



Equity and Identity as an Administrator

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Acknowledging the Land

WE ACKNOWLEDGE THE LAND WHICH WE OCCUPY TODAY AS THE TRADITIONAL HOME OF THE KIZH TRIBAL NATION. THESE SOVEREIGN PEOPLE HAVE BEEN THE CARETAKERS OF THIS LAND SINCE TIME IMMEMORIAL. DESPITE CENTURIES OF GENOCIDE AND OCCUPATION THESE TRIBAL NATIONS CONTINUE AS VIBRANT AND RESILIENT TRIBES REGARDLESS OF FEDERAL RECOGNITION. WE TAKE THIS OPPORTUNITY TO ACKNOWLEDGE THE GENERATIONS THAT HAVE GONE BEFORE AS WELL AS THE PRESENT-DAY PEOPLE.

Goals

- EXPLORE ONE'S IDENTITY AND HOW IT IMPACTS THE ROLE AS AN ADMINISTRATOR
- HOW TO ENGAGE IN DIALOGUE AROUND EQUITY AND JUSTICE
- GAIN TOOLS TO ADVOCATE FOR JUSTICE AND LEAD EQUITY EFFORTS

Concentric Circle

- HIGH FIVE BUDDY
- CIRCLE:
 - Question1 : How did you learn about race and identity growing up?
 - Question 2: In your home, how did you talk about race and diversity growing up?
 - Question 3: What have you observed, experienced or participated in regarding social injustices?

Engaging in Difficult Dialogue

- How do we talk about race, racism, and justice in effective and productive ways (shared language and community guidelines?)
- What are situations that make this harder?
 - I'm the only white person in the room
 - I'm the only (Asian, Black, Gay, Latina, Gender queer, Multiracial) in the room
 - I don't know enough about the topic

Engaging in Difficult Dialogue-Tips

- Ask inquisitive questions. Ask clarifying questions
- Focus on the issue and not the person
- Assume the best intentions
- Be open to learning from others
- Be **patient** with those who have different perspectives than you
- Recognize how your identity and lived experiences can affect your perspectives.
- Listen when someone speaks versus thinking about what you are going to say next
- Aim to make it an educational conversation for all parties and not a debate
- Agree to disagree
- Allow for silence, so all parties have time to process and reflect
- Be aware of your body language
- Notice if you are interrupting
- Others...?

Activity: Race, Identity and Socialization

Common Ground

Discussion:

- What did you notice about yourself?
- What are your thoughts and reactions?
- Where did you feel the most energy or emotion?
- What surprised you?

