

Leading with Equity Rooting Out Bias Deep & Wide

2019 NW Diversity Learning Series

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Get REAL with Be Possible

Racial Equity Adaptive Leadership

hawatubš čələp
willkommen Sveiki atvyke Mire se vini
valkomna witamy ngiyanemukela benvenuti
Khushamdeed SELAMAT DATANG
dobrodosli welkom udvozlom Haere mai
aayuboovan Chao mung tervetuloa karibua
aaniin
Soo dhowow **WELCOME** bienvenue
Marhaba miawezon Bine ati venit Swagata
eguahe pora Tonga soa Zupinje z te videtite paduka
svāgata karibuni Xush kelibiz BIENVENIDO vekomo
mikouabo node Maligayang pagdating vitejte
Tere tulemast Mishto-avilian tu
laipni ludzam Bem-víndos Khair Raghly
ekabo failte benvenguts mauya
Murakaza neza Kenang ka kgotso

Whose land are we on?



Duwamish leader Chief Seattle
www.realrentduwamish.org

Objectives

1. Review ways to “be” about racial equity (vs. just talking about it)
2. Deepen understanding of the systemic cognitive dissonance embedded into U.S. American history institutions, culture and current inequitable racial outcomes
3. Become familiar with Power Analysis to identify the gaps between expressed values the the lived experiences of inequitable outcomes
4. Learn a strategy to raise awareness and interrupt unconscious racial bias, beliefs and behaviors

STATION 1

Why is Racism so Perplexing?

STATION 2

Cognitive Dissonance

STATION 3

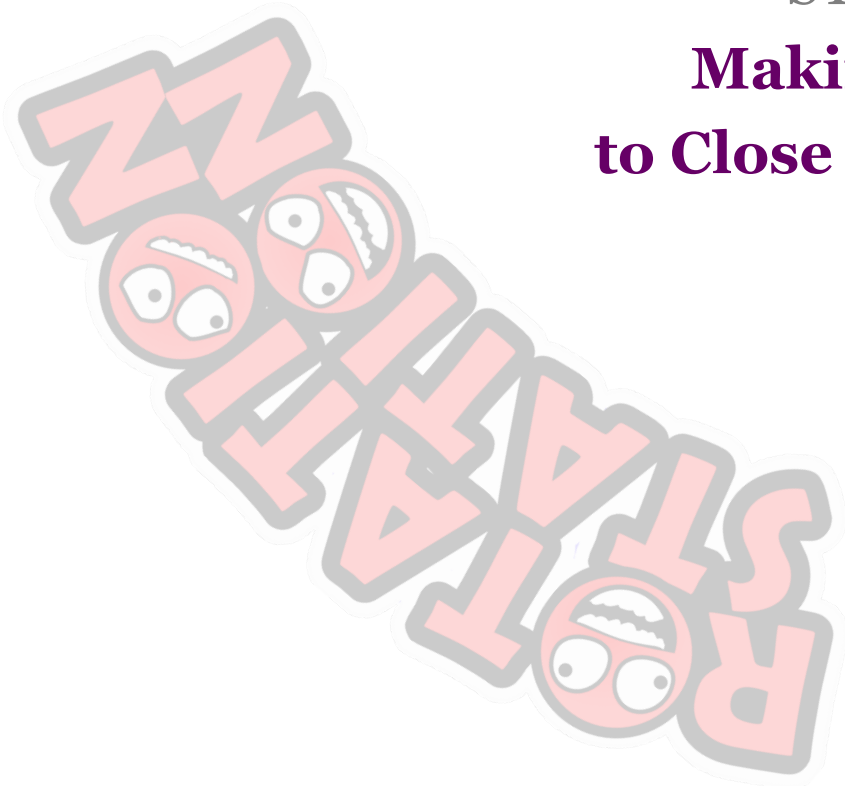
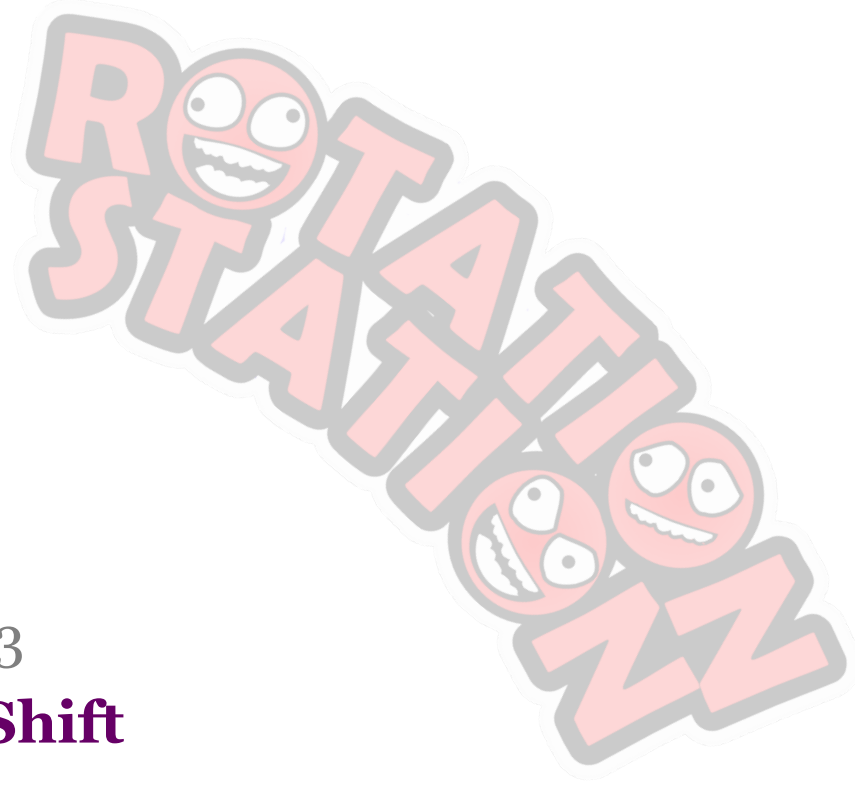
Making the Shift to Close the Values Gap

