

Land Acknowledgement

We acknowledge the land on which we sit and occupy today as the traditional home of the Lenni-Lenape and Nanticoke tribal nations (Delawares nation). Without them, we would not have access to this gathering and to this dialogue. We take this opportunity to thank the original caretakers of this land.

The first treaty that was signed by the United States government, after its Declaration of Independence, was with the Lenni-Lenape (also called "Delawares") in 1778 during the Revolutionary War. The revolutionary government promised that if the "Delawares" helped their fight against the British, they would be given statehood in the future... a promise that was not kept.

The **Delaware Tribe of Indians**, sometimes called the Eastern Delaware, based in [Bartlesville, Oklahoma](#), is one of three [federally recognized tribes](#) of [Delaware Indians](#) in the United States, along with the [Delaware Nation](#) based in [Anadarko, Oklahoma](#)^[2] and the [Stockbridge-Munsee Community](#) of [Wisconsin](#). More [Lenape](#) or Delaware people live in [Canada](#).



<http://www.nanticoke-lenape.info/history.htm>

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7 Habits of Brave Meetings

- Seek to build a community of practice where everyone is a learner, resource, and guide.
- Speak your truth / "I" Statements.
- Maintain confidentiality.
- Take a chance.
- Help to ensure equitable participation - Practice WAIT.
- One person speaks at a time / Minimize side conversations.



"All in favor, look up from your cell phones."

