



JEDI ADVOCATE
Facilitation Notes for CARE Series, session 1
Cultivating a Culture of Inclusion
November 2022

This resource captures some of the key discussion concepts from the C.A.R.E. series-session 1. As part of your ADVOCATE role, we encourage you to identify a concept that you would like to circle back on with your team. This might be done at a staff meeting, a scheduled communities of practice or in day-to-day discussions during opportune learning moments. The intention for the use of this resource is to help you guide your work in justice, equity, diversity, and inclusion. It is an ongoing dialogue...not just a one and done conversation. Revisit it regularly.

Provided below are several reflection discussions. Choose one that resonates with you to bring to your team. Another strategy might be to share this resource with your colleagues and decide together what you want to focus on.

1. What were some of the key concepts that stood out for me from this session?
2. What is a concept and steps we want to focus on in the next month within our teams?
3. What are some ways we will hold each other accountable for this work?

The statements below were the ones we discussed in breakout rooms during session 1. Use these 'unspoken rules that limit race talk' in your staff team to have a dialogue and determine some commitments you will make based on your reflections of these statements.

- I recognize that we all carry bias. I understand the impact of bias and how bias is learned.
- I am concerned about saying the wrong thing or doing anti-racism work wrong.
- I actively build relationships with those from groups with whom I do not personally identify.
- I am not sure how to respond when derogatory/discriminatory comments/micro aggressions are made.
- I am doing my part for Truth and Reconciliation.

Book: Race Talk and the Conspiracy of Silence by Derald Wing Sue

Think about a time when you have experienced one of the 'silences' below.
What role did you play in this silence? What might be some strategies you use in the future to break this silence? How will you keep each other accountable?

- Politeness-do not want to offend
- Academic-avoid topics with strong emotions
- Colour Blind-claim not to notice skin colour
- Saving Face-avoiding topics where disagreements might occur in groups
- Don't Rock the Boat-ignore problem b/c it might impact brand
- Solidarity-do not want to be a troublemaker-fear of retribution & retaliation

Resource: Truth and Reconciliation Commission's 94 Calls to Action

<https://www.reconciliationeducation.ca/what-are-truth-and-reconciliation-commission-94-calls-to-action>

- What are our calls for action in the Early Childhood Education profession?
- What does this look like for me as an individual and as an organization?

*"We need to give ourselves permission to sometimes say the wrong thing...
this work is a learning journey for all of us."*

"Intent does not =impact."