Land Acknowledgement

We acknowledge the land on which we sit and occupy today as the traditional home of the Lenni-Lenape and Nanticoke tribal nations (Delawares nation). Without them, we would not have access to this gathering and to this dialogue. We take this opportunity to thank the original caretakers of this land.

The first treaty that was signed by the United States government, after its Declaration of Independence, was with the Lenni-Lenape (also called "Delawares") in 1778 during the Revolutionary War. The revolutionary government promised that if the "Delawares" helped their fight against the British, they would be given statehood in the future... a promise that was not kept.

The Delaware Tribe of Indians, sometimes called the Eastern Delaware, based in Bartlesville, Oklahoma, is one of three federally recognized tribes of Delaware Indians in the United States, along with the Delaware Nation based in Anadarko, Oklahoma[2] and the Stockbridge-Munsee Community of Wisconsin. More Lenape or Delaware people live in Canada.

http://www.nanticoke-lenape.info/history.htm

7 Habits of Brave Meetings

• Seek to build a community of practice where everyone is a learner, resource, and guide.
• Speak your truth / "I" Statements.
• Maintain confidentiality.
• Take a chance.
• Help to ensure equitable participation - Practice WAIT.
• One person speaks at a time / Minimize side conversations.

“All in favor, look up from your cell phones.”
Kaamran Hafeez
What is one Courageous conversation you want to have?

• What is the topic?
• Who is the audience?
• What are the obstacles?

Intent vs. Impact

• **INTENT**: what we meant

• **IMPACT**: how it was perceived and how it made the other person feel
Diversity asks, “Who’s in the room?” Equity responds: “Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?”

Inclusion asks, “Has everyone’s ideas been heard?” Justice responds, “Whose ideas won’t be taken as seriously because they aren’t in the majority?”

Diversity asks, “How many more of [pick any minoritized identity] group do we have this year than last?” Equity responds, “What conditions have we created that maintain certain groups as the perpetual majority here?”

Inclusion asks, “Is this environment safe for everyone to feel like they belong?” Justice challenges, “Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”

Stewart, 2017

What are my identities?

You are more than a single identity
With your various identities come barriers and advantages
Your identities impact your experiences and perspective

Naming it

“To speak of whiteness is, I think, to assign everyone a place in the relations of racism. It is to emphasize that dealing with racism is not merely an option for white people – that, rather, racism shapes white people’s lives and identities in a way that is inseparable from other facets of daily life.” (Frankenberg, 1993, p.6).
White Privilege Definition

Refers to the concrete benefits of access to resources and social rewards and the power to shape the norms and values of society that whites receive, unconsciously and consciously, by virtue of their skin color in a racially stratified society.
The Journey

- The Zones
- Self-Reflection
- Growth
Why don’t we say something?
Why don’t we have the conversation?

WHAT INFLUENCES YOU?

Diffusion of Responsibility
• When responsibility is shared, the pressure to act decreases

Social Cues
• If no one is taking actions, others won’t either

Assumptions
• Believing someone else will or has already addressed the situation

Ambiguity
• Uncertain how much “risk” is involved

Socially Inappropriate
• Do I help while others look on

Misinterpret
• The severity when no one takes action

“If not you, then who?”
Bystander effect

• The more people who are there to witness a situation where someone needs help, the less likely it is that someone will actually intervene.

• A person’s feeling of responsibility is not as strong when that responsibility is shared by others.

An Approach

Purpose Outcome(s) Process
Purposeful Action

What is the purpose of this conversation?
Examples:
- To respond to interest in DEI.
- To initiate interest in DEI.
- To gain alignment around a specific proposal to address DEI issues.
- To respond to something that occurred that demonstrated a lack of understanding about DEI issues that caused pain to another.

Articulated Outcomes

What is the outcome we are seeking?
- Increase awareness about DEI issues.
- Increasing knowledge about DEI issues.
- Increasing understanding about DEI issues.
- Increasing bravery to address DEI issues.
- Getting buy-in on a specific DEI proposal.
Things to Consider in Determining your Process

If you’re waiting for confidence or comfort, you might never have that conversation.
Prepare yourself accordingly...

- Reiterate
- Contemplate
- Respire
- Communicate