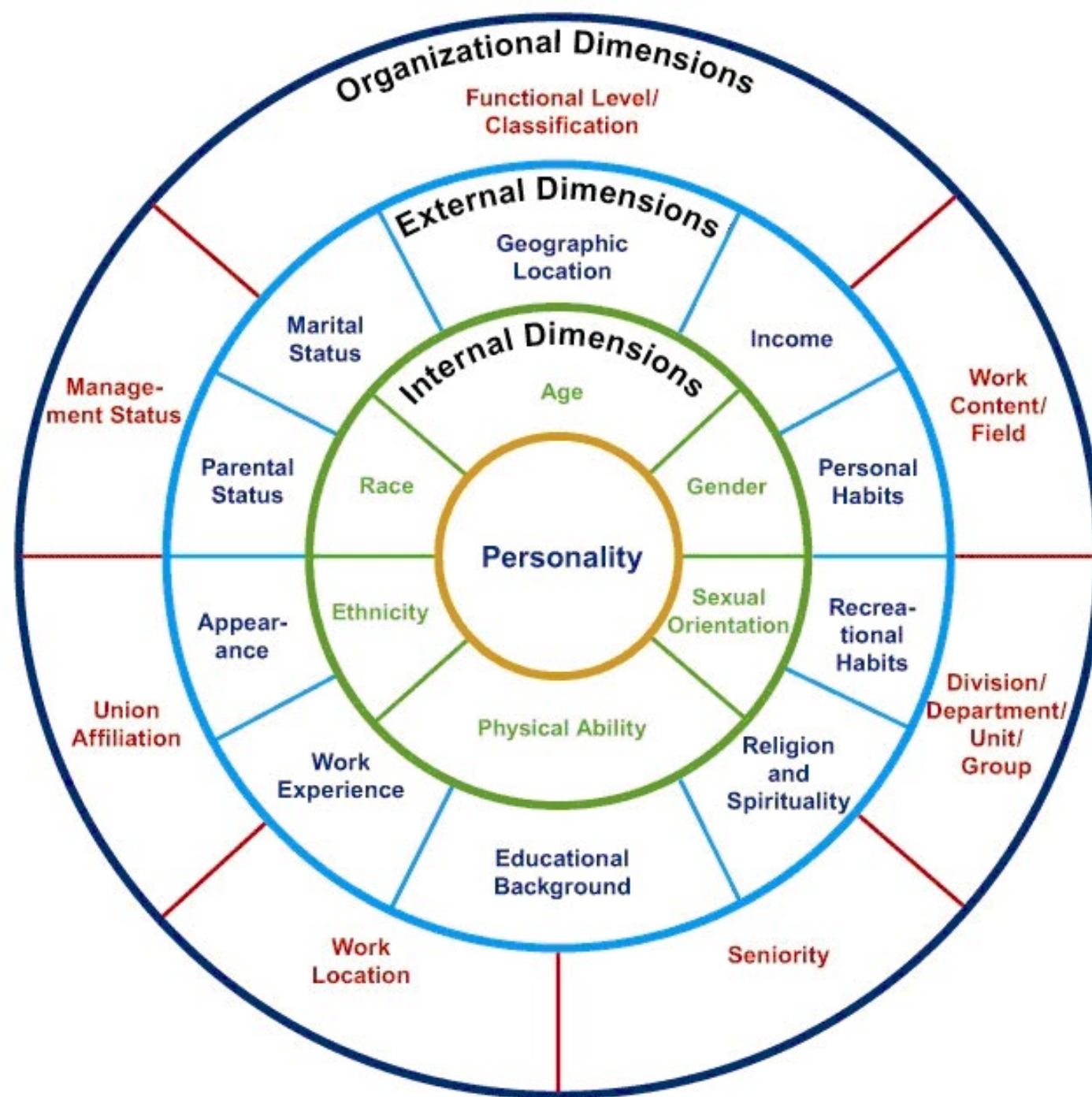
Matrix of Oppression*

Social Identity Categories	Privileged Social Groups	Border Social Groups	Targeted Social Groups	Biases with Power/ "Ism's"
Race	White/Caucasian	Biracial/Multiracial	Asian, Black, Latinx, Native/Indigenous	Racism
Sex	Assigned Male at birth	Intersex	Assigned Female at birth	Sexism
Gender	Gender Conforming (Cisgender), Identify as Male or Female	Gender Ambiguous, Gender Queer, Agender	Transgender, Gender Queer, Intersex, Gender Ambiguous, Agender	Transphobia/Trans* Oppression
Sexual Orientation	Heterosexual	Bisexual, Queer, Lesbian, Gay, Questioning, Aces (Asexual/Aromantic), Polyamorous	Lesbian, Gay, Queer, Questioning, Aces (Asexual/Aromantic), Polyamorous	Heterosexism, Homophobia
Social Status/Class	Wealthy, Upper Class	Middle Class	Working Class, Poor	Classism
Ability/Disability	Temporarily Able-Bodied	People with Temporary Disabilities, and/or "Invisible" Disability	People with Disabilities (<i>often physically identifiable</i>)	Ableism
Religion	Protestant, Christian	Roman Catholic (Historically), Spiritual	Jewish, Muslim, Hindu, Atheist	Religious Oppression/Intolerance
Age/Generational	Adults (Ages 35-55)	Young Adults (Ages 25-35)	Elders (55+) and Adolescents/Children (25 and under)	Ageism/Adultism

Identity Matrix

Discuss:

- What came up for you?
 - What surprised you?
 - What was this process like for you?
- How do you think this impacts how you engage in DEI conversations?