STATION 4

Systems Leadership

STATION 5

Psychology of Privilege & Oppression



Leading with Racial Equity

Vulnerability is not weakness.

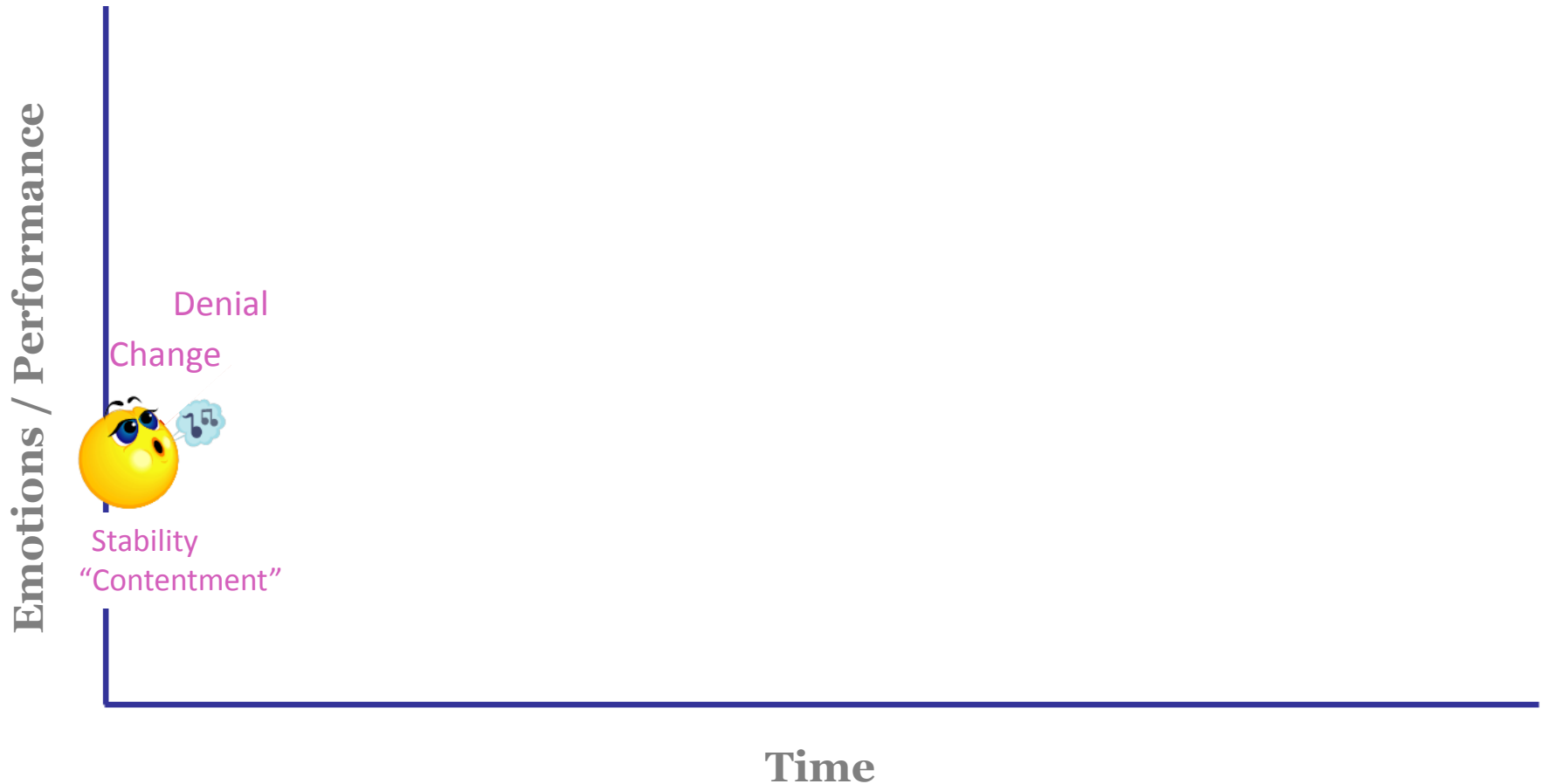
The uncertainty, risk, and emotional exposure we face every day are not optional.

