WHAT BRINGS US TO THE WORK?

Background

- Monica Brown
- Cristina Dahl
- Heather Springer

Our Expertise

- Certified Diversity Trainers through Diversity Training University International (Billy Vaughn)
- USC Center for Urban Education trainings
- AWARE LA
- NCORE (National Conference on Race and Ethnicity)
- Safe Zone Trainings
- EEO/Unconscious Bias trainings
Program Goals:

• To assist faculty and staff in better understanding and fully meeting the needs of culturally diverse students and colleagues

• To provide a safe and non-judgmental space to think about and discuss critical concepts related to race, gender, sexuality, ability, and class and the ways in which our own identities shape our understanding of difference

• To develop practical strategies for supporting students and colleagues at the intersections of marginalized identities
• One year program, 7 sessions
• Scheduled on Fridays with breakfast and lunch
• Open to faculty and staff:
  ❖ Full-time faculty: 1.5 units of longevity or FLEX
  ❖ Associate faculty: stipend or FLEX
  ❖ Staff: time and space to consider issues of equity
• Focused on intersectional approach
• Informed by emergent strategy
• Informed by theories of brain development and optimal learning conditions emphasizing the importance of challenge without fear
The goal of each session is to:

- Build Awareness
- Build Knowledge
- Build Skills
- Build Capacity
BUILDING AWARENESS

• Learning Zone
• Target/Non-Target Identities
• Intent vs. Impact
• Implicit Bias/IAT
• Dominant Cultural Norms
• Learning Edges

Intent vs. Impact

What you think you said may not be what they heard.
Building Awareness

- Panic
- Stretch
- Comfort
Building Knowledge

- College-Wide Equity Data
- Terminology
- History
- Liberation Framework
- Privilege
- Student Panels/Guest Speakers
- Videos
BUILDING SKILLS

- Active listening
- Intervention scripts for disrupting micro-aggressions
- Ally behavior lists
- Skits
- Scenarios
- Practice with “they” pronouns
BUILDING CAPACITY

• Building community and trust:
  ➢ Group Agreements
GROUP AGREEMENTS

Considerations for making this a safe and productive space

1. Honor confidentiality
2. Lean into discomfort
3. Stay Engaged
4. Listen, listen, listen, and respond
5. Speak your truth
6. Take space, make space
7. Be self-responsible for changing
8. Experiment with new behaviors
9. Take risks
10. Be open-minded
11. Be soft on people, hard on the problem
12. Accept and expect non-closure

13. _____________________
BUILDING CAPACITY

• Building community and trust:
  ➢ Group Agreements
  ➢ Sit with new partners at each session
  ➢ Solidarity buddies

• Equity projects: consider risk level and impact (session #7)

• Solidarity Forums for graduates
EVALUATION

Formative Assessment
At the end of each session,
1. What was most valuable for you in today’s session?
2. Any suggestions for improvement?
3. Any other feedback?

Summative Assessment
• Pre/Post assessment of the program’s concepts with a Likert scale and demographic questions
• Survey about facilitation team
CHALLENGES

• Facilitator Identities
• Content vs. Reflection
• People of Color and White Folks in the same room
• Folks who already think they’re “woke”
• Equitable Participation