



NAVIGATING BARRIERS TO BUILDING INCLUSIVE SPACES

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GOALS

AGENDA

INVITATIONS

Connection
Community
Spark
The Beginning
Spark!

Warm Up

- Introduction
- Reflection & Intention

Working Set

- Us & Ourselves
- Us & Others

Cool Down

- Thoughts to Ponder and Leave You With

Breathe

Draw Awareness

Push On the Edges

Resist Pull Towards Big Action

Embrace the Vulnerability



SEWARD

SouthWind pangaza

US & OURSELVES

Solidarity

- Works under impacted leadership informed by, directed, and often coordinated with BIPOC leaders.
- Directly challenges the power structures (e.g., institutionalized racism, colonization, and White supremacy) by blocking or impeding oppressive people, policies, and structures.
- Recognizes nuances within movements (oppressed people are not monolithic in their tactics and beliefs.)
- Doesn't act in isolation.

**Credit: The Avarna Group*

US & OURSELVES

IDENTITY ICEBERG

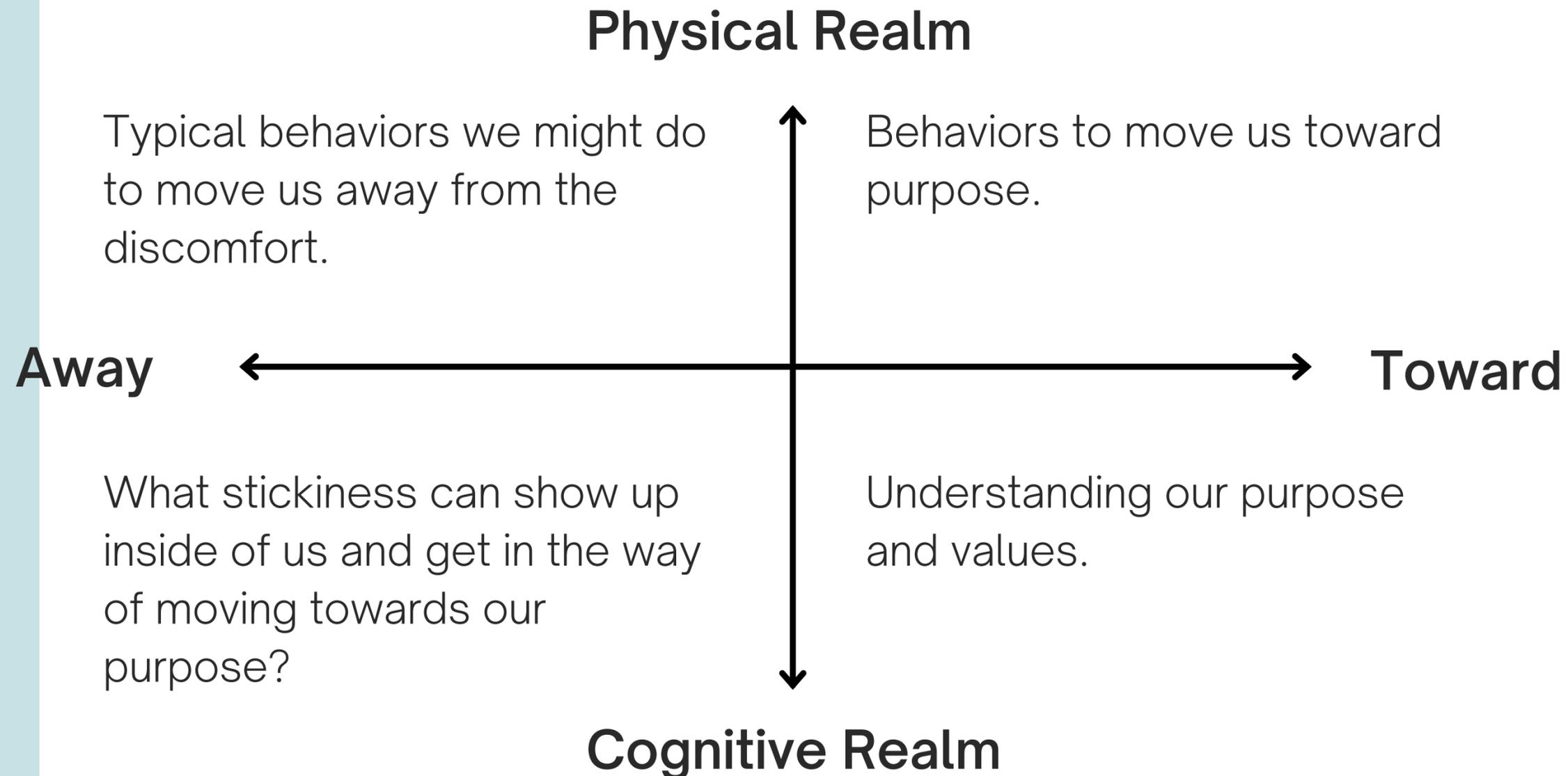


VALUES

<https://www.thevaluesproject.com/>

US & OURSELVES

Values



US & OURSELVES

RAIN

Recognize – Sensing whatever feeling is predominant in that moment

Allow – Give yourself the space to pause and to be okay with whatever emotions have arisen

Investigate – Ask yourself 'what really wants my attention?'