Our only choice is a question of engagement.

Our willingness to own and engage with our vulnerability determines the depth of our courage and the clarity of our purpose; the level to which we protect ourselves from being vulnerable is a measure of our fear and disconnection.

*~ Brene Brown
from Daring Greatly*

Roller-coaster Ride of Change





2 Kinds of Pain

Dirty

- Avoidance, blame and denial
- Reacting from our most wounded parts:
 - Cruel or violent, or
 - Run away physically/emotionally
- Dirty pain perpetuates trauma and propagates harm



2 Kinds of Pain

Clean

- Heals our trauma
- Builds capacity for growth
- Frees energy that was previously protected, bound and constricted
- Enables us to engage our integrity and tap into our body's inherent resilience and coherence



~ Resmaa Mekenam in "My Grandmother's Hands"

The Media Education Foundation Presents

TIM WISE: ON WHITE PRIVILEGE

*Racism, White Denial &
the Costs of Inequality*



Clean Pain

- When you know, exactly, what you need to say/do, you really DON'T want to, AND you **Do It Anyway**
- You have NO idea what to do, you're scared about what might happen, and you **step into the unknown** anyway, **with honesty and vulnerability**
- Allows White Americans to confront longtime collective disassociation and silence
- Enables African Americans to confront internalization of defectiveness and self-hate

Shifting to Being about Equity

Pause & Feel, It's an Emotion-full Journey

People of Color

- Pain/Confusion
- Rage
- Grief
- **Overwhelming Despair**
- Resilience
- Pride
- Gratitude

White People

- Fear/Anger
- Shame/Doubt
- Grief
- **Overwhelming Despair**
- Humility
- Compassion
- Gratitude

What do You need to Engage with/from Clean Pain?

Courageous Space

Stay Engaged

Don't Let your heart and mind check out!

Experience Discomfort

Agree to experience discomfort so that we can deal with issues of race in an honest way.

Speak Your Truth

Be honest about your thoughts, feelings and opinions.
Say them in a way that is true for you.

Expect and Accept Non-closure

Accept that you will not reach closure in your understanding about race and race relations. There is no such thing as a “quick fix.”