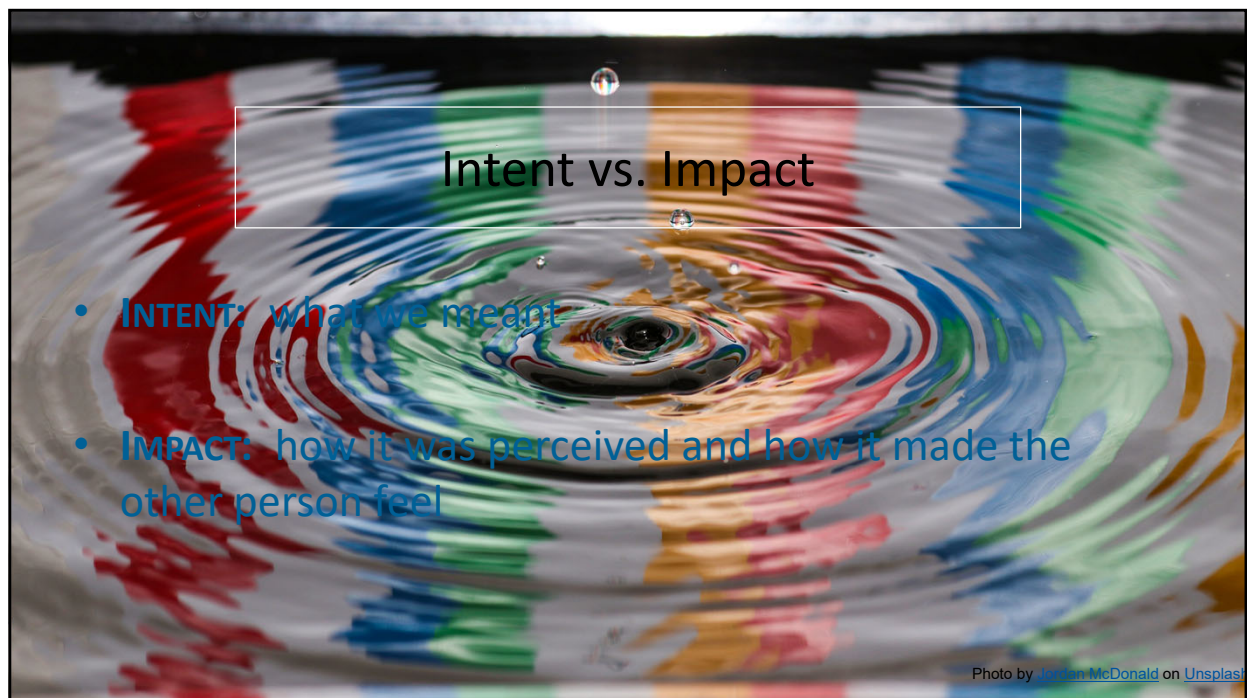
Kaamran Hafeez

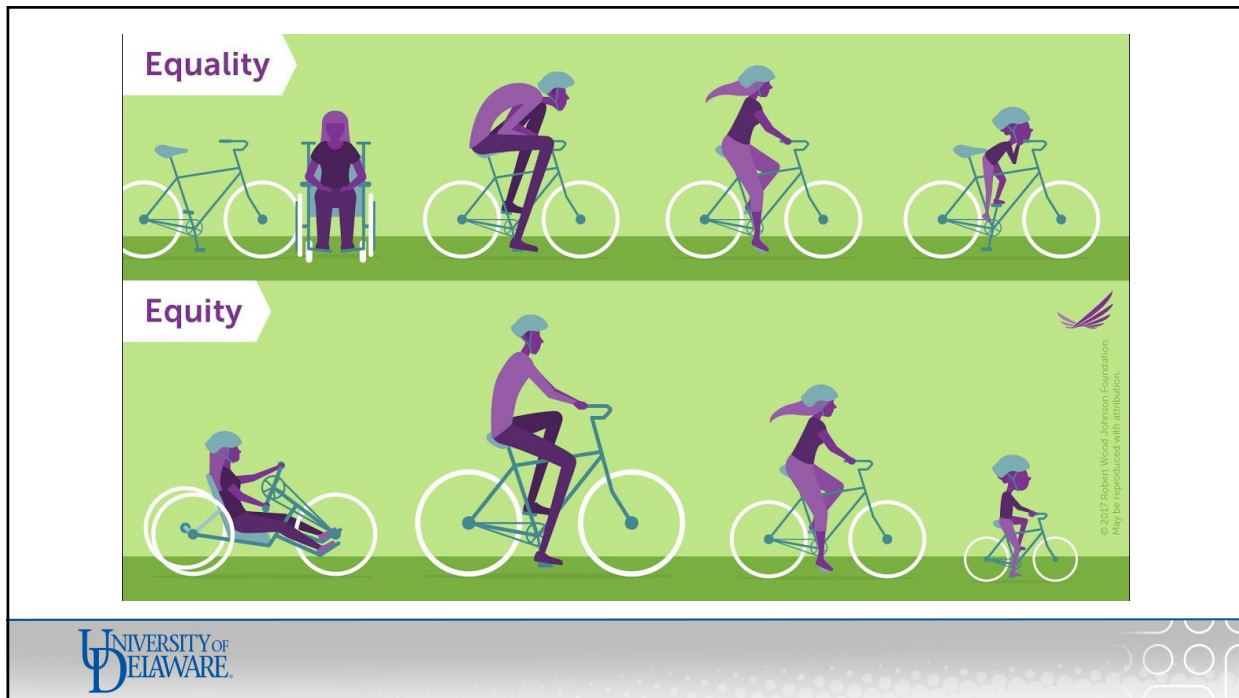


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What is one Courageous conversation you want to have?

- What is the topic?
- Who is the audience?
- What are the obstacles?





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- Diversity asks, “Who’s in the room?” Equity responds: “Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?”
- Inclusion asks, “Has everyone’s ideas been heard?” Justice responds, “Whose ideas won’t be taken as seriously because they aren’t in the majority?”
- Diversity asks, “How many more of [pick any minoritized identity] group do we have this year than last?” Equity responds, “What conditions have we created that maintain certain groups as the perpetual majority here?”
- Inclusion asks, “Is this environment safe for everyone to feel like they belong?” Justice challenges, “Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”

Stewart, 2017

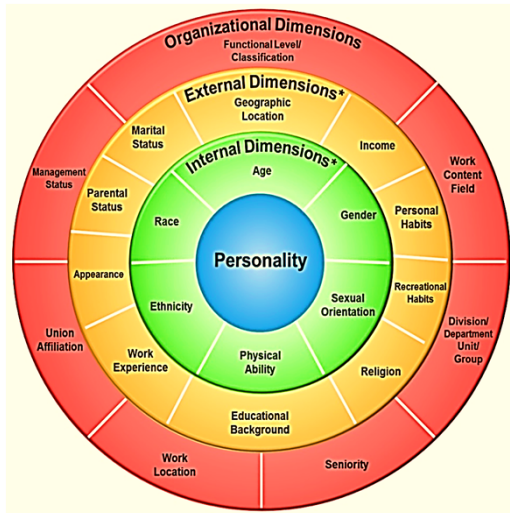
<https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>



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What are my identities?



