

BUILDING CAPACITY WITH A DEI LENS

ACCCA Board
September 17, 2021

INFINITY MARTINEZ
CONSULTING



building capacity for equity through a social justice lens

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LAND ACKNOWLEDGMENT

- I am joining you from the homelands of the Cahuilla and Luiseño tribal nations and hold deep gratitude for the people that have cared for and stewarded these areas in the generations of the past and of the future.
- I invite us to acknowledge and reflect on the history of genocide and forced removal of Indigenous people on the lands we occupy and the ongoing injustices committed against Indigenous people.
- We take this opportunity to honor and thank the original caretakers of these lands and the responsibility we have to interrupt an oppressive legacy by beginning with acts of healing and honest storytelling about these lands.

(To find the land on which you live – text zip code to 855-9175263 or go to www.native-land.ca)

*Parts adapted from St. Olaf College



INTENTIONS

- Provide the foundation to deepen the levels of authentic conversation through the lens of diversity, equity and inclusion
- Practice the skill of self-awareness and the tool of self-work for greater effectiveness
- Explore concepts related to DEI and social justice, including power, privilege and oppression
- Offer tips for leadership capacity building in the area of DEI



ZOOM GUIDELINES

- This will be interactive
- Chat box
- Raise hand
- Use reactions
- Mute and Video
- Rename
- Breakout Rooms
- Anything can happen



COMMUNITY AGREEMENTS

WHAT DO YOU NEED
FROM EACH OTHER TO BE
IN THIS CONVERSATION?



COMMUNITY AGREEMENTS

- Be authentic
- Speak from the "I"
- Listen actively and respectfully
- Be open to new and different perspectives
- Be aware of and manage judgments and assumptions
- Move up – Move back
- Take risks, Be vulnerable
- Prepare to engage discomfort and conflict
- Consider Intent – Name, Examine, Own Impact
- Hold the Both/And
- Respect and maintain confidentiality
- There is always room for growth and learning
- Recognize, explore, manage manage your triggers
- Stay in it



BUILDING CAPACITY

Awareness

- Who am I?
- What am I carrying?
- How does what I'm carrying impact my relationships and interactions?

Knowledge (of self and others)

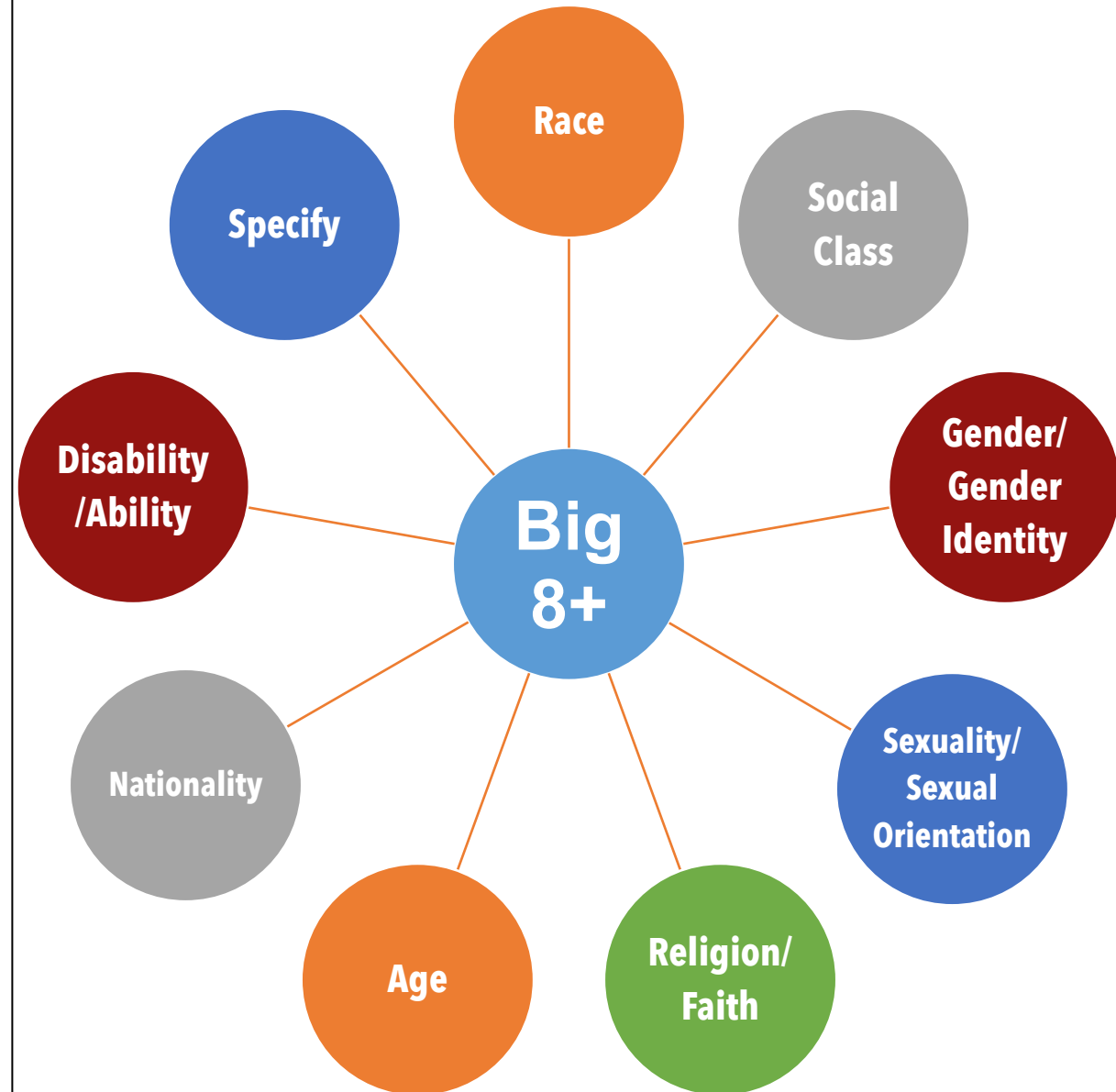
- Information: How do I know what I know?
 - Who is in my circle?
 - What have I read?
- History, Present, Future
- Dynamics

