

Standing Strong for Diversity, Equity, Inclusion, and Belonging



Ilsa Marie Govan
CulturesConnecting.com

I am on Coast Salish Land



<https://native-land.ca/>
Text Zip Code: 907-312-5085
Landback.org



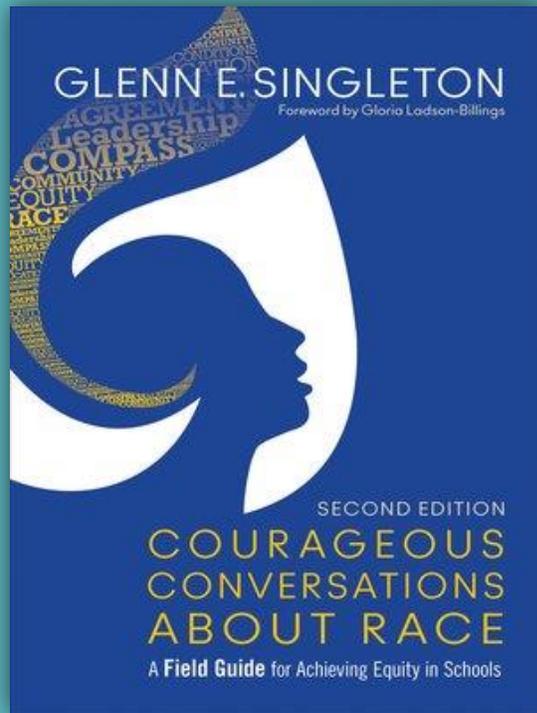
Cultivating our Virtual Community

- Turn on video if you can
- Rename: **Right click** or “...” in upper right of your image
 - Add pronouns
- Hide self-view option
- Make chat text larger: **Command +**
- Using chat to show support or connect
- All are welcome!



What is on your heart and mind as we enter into this conversation today?

Courageous Conversations



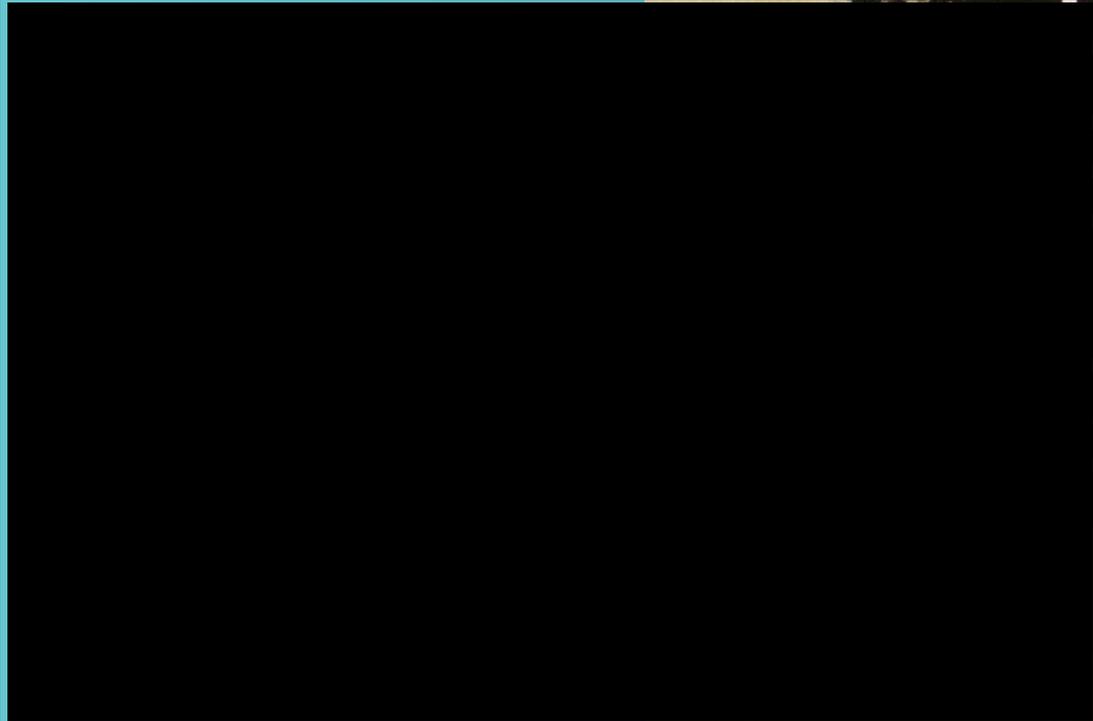
Adapted from Glenn Singleton: *Courageous Conversations about Race: A Field Guide for Achieving Equity in Schools*

Norms

- Take Risks
- Experience Discomfort
- Stay Engaged (ask questions)
- Listen for Understanding (impact vs. intent)
- No Fixing (sit with the emotions)
- Speak **Your** Truth (locate self)
- Expect and Accept Non-Closure



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PART ONE
A film by Lee Mun Wah

No Fixing

More Questions than Statements

- Do you feel like talking about it?
- What was that like for you?
- How can I support you?
- What are you needing?
- I'm here for you if you want to talk.
- I imagine it's not easy to...
- Thank you





PoC No Fixing

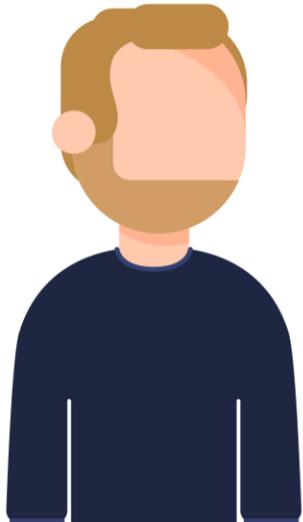
Rather than saying, “that’s okay”, “Don’t worry about it”, “Not a big deal”, “I know you didn’t mean it that way”...

R.E.S.T.

- Recognize: You are keeping someone from their own growth.
- Embrace: Silence.
- Say: What you need to.
- Think: “Is their comfort more important than your pain”.

Is my comfort more important than their pain?

Is their comfort more important than my pain?



Speak Your Truth

- Speak from a place of “I”
- Brings us closer to you.
- Creates space for other stories, experiences, feelings, etc.



“Our lives begin to end the day we become silent about things that matter.”

~Martin Luther King, Jr.

“We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist.”

James Baldwin





Expect
and
Accept
Non-Closure

What does your community need in this moment?
How can you more effectively support one another?



Breathe

by Lynn Ungar
Breathe, said the wind

How can I breathe at a time like this,
when the air is full of the smoke
of burning tires, burning lives?

Just breathe, the wind insisted.

Easy for you to say, if the weight of
injustice is not wrapped around your
throat, cutting off all air.

I need you to breathe.

I need you to breathe.

Don't tell me to be calm
when there are so many reasons
to be angry, so much cause for
despair!

I didn't say to be calm, said the wind,

I said to breathe.

*We're going to need a lot of air
to make this hurricane together.*