You are more than a single identity

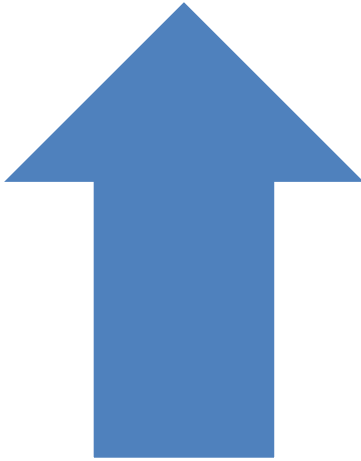
With your various identities come barriers and advantages

Your identities impact your experiences and perspective

Naming it

“To speak of whiteness is, I think, to assign *everyone* a place in the relations of racism. It is to emphasize that dealing with racism is not merely an option for white people – that, rather, racism shapes white people’s lives and identities in a way that is inseparable from other facets of daily life.” (Frankenberg, 1993, p.6).

White Privilege Definition



Refers to the concrete benefits of access to resources and social rewards and the power to shape the norms and values of society that whites receive, unconsciously and consciously, by virtue of their skin color in a racially stratified society

ANTI-RACISM

- *To be antiracist is to think nothing is behaviorally wrong or right -- inferior or superior -- with any of the racial groups. Whenever the antiracist sees individuals behaving positively or negatively, the antiracist sees exactly that: individuals behaving positively or negatively, not representatives of whole races. To be antiracist is to deracialize behavior, to remove the tattooed stereotype from every racialized body. Behavior is something humans do, not races do."*

— Ibram X. Kendi, How to Be an Anti-Racist

The Journey

- The Zones
- Self-Reflection
- Growth



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**IF YOU ARE
NEUTRAL
IN SITUATIONS OF
INJUSTICE
YOU HAVE CHOSEN
THE SIDE OF THE
OPPRESSOR**
-DESMOND TUTU


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WHAT INFLUENCES YOU?

- Diffusion of Responsibility**
 - When responsibility is shared, the pressure to act decreases
- Social Cues**
 - If no one is taking actions, others won't either
- Assumptions**
 - Believing someone else will or has already addressed the situation
- Ambiguity**
 - Uncertain how much "risk" is involved
- Socially Inappropriate**
 - Do I help while others look on
- Misinterpret**
 - The severity when no one takes action



"If not you, then who?"

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Bystander effect

- The more people who are there to witness a situation where someone needs help, the less likely it is that someone will actually intervene.
- A person's feeling of responsibility is not as strong when that responsibility is shared by others.



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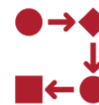
An Approach



Purpose



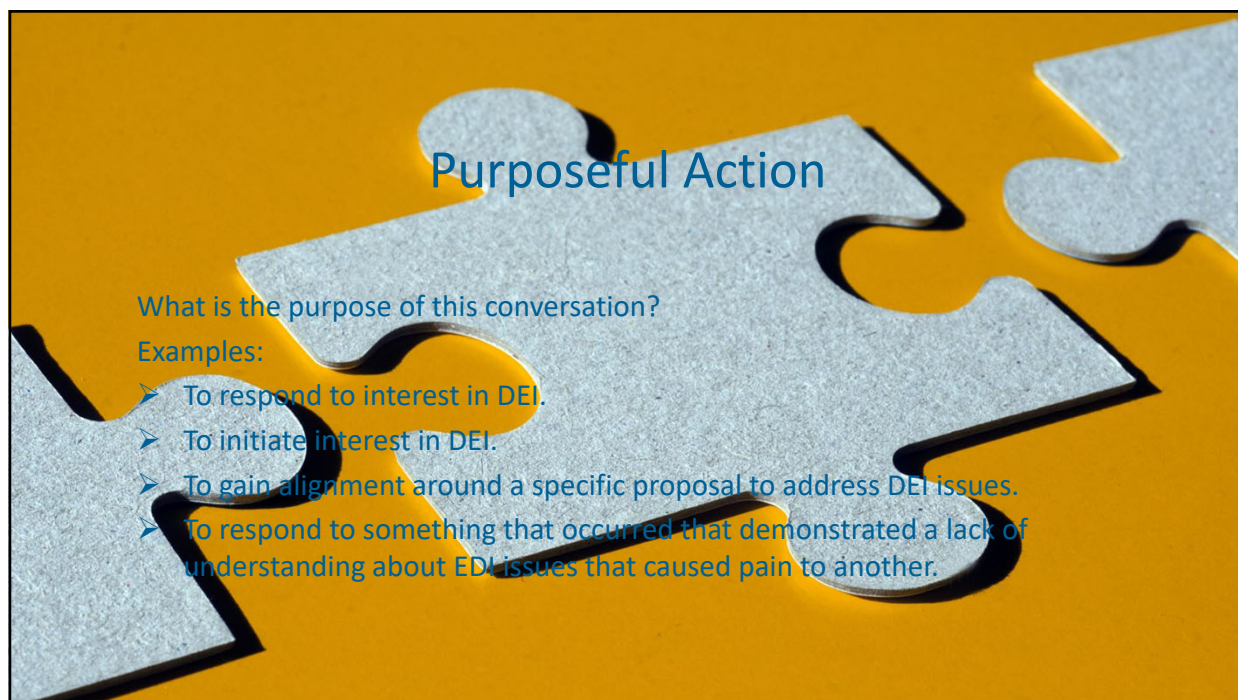
Outcome(s)