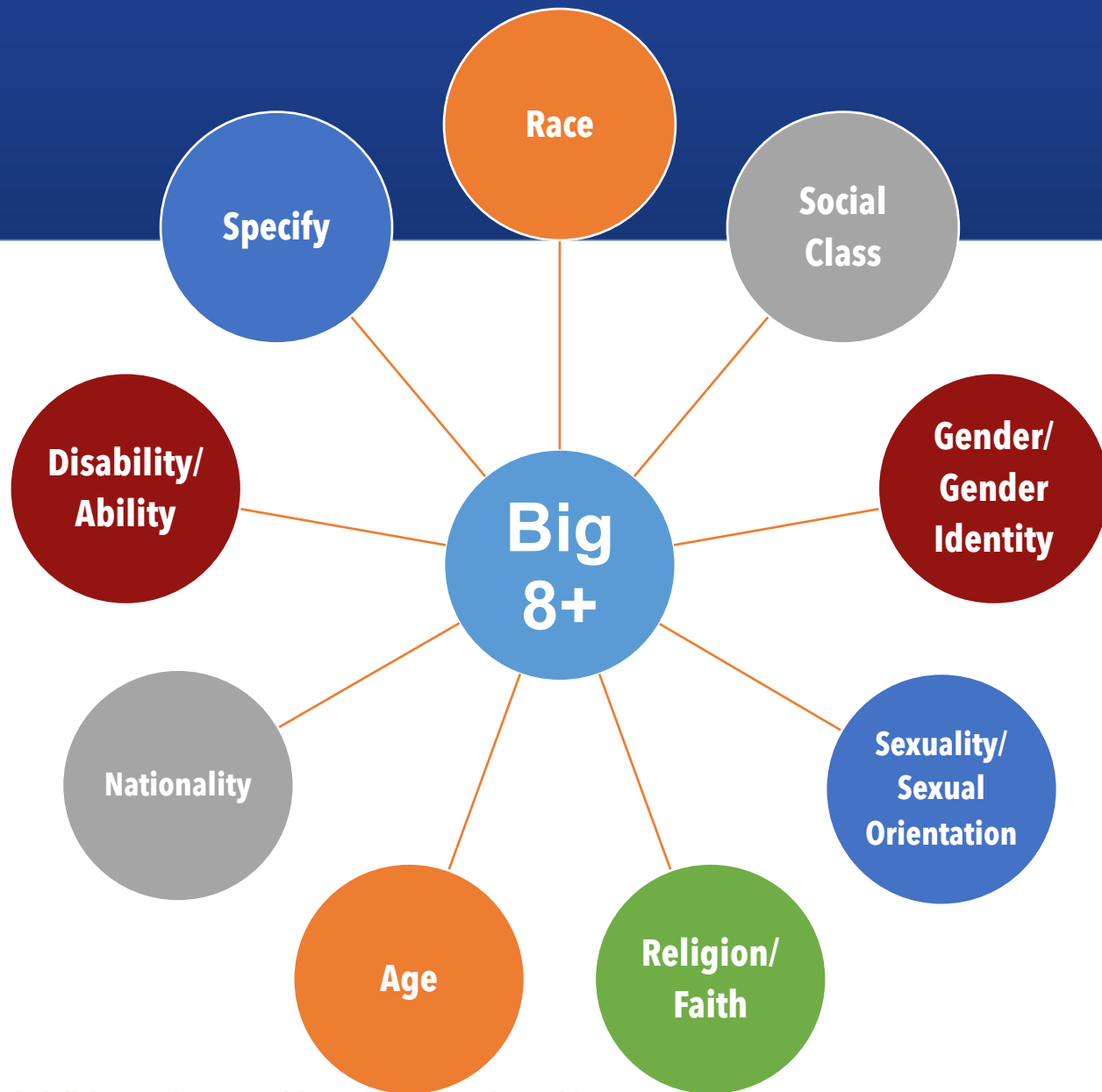
Skills

- Engaging
- Listening
- Sharing
- Vulnerability
- Patience
- Diagnosing
 - What are you experiencing?
- Intervening

Action

- Intervening (with courage and commitment)
- Becoming a equitable leader and educator
- Shifting the status quo





- I identify...
- The identities I'm most conscious of...Least...What this means for me.
- A time I have experienced or witnessed exclusion/discrimination on the basis of one of my identities.
- The topics I feel most/least comfortable engaging...Because...

