**RIAIMH CARE RACIAL Equity Series**

**“Me, Myself & I!”**

**November 18 & December 2, 2020**

**A person holding a sign

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**Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**Chief Empowerment Officer**

**T. Lee Associates**

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**HFA Program Manager**

**Meeting Street**

**Community is much more than belonging to something; it's about doing something together that makes belonging matter.**

**- Brian Solis**

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# **LEARNING OUTCOMES**

***“Increased understanding will naturally lead to mutual respect.”***

***Dalai Lama***

* *To begin to develop trust and build new relationships*
* *To understand the Dimensions of Diversity*
* *To understand the Cycle of Socialization*

**AGENDA**

Welcome

Agenda/Goals & Objectives

Comfort Zone/Safe Enough Space/Parking Lot

Dimensions of Diversity

How do we get to thinking like we do?

Cycle of Socialization

Closing

**Creating a “Safe Enough” space for Dialogue**

**Be Open & Honest**

**Suspend Judgement**

**Vegas Rule**

**Listen; content, meaning, feelings**

**Challenge by Choice**

**And/Both Approach**

**Practice Whatever You Discover!**

**Definitions of Culture**

***Unless you learn to face your own shadows,***

***you will continue to see them in others,***

***because the world outside you is only a reflection of the world inside you. -Unknown***

**Culture is ……...**

**“The social heritage-the institutions, customs, conventions, values, skills, arts, modes of living - of a group of people feeling themselves members of a closely bound community and sharing a deep-rooted attachment and allegiance to it.”**

***-Harper Dictionary of Modern Thought***

**“Culture is a way of life of any society. It includes acquired knowledge, attitudes, values, behavior and communication style.”**

**“Culture is a set of expectations we have about the way things are or should be.”**

**“Culture is a lens or filter through which we see the world.”**

***-Communication Training Consultants Manual***

**… “the complex ways that people who form a community interact with each other.”**

**-*Paul Kivel***

***“Uprooting Racism”***

Diagram

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Chart

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**Diagram

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**When was a time you felt good about being \_\_\_\_\_\_\_\_(insert identity)?**

**When was a time you did not feel so good about being \_\_\_\_\_\_\_\_(insert identity)?**

**What was a positive message you received about being \_\_\_\_\_\_\_\_\_\_\_\_\_(insert identity).**

**What was a negative message you received about being \_\_\_\_\_\_\_\_\_\_\_\_\_(insert identity).**

**WHO AM I?**

**What identities are you comfortable having conversations about with others? Why?**

**What identities are you uncomfortable having conversations about with others? Why?**

**How do others see you?**

**How do you see others?**

**“How Do We Get to Thinking Like We Do?”**

***When you were growing up, what messages (verbal and non-verbal)***

***Did you get from significant adults and others in your life?***

|  |  |  |
| --- | --- | --- |
| **Topic** | **The Message received** | **The source** |
| **Having a mental, physical, emotional disability** |  |  |
| **Being Male** |  |  |
| **Being Female** |  |  |
| **Being Your faith tradition/ religion** |  |  |
| **Being your specific race/nationality** |  |  |
| **Being biracial** |  |  |
| **Being an Athlete** |  |  |
| **Being an Immigrant** |  |  |
| **Asking for help** |  |  |
| **Topic** | **The Message received** | **The source** |
| **Helping others** |  |  |
| **Being Good Looking** |  |  |
| **Being Gay, Lesbian, Bi-sexual, Transgendered, Queer, Questioning** |  |  |
| **Being Poor** |  |  |
| **Being Wealthy** |  |  |

**How do we get to thinking like we do?**

* **What do you think is meant by the term “hidden messages”?**
* **In what ways might the hidden messages about culture/identity people receive impact their interactions with people from their own culture/identity?**
* **How might they influence interactions with people from other cultures/identities?**
* **In what ways might the “hidden messages” about different cultures/identities you have received impact your assumptions about and interactions with others?**
* **What if any, has been the impact?**

**Diagram

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**Cycle of Socialization**

1. **The beginning of the cycle, depicted by the 1st circle, represents the situation into which we were born. We have no control over this. We are also born without bias, assumptions, or questions. We are either “lucky” to be born into a privileged situation or “unlucky” to born into an underprivileged situation.**
2. **The 1st arrow represents that fact that our socialization process begins immediately. We are given a pink blanket if we are a girl or a blue one if we are boy. The rules and norms are already in place and we subtly (and in many cases not so subtly) are made aware of the rewards of conforming and the consequences of rebelling.**
3. **The second circle represents the institutions that help shape our views and beliefs, and help instill within us prejudice or acceptance.**
4. **The second arrow represents the way in which the instilling of ideas, beliefs, and behaviors reinforce the cycle of oppression. Behaving differently is not as simply as most of us think. We are rewarded for good behavior – conforming to the norms and standards. By the same token, we are punished for bad behavior – questioning or rebelling against oppressive societal norms.**
5. **The third circle represents the devastating result upon all of us that this self-perpetuated cycle of oppression produces.**
6. **The final arrow represents a point at which we all arrive – the results of the cycle. We are forced to make a decision, even if that decision is to do nothing. Doing nothing is the easier choice, especially for those who benefit from the perpetuation of the cycle: we are all victims of the cycle and we are all hurt by it. Oppression hurts the oppressed and the oppressor.**
7. **And finally, it is the wheel that turns or enables any cycle. At the center or core of the cycle of socialization are fear, misunderstanding, insecurity, confusion, etc.**