Nurture – Consciously decide to give up the things that you are not in control of

US & OURSELVES

CIRCA

Chunking – Breaking down fear into its core parts

Ignore Mental Chatter – Bringing your attention to your breath and ignoring any mental chatter

Reality Check – Self talk that reminds yourself that “This too shall pass”

Control Check – Consciously decide to give up the things that you are not in control of

Attention Shift – Shifting your attention to the solution for the problem rather than the problem itself

US & OTHERS

Cultural Competence

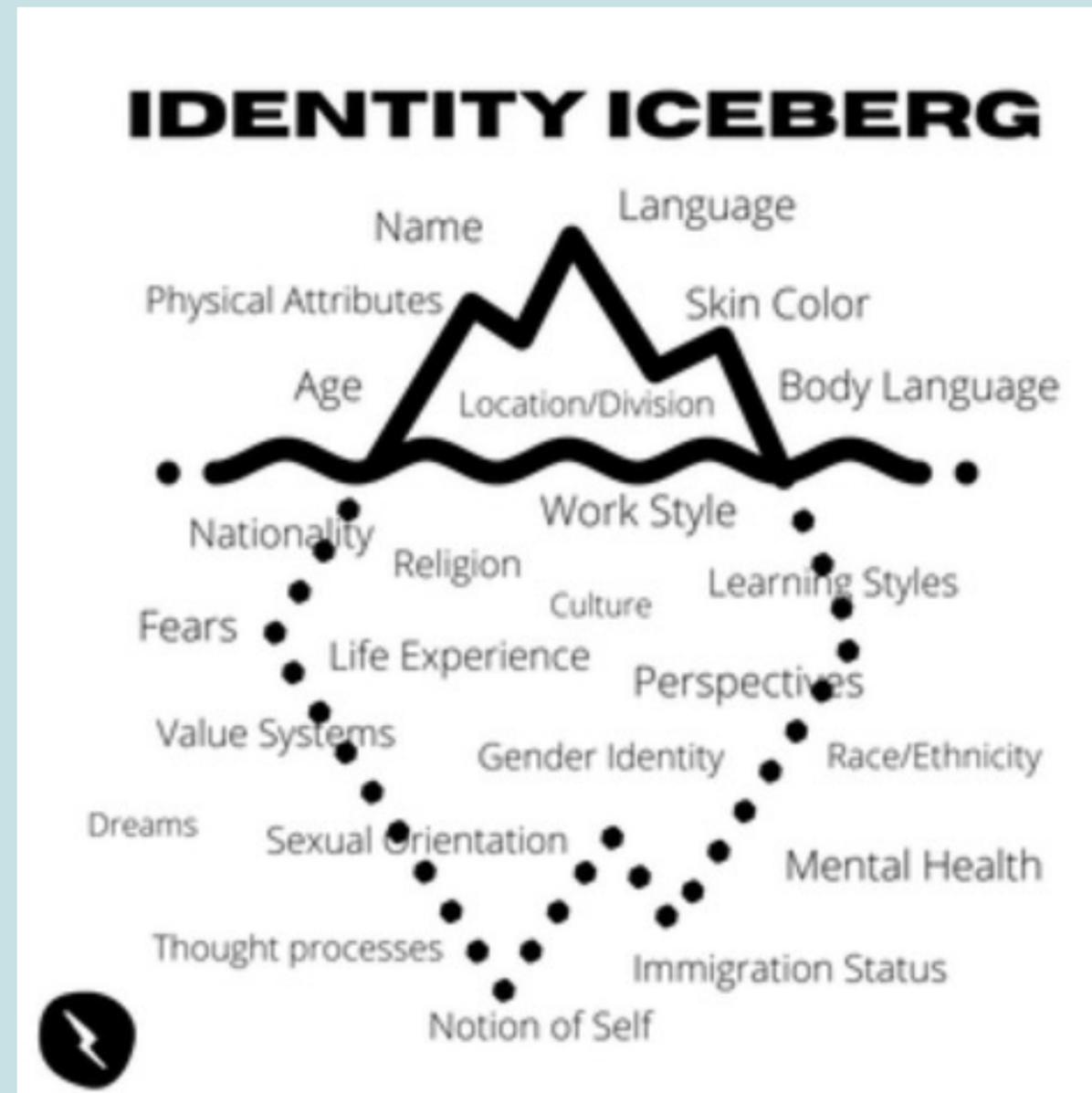
Your ability to interact effectively across various dimensions of diversity; to flex with difference.