Intent & Impact

Move beyond intentions to addressing the impact

~ Glenn Singleton in Courageous Conversations about Race

Social
container
that values &
holds human
relationship
with **Clean**
Pain

Working Definition

- Everyone is biased and has prejudices. *This is the nature of how the human mind works*
- Racism is a historical, institutionalized, systemic, hierarchical social construct that over values some people and devalues other people based on their socially assigned “race”
- Racism is NO One's Fault
- Disrupting Inequitable Practices and Systems to Co-create Equitable Outcomes is Everyone's Responsibility

STILL TWO AMERICAS

I'M GOIN'
OUT, MOM!

PUT ON YOUR
JACKET...

I'M GOIN'
OUT, MOM!

PUT ON YOUR
JACKET, KEEP
YOUR HANDS IN
SIGHT AT ALL
TIMES, DON'T
MAKE ANY SUDDEN
MOVES, KEEP YOUR
MOUTH SHUT
AROUND POLICE,
DON'T RUN, DON'T
WEAR A HOODIE,
DON'T GIVE THEM
AN EXCUSE TO
HURT YOU, DON'T
GIVE THEM A

Timeline

Considering the socially assigned race of your family at that time in history...

What would have been/was the effect of this on your family?

The effect of this is that my white relatives had jobs more often

My white family would benefit from increased resources & more control of farming industry

INCREASE IN AVAILABLE RESOURCES + JOBS FOR MY WHITE PEOPLE FAMILY

Greenish post-its
=
Specific Benefit

Harm:
Since I am brown. My family would be rounded up + sent to Mexico

Harm - my family members are frightened & harassed.

I lost family members

Reddish post-its
=
Specific Harm





metaphors for obstacles to equity

3 Step Process X 3 What's

1. Silent **Self**-reflection
2. **Small** group discussion
1. **Whole** group insight

3 What's

Observable Data

1. What?

2. So What?

3. Now What?



What?

1st Round

Identify Key Observations

- What happened? (Just the observable facts.)
- Neutral and judgment-free this round
 - NO opinions (*not what you expected, assumed, wanted, or believe it should have been*)
 - Just how it was (*like it or not*)

Silent Self-Reflection

What are the proclaimed values of this Nation?					
What are specific outcomes of our treaties, laws, policies and practices? For Whom?					
	late 1400s thru 1700s	1800s	1900-1949	1950-1999	early 2000s
What?	Beneficial				
	Detrimental				
What do you believe accounts for these outcomes?					
How predictable are these outcomes? 1) Not at All ----- 2) Uncertain ----- 3) Somewhat ----- 4) Very ----- 5) Completely					
How are the benefits systemically connected to the harms?					
So What?	What are the implications ... over time (e.g. years, generations)?				
		Privileged ...		Oppressed ...	
	... as a Person who is				
	... as a System that	Privileges some & Oppresses others ...			
What is important about all this? & Why is that important?					
Now What?	What practice(s) will you implement to recognize and identify the gap between espoused values and lived experience (cognitive dissonance) ...				
	• between your intention & your impact?				
	• within your campaign team?				
	• with and among community stakeholders?				

What?

1st Round

Identify Key Observations

End of Round 1

Silent Reset – Return to Seat

So What?

2nd Round

Identify reoccurring/collective patterns, conclusions and their significance.

Silent Self-Reflection

What?	What are the proclaimed values of this Nation?		
	What are specific beneficial outcomes of our treaties, laws, policies and practices? Who benefits?		
	late 1400s thru 1700s	1800s	1900s thru early 2000s
	What are specific detrimental outcomes of our treaties, laws, policies and practices? Who is harmed?		
	What do you believe accounts for these outcomes?		
	What are the implications ... over time (e.g., across generations)?		
	Privileges some & Oppresses others ...		
	What are the implications ... (e.g., you ...)		
	... on a Person who is		
	... of a System that	Privileges some & Oppresses others ...	
	What is important about all this? & Why is that important?		
Now What?	What practice(s) will you implement to recognize and identify the gap between espoused values and lived experience (cognitive dissonance) ...		
	<ul style="list-style-type: none"> between your intention & your impact? 		
	<ul style="list-style-type: none"> within your campaign team? 		
	<ul style="list-style-type: none"> with and among community stakeholders? 		

So What?

2nd Round

Identify reoccurring/collective patterns, conclusions and their significance.

End of Round 2

Silent Reset – Return to Seat

Now What?

