

Chart Transcripts
Class, Race and Gender & Other Dimensions of Difference Workshop
December 14-16, 2011 – Evangelina Holvino, Ed.D.

Welcome

Welcome to Class, Race and Gender & Other Dimensions of Difference
Dec. 14-16, 2011
NTL Learning Center/Institute
Staff: Evangelina (Vangie) Holvino

Agenda

1:00 Introductions and Introduction to Workshop
2:00 Models of Differences: A historical Perspective
3:00 Break
3:15 Discussion of Models of Differences
4:00 Reflection Tools
5:00 Homework: Poem Preparation

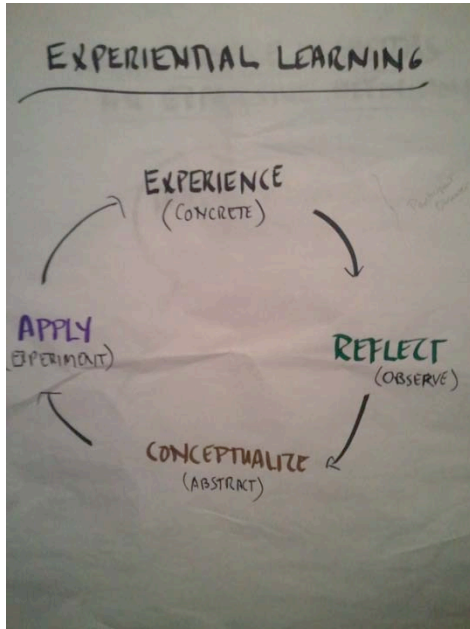
Introductions

- Name
- Institution & Role
- What is my work on Diversity/Inclusion/Social Justice/Equity?
- What is my interest and experience in class, race, gender, and other intersections that brings me to this workshop?

Working Norms

- Listen to understand
- Observe time frames and stay on task
- Seek common ground and action
- Balance inquiry and advocacy
- Everyone participates, no one “dominates”
- It’s ok to disagree and engage differences directly

Experiential Learning



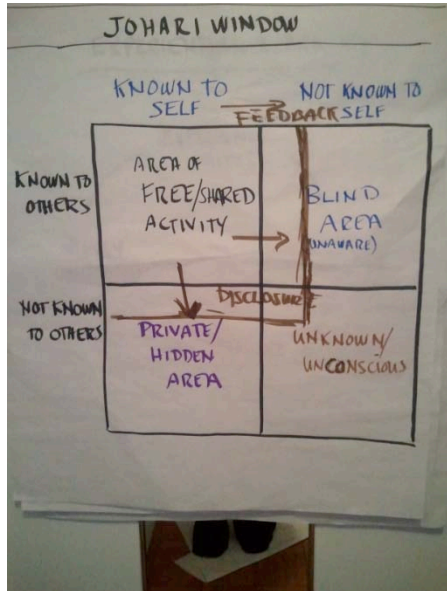
Journaling

WHAT IS IT?	WHAT TO JOURNAL ABOUT?
A skill	Events
A safe space to reflect	People
Making meaning out of "doing"	Feelings
A need for introverts	Thoughts and insights
Good for extroverts	Experience with others
A dialogue with ourselves	Q's and doubts
A self-feedback tool	Dreams, fantasies, wishes

Helpful journaling questions:

- What stands out?
- Went well/liked?
- Can improve/have doubts?
- What did I learn?
- Something I appreciated?

Johari Window



Guidelines for giving and receiving feedback

GIVING	RECEIVING
Describe vs. evaluate	Listen to understand
Specific vs. general	Do not explain or defend
Focuses on behavior and consequences on you (ABC = Action, Behavior, Consequences)	Accept as one person's perspective
Agreed vs. imposed	Ask for time to process
Timely and appropriately timed	Check it out with others
Something under person's control	Ask for help/negotiate
Manageable (don't pile up)	Contract for follow-up
Check for understanding	Check it out for understanding

Other Tools

- Tracking
 - PMA's (Din & Silence)
- Participant Observer Role = 2 hats at same time
 - Experience & Reflect

AGENDA THURSDAY DEC. 15

- 9:00 Check in, Trackers & Ladder of Inference
- 9:30 Identity Activities Individual Awareness
 - Poem – Where I’m From
 - Who am I?
 - My hologram +
 - Break
- 11:15 Id – applications at Work
- 12:15 Fdbk from “tracker”
- 12:30 Lunch
- 1:30 Power & Intersections of Difference – Systems Level
 - Opportunity Walk
 - Inequality Model
- 3:00 Break
- 3:10 Societal Level/Systems Cont.
 - Definitions, Models, and Tools
- 4:30 Tracking & Reflection
- 5:00 End of Day

Ladder of Inference

“we don’t think about our thinking”



I AM Activity

I am _____

I am _____

I am _____

.....

