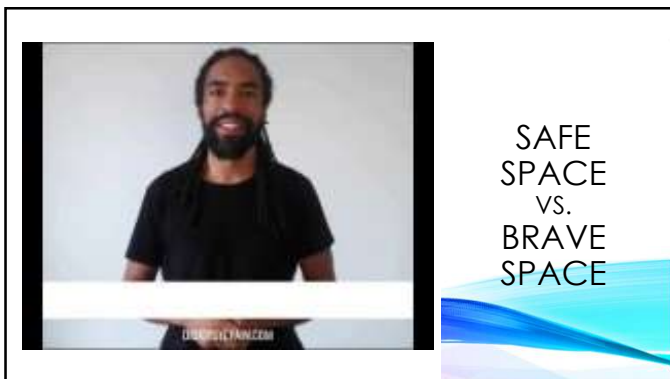





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WHAT IS THE DIFFERENCE?

Competence Sensitivity Awareness

4



TOUCHSTONES

1. **Practicing Being Present:** Be here. Be present as fully as you are able. Be here with your doubts, fears, and failings as well as your convictions, joys, and successes.
2. **Practicing Welcome:** Receive welcome and extend welcome. People learn best in welcoming spaces. Here, we support each other's learning by giving and receiving welcome.
3. **Practicing Speaking with Intention:** Speak your T[ri]uth in ways that respect the T[ri]uths of others.
4. **Practicing Listening with Authenticity and Depth:** Listen deeply with respect. Help to "hear" each other into deeper speech".
5. **Practicing Exploration:** Breathe. Everything is an invitation. It is not share or die. Simultaneously, everyone's voice matters and contributes to creating a picture of the issues in the moment as it helps us to understand our present reality and identify our work.
6. **Practicing Trust:** No fixing, saving or advising. Respecting that the inner teacher is present and guiding each of us while we learn in community.
7. **Practicing Confidentiality:** Safety is built when we can trust that our words and stories will remain with the people with whom we choose to share and are not repeated to others without our permission.
8. **Practicing Living the Questions:** Let go of right answers. If you feel judgmental, or defensive, ask yourself, "I wonder what brought her/him/them to this belief?" and perhaps most important "I wonder what my reaction teaches me about myself?"
9. **Practicing Pausing:** Offer space and time to ponder. Be open to pausing, silence, and listening to understand before speaking.
10. **Practicing Grace and Reflection:** Honor that we are all learning together. Embrace mistakes as an opportunity to learn -- about ourselves, about others and about how we are socialized.
11. **Practicing Hope:** Believe that it's possible to emerge from this work with what you need, what the community needs, and with more energy, openness, and perspective, so that our community can hold greater capacity for transformation, healing and wholeness.

5



HOT TOPICS

Interpersonal Relationships - MUST knows



6

COLORISM

Definition:
 Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group

7

BRIDGERTON (NETFLIX TV SHOW)



8



GODS OF EGYPT

9

SEXISM OR GENDER BIAS

Definition: Prejudice, stereotyping, or discrimination, typically against women, based on sex

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CANCEL CULTURE

ostracism in social ex... circles - where it be...

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CANCEL CULTURE

Positives **Negatives**

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WHAT ARE MICROAGGRESSIONS?

"Microaggressions are 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. In many cases these hidden messages may invalidate the group of identities or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest that they do not belong with the majority group, or relegate them to inferior status and treatment."

- Dr. Derald Wing Sue "Microaggressions in Everyday Life"

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WHAT ARE MICROAGGRESSIONS?

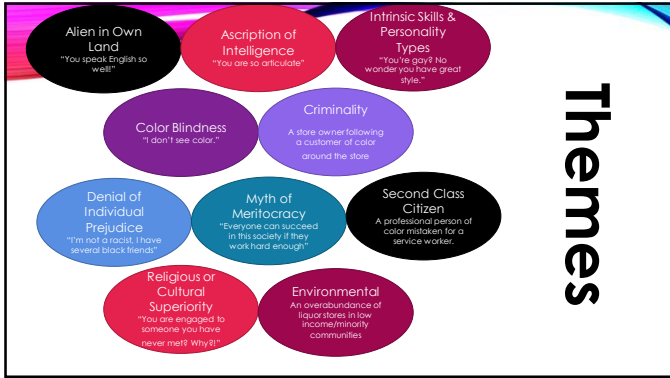
The use of subtle but offensive comments or actions against anyone, especially those who are perceived to have less power than another group or individual.