3rd (and final) Round

**Identify practices to
raise self-awareness of
conflicting values and behavior.**

*To develop the skill of seeing dissonance within
larger systems, start with the system in yourself.*

Silent Self-Reflection

What?	What are the proclaimed values of this Nation?		
	What are specific beneficial outcomes of our treaties, laws, policies and practices? Who benefits?		
	late 1400s thru 1700s	1800s	1900s thru early 2000s
	What are specific detrimental outcomes of our treaties, laws, policies and practices? Who is harmed?		
So What?	What do you believe accounts for these outcomes?		
	How predictable are these outcomes? 1) Not at All ----- 2) Uncertain ----- 3) Somewhat ----- 4) Very ----- 5) Completely		
	How are the benefits systemically connected to the harms?		
	What are the implications ... over time (e.g. years, generations)?		
	... of a Person who is	Privileged ...	Oppressed ...
	... of a System that	Privileges some & Oppresses others ...	
Now What?	What is important about all this? & Why is that important?		
	What practice(s) will you implement to recognize and identify the gap between espoused values and lived experience (<i>cognitive dissonance</i>) ...		
	<ul style="list-style-type: none"> • between your intention & your impact? • within your campaign team? • with and among community stakeholders? 		

Now What?

3rd (and final) Round

**Identify practices to
raise self-awareness of
conflicting values and behavior.**

End of Round 3

Silent Reset – *Return to Seat*

Childish Gambino

*this is
America*

TRACK 1

THIS IS AMERICA

83 WEST RUB



GLOVER: "Police be trippin' now, Yeah, this is America. Guns in my area I got the strap I gotta carry 'em"

CHILDISH GAMBINO THIS IS AMERICA

We just wanna party, party just for you,
We just want the money, money just for you
I don't wanna party, party just for me

Party just for me. Girl, you got me dancin' dance
and shake the frame, we just wanna party, party just
for you. We just want the money, money just for
you, I don't wanna party, party just for me, Girl, you
got me dancin' dance and shake the frame

This is America, Don't catch you slippin' up
Don't catch you slippin' up, Look what I'm
whippin' up. This is America, Don't catch you
slippin' up, don't catch you slippin' up, look
what I'm whippin' up

Definitions

Internalized Racist Oppression (IRO)

A complex multi-generational socialization process that teaches **People of Color** to believe, accept and/or live out **negative** societal definitions of self.

These behaviors support and help maintain the race construct.

Internalized Racist Superiority (IRS)

A complex multi-generational socialization process that teaches **White people** to believe, accept and/or live out **superior** societal definitions of self.

These behaviors define and normalize the race construct and its outcome – White supremacy.

Manifestations

	Internalized Racist Superiority	Internalized Racist Oppression
Self-Concept/Image	Normal, Standard, Good Perfectionism Savior/Hero Hyper responsible	Not normal, Not enough Invisible Hyper visible
Within One's Own Racial Group	Individualism Club Membership Distance from the bad Whites	Are you one of us? Colorism
Between Racial Groups	Deficit model-Bigotry Poke Holes Absolution	Oppression Olympics
In White Institutions	Entitlement Zero sum thinking – We'll lose	Competition, Stand out, Sabotage - Divide (between and among PoC groups) and conquer

Disruption Strategy

Racial Identity Caucusing

How has your **IRO/IRS** manifested
within the last two weeks?

Get REAL (Racial Equity Adaptive Leadership)

Making the Shift

Mindset

Reflective

Relational

Process

Restorative

Re-imaginative

Identity

Compassionate

Self-compassion

Gratitude

Loving Touch

Kindness

Caring

Appreciation

Mindfulness

{ Choose your way of being today }

Detachment

Distancing

Stress

Greed

Busyness

Cynicism

Dehumanising

Way You Be

What You think
you “Know”





Head

What have you learn?