Awareness

Knowledge

Skills

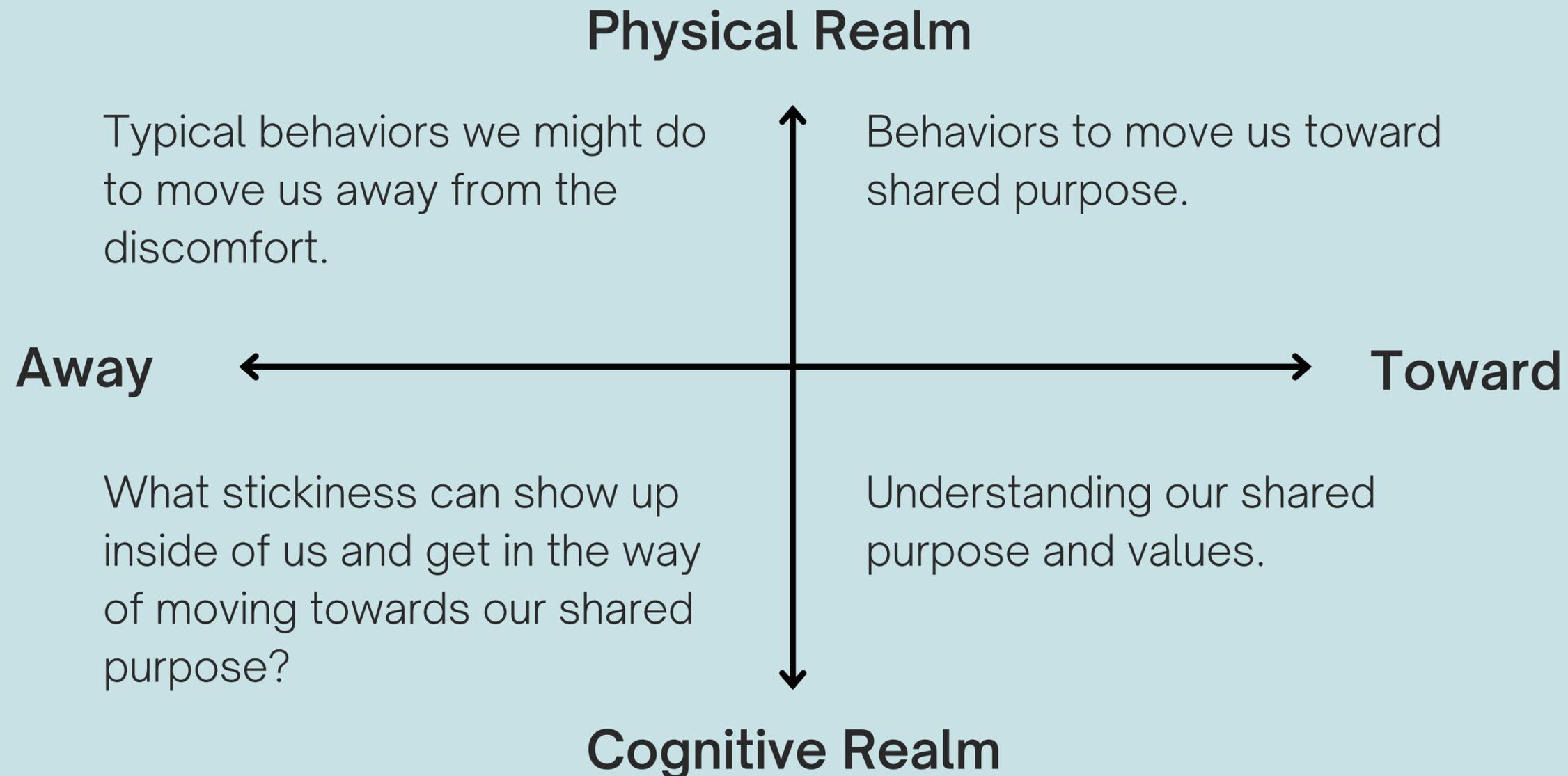
US & OTHERS



US & OTHERS

Values

What are OUR values?
Examples



**“I HAVE YET TO SEE ANY PROBLEM,
HOWEVER COMPLICATED, WHICH, WHEN
LOOKED AT IN THE RIGHT WAY, DID NOT
BECOME STILL MORE COMPLICATED.”**

- Poul Anderson

THANK YOU