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TYPES OF MICROAGGRESSIONS

Microinsults	Microassaults	Microinvalidations
Behavioral and verbal remarks or comments that convey rudeness, insensitivity and demean a person's heritage or identity	Explicit denigrations characterizes primarily by violent verbal and nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior or purposefully discriminatory	Verbal comments or behaviors that subtly exclude, negate or nullify the psychological thoughts, feelings, or experiential reality of a group of people.

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TIME TO REFLECT

Think back to a time that you had to deal with microaggressions that were being aimed at you

Think of a time that you have aimed or witnessed microaggressions happening
(The aim could have been towards a client or a staff member)

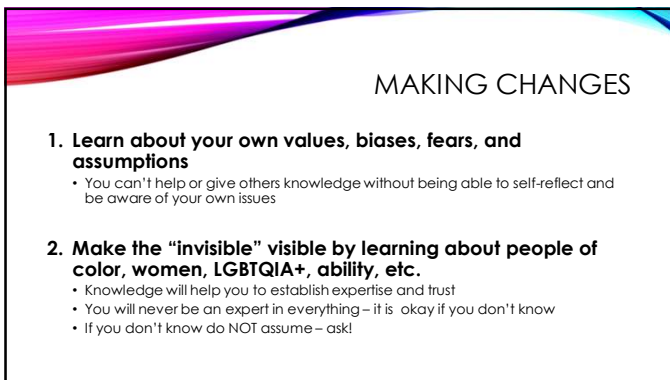
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SO WHAT DO WE DO NOW?

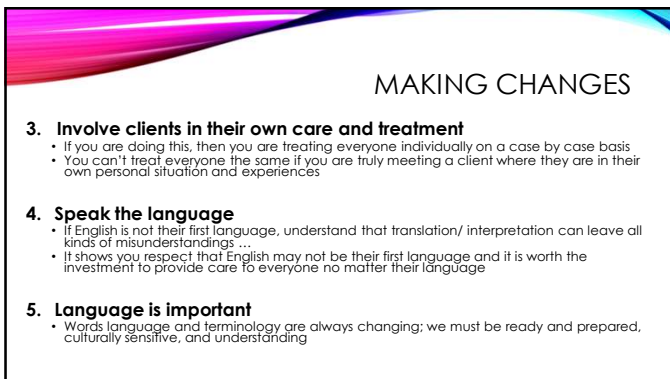
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MAKING CHANGES


6. Know the referral options in the community

- If you can't serve the client, make sure they are referred as needed, and follow up so they don't fall through the cracks

7. Make connections and partnerships with other resources

- Saves time, energy, and money
- No matter whether you can help them or not, this will so that you have the client's best interest
- There are NO heroes in this work!

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MAKING CHANGES

8. Be willing to make mistakes & willing to forgive

- No one will be able to be perfect when it comes to being in this profession. You need to accept that you will make unintentional mistakes.
- As a profession we need to make these experiences learning ones and not chastise people for not always knowing or understanding i.e. DO NOT CANCEL CULTURE YOUR COLLEAGUES!


9. Be committed to personal action against racism, sexism, heterosexism and other types of discrimination by stepping in and not letting it happen in front of you

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MAKING CHANGES: THE ORGANIZATION/
PROFESSIONAL LEVEL



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ATTRACT

- **Advertising**
In what ways do we as an organization or service intentionally advertise to and show that we desire to meet the needs of potential clients from various cultural backgrounds?

- **Hiring**
What efforts do we make to intentionally avoid microaggressions and discrimination during the interview process? In what ways do we seek to hire individuals with varying perspectives and life experiences?


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WELCOME

- **Valuing**
In what ways do we make accommodations to make everyone feel comfortable as well as valuable contributors to the group?

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ENCOURAGE

- **Sustaining**
In what ways do we intentionally assess and reassess how we are doing in our efforts to meet a greater variety of diverse needs?



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PROTECT

- **Preventing**
In what ways is it clear that discrimination and harassment are not tolerated and that there are clear and enforceable policies for staff who do not comply with this standard
- **Responding**
In what ways do we encourage, receive, and effectively respond to reports of discrimination and harassment in our work environment

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WHAT CAN YOU DO?



Think about **one** thing you can do starting today to make changes...

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