Guidelines for your multiple identities/hologram discussion

- What dimensions of differences seem in conflict? (I struggle to maintain A & B ways of being and doing things)
- What dimensions (id's) are enhancing? (I am a better A because of B)

Opportunity Walk Debrief

Part 1

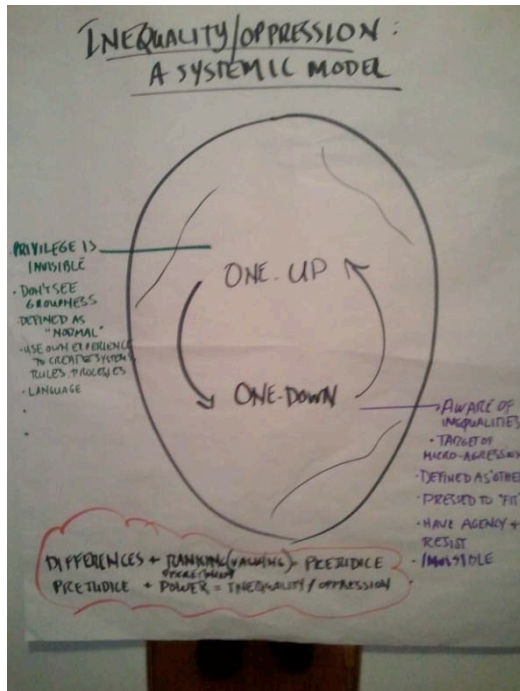
- IDs with most impact?
- Strategies (Internal/External) to succeed?
- Where you find strength/power?
- How do you see/experience the simultaneity/intersection of differences/privilege?

Part 2

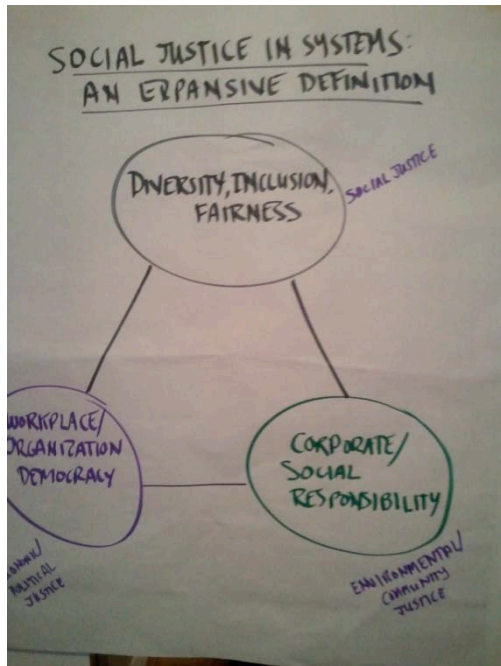
- How are you feeling about where you landed?
- Any surprises?
- What Q's do you have for other groups?
- Which q's/ID's felt confusing? (GLBTQI)

Inequality/oppression

A systemic model



Social Justice in Systems An expanded definition



Kinds of Power

- Position/Authority/Role (Formal/Conferred)
- Discretionary (Personal authority in role)
- Personal/Influence/Relational (Informal)
- Social Identity (Group/Institutional Power)

Reflection Guidelines

- ❖ What went well?
- ❖ What would you change?
- ❖ What did you learn about: You; Others; The group; Orgs/society

AGENDA 12/16/11 Friday

- 9:00 Check-in (& “trackers”)
- 9:30 Simultaneity/intersections skills
- 10:30 Break
- 10:40 Teach-ins
- 11:30 Reflection/Tracking
- 12:00 Prep?
- 12:30 Lunch
- 1:00 Presentations: Application Projects and Feedback (15 mins each, including Feedback)
- 2:15 Debrief, evaluations, close
- 3:00 Break & Re-check
- 3:05 Consulting Trios
- 3:45 End

Trackers’ Tasks Today

- Notice group dynamics and try to connect identities and power
- Look for PM’s
- Notice your own experience and reflection as PO

“Simultaneity” Skills

- Owning complexity
- Flexibility
- Managing pressure for singularity
- Effort to hold onto the various selves
- Location in time and space

Activity Debrief

- How was it?
- Learnings? Insights, Observations?
- What other skills are important?

Additional Skills – Simultaneity

- Taking risk and willingness to engage
- Self-awareness
- Read context
- Benefits and losses discernment
- The relevance to the task

Reflections & Tracking

- What did we notice? (PM’s; Appreciative M’s)
- What we’d like to check-out with others?, e.g, Assumptions? Feelings? Ladder?
- What learnings/conclusions I’m drawing

Application Task

- Think of a project (task, challenge, org issue) of your role, and
- Develop an intervention (plan, presentation, educational activity, proposal) for key stakeholders (employees, colleagues, sr. management), that:
- Uses/expands on the theories (tools, discussions, models, other) explored in this workshop to advance DISJ.

Criteria	Guidelines
• Practical	• Short presentation
• Feasible/doable	• Provide the context
• Excites you	• What Feedback you want

Closing Activity

- Think of your learnings and experiences in this workshop and “select” a gift you’ve got from this group (it’s Members) that’s been important to you.
- “Prepare” to give a gift back (a representation, an article, a symbol) to the group in generous reciprocity

