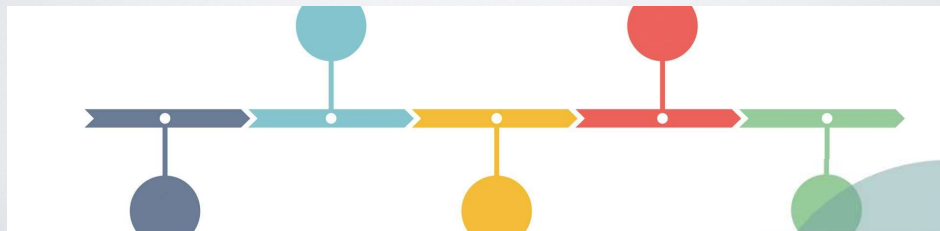
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WHAT'S YOUR STORY (PART 1)

On a sheet of paper or in your phone or on a computer, create a personal timeline with:

- 5 events or encounters that led you to the work you do and to the location in which you do your work - WHY do you do this work, and WHY here?

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WHO ARE YOU?

- Elements of identity

- These 10 characteristics most affect how you see and are seen by the world.

RACE

ETHNICITY

CULTURE

AGE

GENDER

ABILITIES

SOCIOECONOMIC
BACKGROUND

FAMILY

RELIGION AND
SPIRITUALALITY

POLITICS

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- **RACE** - A created thing - what OTHERS assume about your skin color and the stories they tell because of it.

- **ETHNICITY** - How YOU describe YOURSELF (or not). Are you connected to a nationality beyond "American" - language, traditions, etc?

- **CULTURE** - the set of attitudes, values, beliefs, and behaviors shared by a group of people, but different for each individual, communicated from one generation to the next.

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WHAT'S YOUR STORY (PART 2)

On a sheet of paper or in your phone or on a computer, create a personal timeline with:

- 5 events or encounters with people who have most influenced how you think about race and equity.
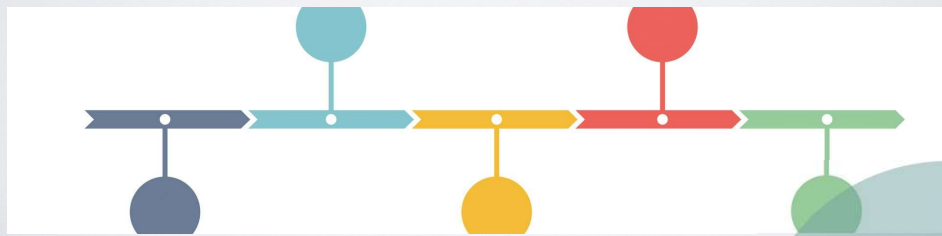
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TRAINING FOR THE MARATHON

If you are going to develop the kinds of skills you need to become more equitable in your practice, you are going to need to listen/watch/read something related to equity at least 4-5 times a week (just like what is required to stay physically fit). Here are some suggestions:

Reading: anything by authors Dr. Beverly Tatum, Zaretta Hammond, Ibram X Kendi, Jason Reynolds, Kathy Obear, Richard Rothstein, Michelle Alexander, or Dr. Christopher Emdin; New York Times "The 1619 Project", Isabel Wilkerson's book "Caste" (must-read)

Podcasts: Revisionist History, Teaching Hard History, Code Switch, This American Life, Words Matter, Teaching While White, 1619 Project, Nice White People, Calling Justice, Seeing White, Facing Ourselves, Speaking of Racism, Throughline; Christian: Pass the Mic, Quick to LIsten, Truth's Table

Watch: *TV*: This is Us, Black-ish, The Red Line, Black Earth Rising, When They See Us; Black Lightening, Watchmen, Self Made, Black-ish, Dear White People; *Film*: The Hate U Give, Emanuel, Hello, Privilege. It's Me, Chelsea, Cracking the Codes, 13th, Just Mercy, Selma, If Beale Street Could Talk, I Am Not Your Negro, Dear White People, Grizzlies

Websites:, https://www.learningforjustice.org/magazine/our-new-name-learning-for-justice, culturallyresponsive.org, https://mlpp.org/21-day-racial-equity-challenge/; http://www.racialequityresourceguide.org/resource/cracking-the-codes

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