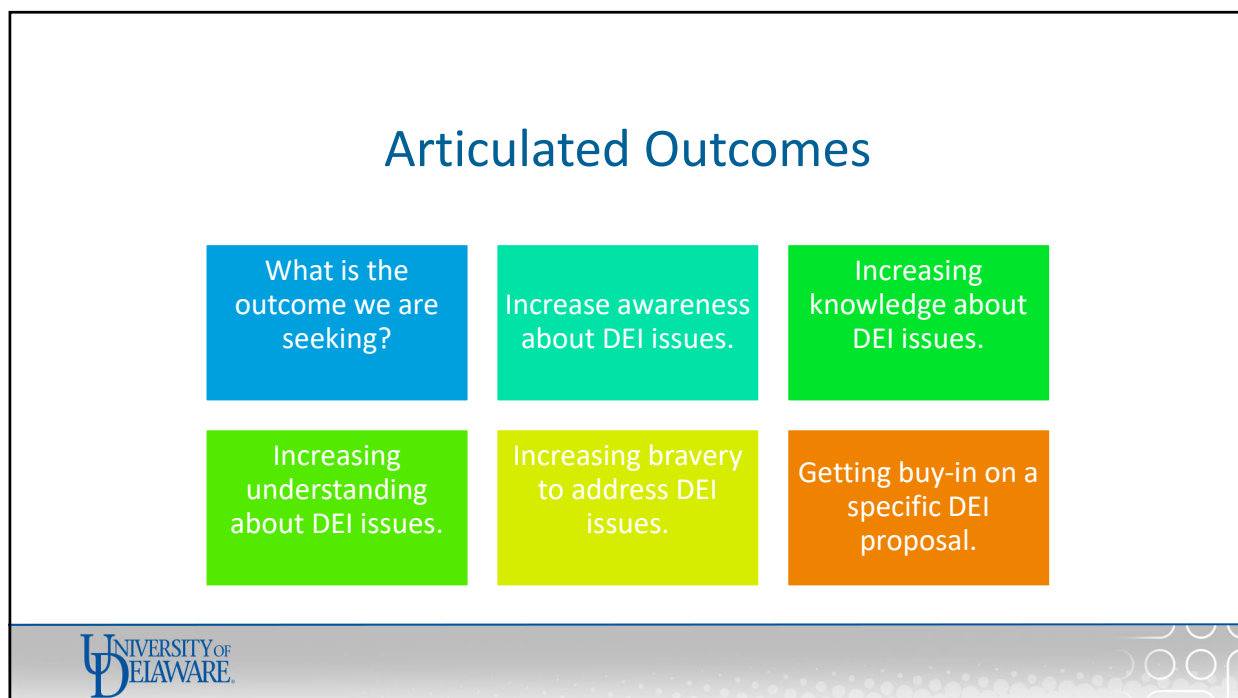
Process



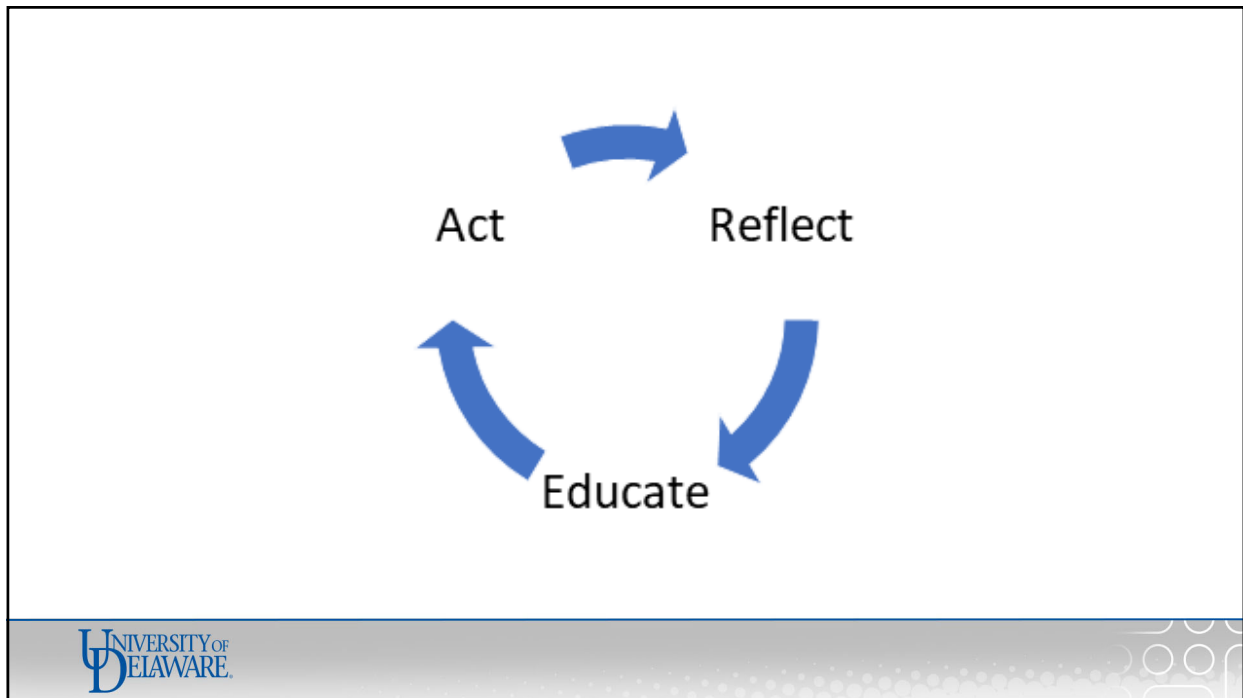
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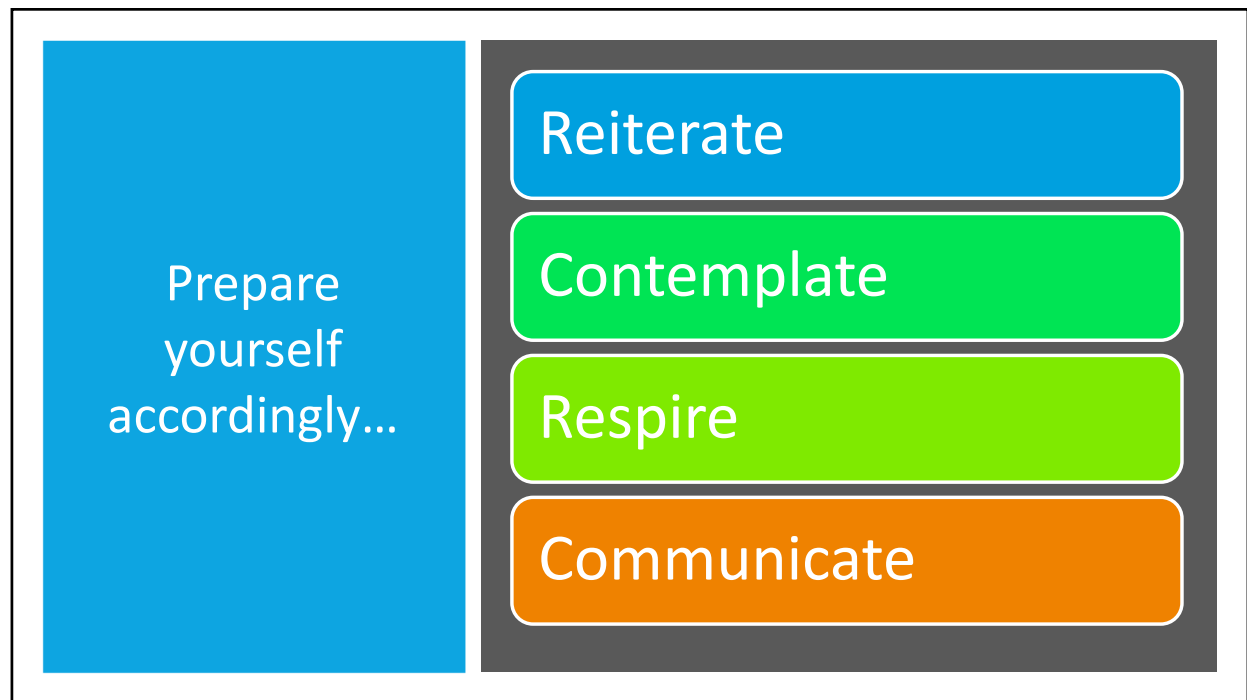
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<p>Things to Consider in Determining your Process</p>	<p>If you're waiting for confidence or comfort, you might never have that conversation.</p>
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