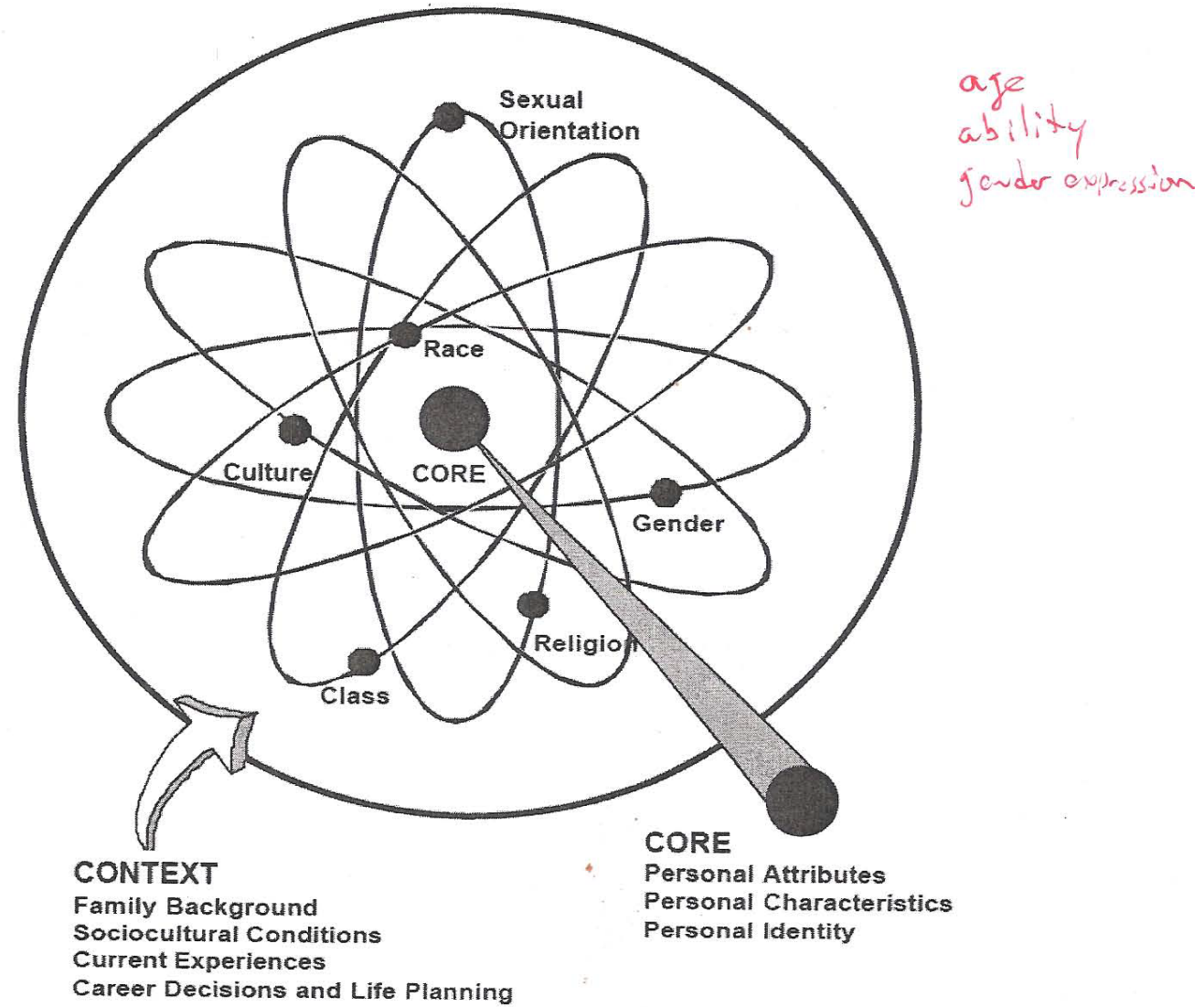


FIGURE 1.
Model of Multiple Dimensions of Identity



Break

Moving into Action

Navigating Triggers

- Trigger: A stimulus that leaves you with an intense, unexpected, and emotional reaction.
- Leave you dis-oriented, de-skilled, and may force you to react with intense emotion versus with dialogue skills
- Often rooted in unexplored or unhealed parts of our lives

(Obear, 2007)

Navigating Triggers

Cycle of a Trigger

- Stimulus occurs
- Triggers intrapersonal root
- Incident creates a story
- Impacts cognitive, emotional or psychological response
- Response based on root or story
- Reacts to incident
- Reaction may trigger the other person

(Obear, 2007)