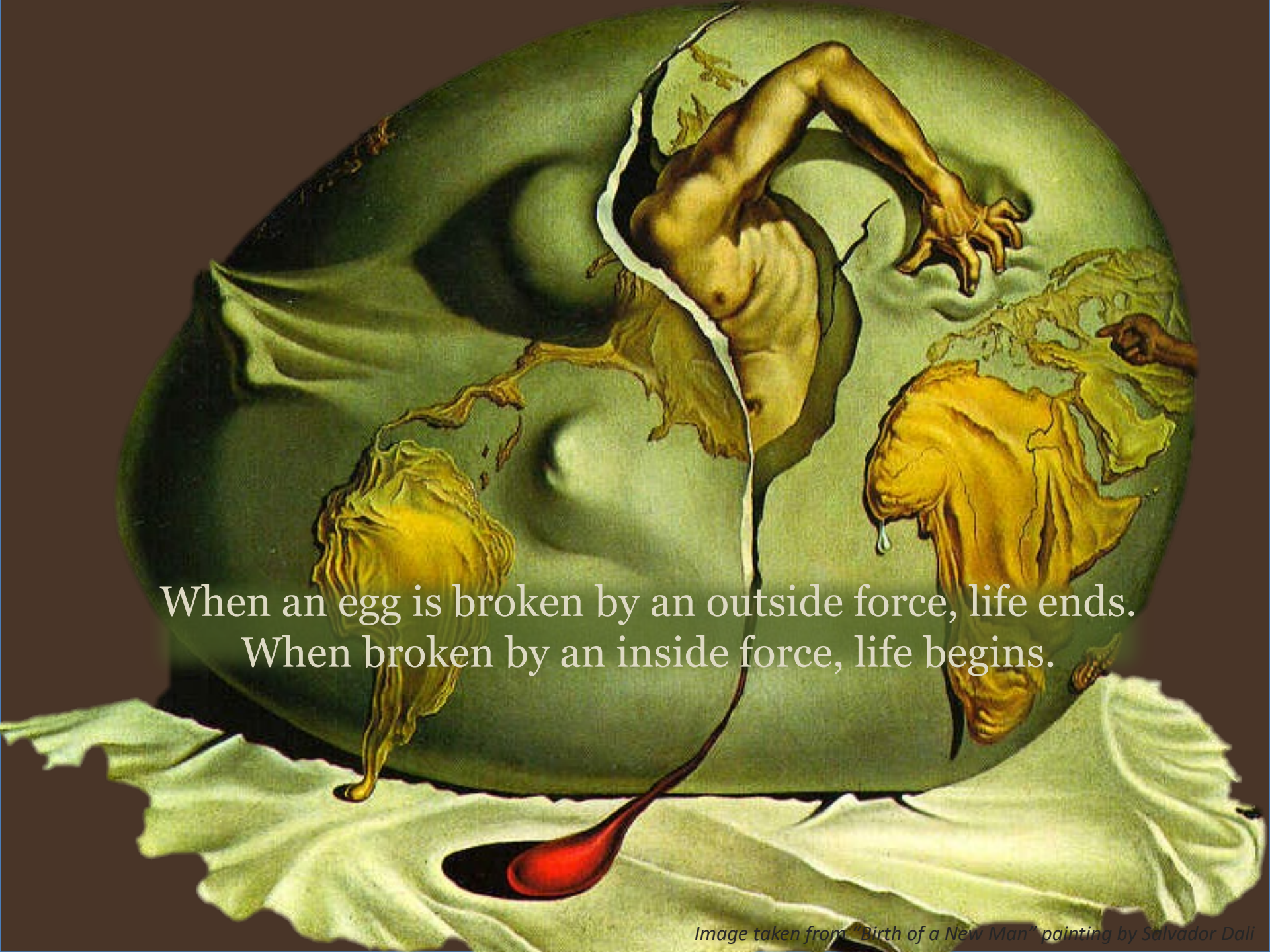
Heart

How do you feel?



Hands

What are you going to do?

The painting depicts a large, green, egg-shaped object, resembling a giant egg, which is cracked open. From the crack, a muscular, nude male figure is emerging, his body arched as if in pain or exertion. The figure's right arm is raised, and his left hand is pressed against the inner surface of the egg. The egg itself is a mottled green color, with a large, irregular crack running down its center. The background is a dark, solid brown. In the foreground, a white, crumpled cloth is visible, and a single, bright red teardrop is falling from the bottom of the egg. The overall composition is surreal and symbolic, representing the birth of a new man from a broken egg.

When an egg is broken by an outside force, life ends.
When broken by an inside force, life begins.

Image taken from "Birth of a New Man" painting by Salvador Dali