



Justice, Equity, Diversity & Inclusion Advocate
Facilitation Notes for CARE Series, session 2

Awareness
December 2022

This resource captures some of the key discussion concepts from the C.A.R.E. series-session 2. 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.

Discussion:

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?

Discussion:

Angela discussed **“The Power of Socialization”** and how different institutions in our life play a role in this socialization including legal entities, education system, health care, business, media, and government.

As Early Childhood Educators what role do we play in the socialization from an education perspective? (Thoughts brought up in the session were: supporting empathy allies in children, the commercialism of loose parts, dominant culture holidays, re: Christmas)

Discussion:

We learned that **white privilege** refers to inherent advantages possessed by a white person on the basis of their race in a society characterized by racial inequality and injustice.

Think, Pair, Share

Individually, reflect upon a time that you were confronted by your privilege, racism or a personal bias, and defensiveness.

Share this with a team member

Then bring your discussion back to the larger team.

Discussion:**Offense/Defense**

We learned that it is not uncommon for individuals to gas light another person when they are called out on a racist remark by using phrases such as it was a joke, we cannot say anything anymore, you are being oversensitive, she is playing the race card, etc.

Think about a time you have heard someone say such a comment and determine how you might respond to this in the future. Keep in mind the tips for exploring these conversations:

Responding to challenging COMMENTS/QUESTIONS

INQUIRE: "What makes you say that?" "Where did you hear that?" "Can you explain that (joke) to me? I don't understand."

EDUCATE: Provide facts, debunk myths, share your knowledge. "This is what I know.." "Read this."

EXPLORE: "How might someone of a different background see this?" "What other ways could we look at this?" "Are we including other perspectives?"

EMPATHIZE: Listen for and acknowledge underlying feelings and points of view.

STATE YOUR INTENT, NEEDS OR EXPECTATIONS: "I want to understand." "Let's focus on creating an approach we can both agree on."

AVOID ARGUING AND DEFENDING: "I notice I'm becoming defensive, and I think it's because your voice just got louder and sounded angry. I just want to talk about this topic. I'm not trying to persuade you in either direction."

TIMING: Decide on an appropriate time for the conversation, make arrangements to revisit the talk.

SILENCE: Reflect on what your silence means and why you choose to remain silent

SAFETY: Always consider your personal safety before engaging. Step away if you feel unsafe.

Share a situation with your team.

Discussion:

What is one action or priority we can commit to?



Do your
work...

- Recognize that becoming anti-racist is a life long journey.
- We are all in different places on that journey.
- Know that you will make mistakes along the way.
- Don't get defensive - Focus on the message.
- Learn, reflect & practice with humility - everyday.
- Critically reflect on how white supremacy has infiltrated our lives and how we might be unknowingly supporting it.
- Recognize your privileges and use them to challenge racism.
- Get uncomfortable and get used to it.

Resources shared in the session:

<https://www.youtube.com/watch?v=GTvU7uUgjUI>

<https://21daychallenge.prohabits.com/start>