Common Response Triggers

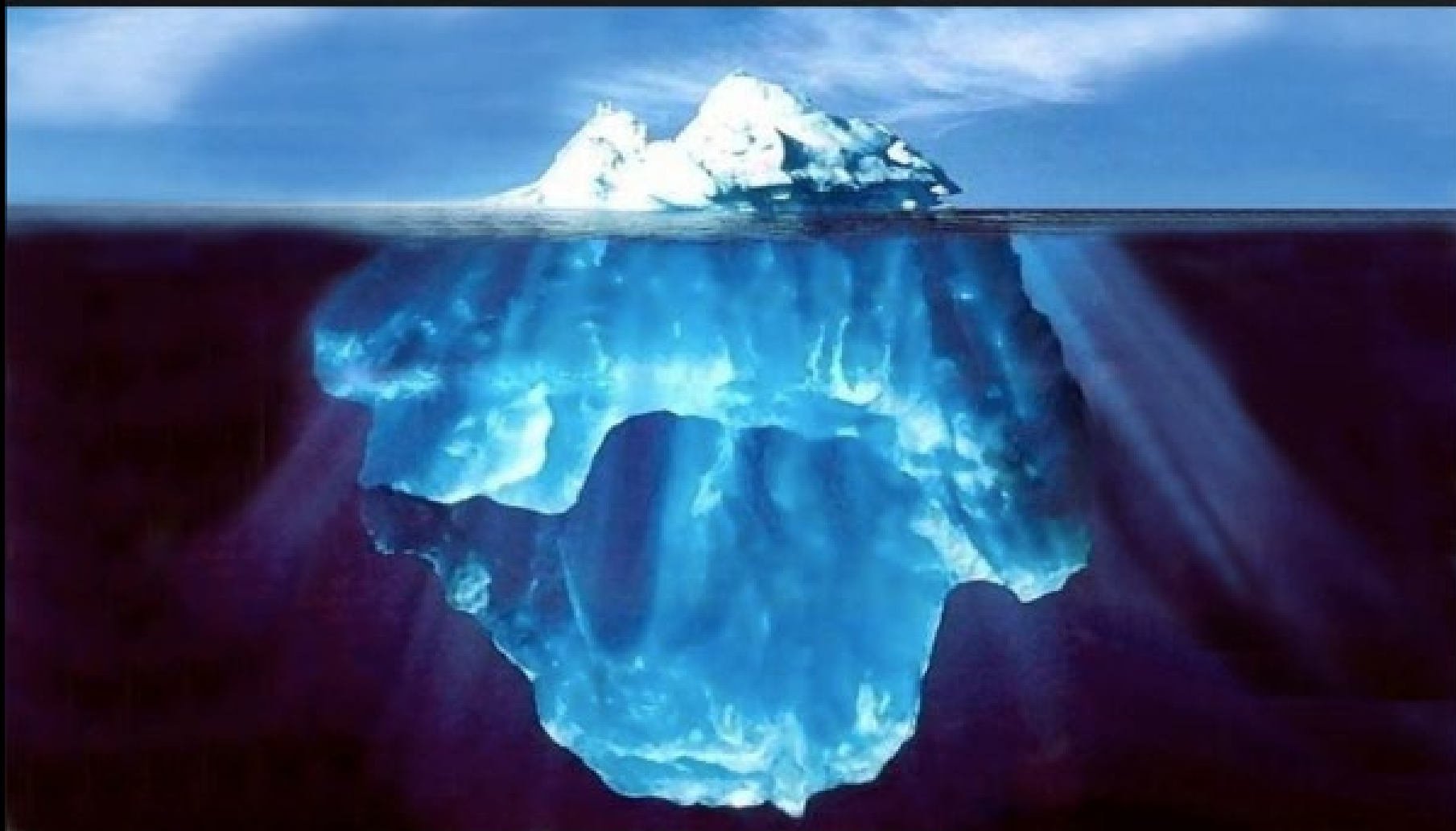
Q: What are some ways you respond when triggered?

Microaggressions

Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward people.

(Sue, 2010)

Microaggression



Responding to Microaggressions

Discuss:

- What do when you observe?
- What to do when you experience it?
- What to do when you cause it?

Action and Accompliceship

- Recognize your privilege; work to understand others' experiences
 - Multiple Identities
 - Learn to listen
- Confront others...and yourself!
- Be willing to be confronted about own beliefs, actions, and behaviors
 - Explore your feelings and opinions

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Action and Accompliceship

- Question/challenge policies
- Are they inclusive of all people?
- Commit to continuous growth
- Be aware that you do not always know what you do not know
- Commit to learning...and unlearning!

Common Situations Discussion

- Situation A:
 - Having conversations about race and racial conflict
AND Leading conversations about equity in public spaces (division meetings/convocation or flex day/senate meetings)

Common Situations Discussion

- Situation B:
 - Naming and intervening when racist/homophobic/transphobic/sexist/ableist (etc.) incidents occur in front of you (e.g. departmental meeting)

Common Situations Discussion

- Situation C:
 - Allocating resources when there are competing priorities coming from communities of marginalized backgrounds

Identity Conscious Supervision

- Starts with understanding your own identity and how that intersects with positional power.
- Understand my own identity, trauma, and power.
- We are all humans first before employees
- Building trusts, relationships, and vulnerability.
- Naming and understanding power.
- How do we talk about
- identity with supervisees and teams.
- Fostering identity
- supervision in the workplace.
- How do we sustain identity
- conscious supervision.
- How do we support
- marginalized team members.
- How do we use our position and power for organizational change.

Action Planning

Key questions

- What action do you need to take to combat or interrupt ____ISM?
- What resources do you need to achieve this goal?
- What behaviors or steps on your part would taking this action entail?
- What is a realistic timeline for this to happen?
- What hazards or risks are involved?
- Are the risks worth it to you?
- What obstacles might you face?
- How could you overcome or reduce the obstacles?
- What support do you need?
- Where can you find more support?
- How can you measure your success?

Closing

- Final thoughts
- Discussion
- Questions
- Thank you