



WELCOME

Experimentation: Success and Failure

- At the activity level: We'll dig into this today
- At the program level
 - Pura Vida
 - Mountains to Main Street
 - NPS Academy

Pura Vida





NPS Academy



NPSA Framework

Orientation

Internship

Outreach

Professional
Development

Goal and Guidelines

- Goal
 - Spark a conversation and learn from one another
- Guidelines: (Adapted from Minnesota Dept of Health)
 - We will engage with each other as a circle of individuals with thoughts, ideas, feelings, and experiences--we will recognize that we are more than just the job we do every day.
 - We will respect the right to disagree-respectfully.
 - We will express our real concerns as they relate to our own perspective.
 - We will look for common goals and interests.
 - We will open ourselves to different points of view.
 - We will listen carefully to the ideas of others-one person talking at a time.
 - We will ask for clarification instead of making assumptions.
 - We will be sensitive to the diversity in communication styles-understand some are linear conversationalists and some are storytellers. We will remain patient!

Think-Pair-Share: Introductions

1. Take a moment to reflect on your personal connection to this work. Why did you chose to join us this afternoon and what do you hope to get out of today's session.
2. Find a partner (preferably someone who you don't already know)
3. Discuss your experience focusing on 'ah-hah' moments and 'tripping hazards' doing Diversity, Equity, and Inclusion work with your partner.
4. Report out on some of the "Tripping hazards" that you and your partner identified in your conversation

Activity Highlight: Peer Leader Skits

- You're only here because you're brown.
- Where'd the internet go?
- Why do your clothes smell funny?
- You did what all summer, were you running in the woods naked?

Democratization of Leadership



Behind the Scenes

- How peer leaders shape the program in real time
- Internal pathways to leadership
- A place at the Table
 - Morning Leadership Meetings
 - Long Range Planning
- Experiential professional development



TAKE 5

FOR SAFETY

Whenever you enter a new or potentially hazardous situation, or experience a significant change in the work environment, or otherwise sense potential harm—
IT'S TIME TO TAKE 5 FOR SAFETY.

1. STOP

Deliberately acknowledge that the task or activity you are about to begin requires a safety assessment.

2. THINK

Think through and make observations about the hazards inherent to the task or activity at hand.

3. IDENTIFY HAZARDS & ASSESS RISKS

Determine the environmental, human, and tool hazards, and calculate the associated risks.

4. PLAN

Develop a plan for managing risks and conduct a safety briefing.

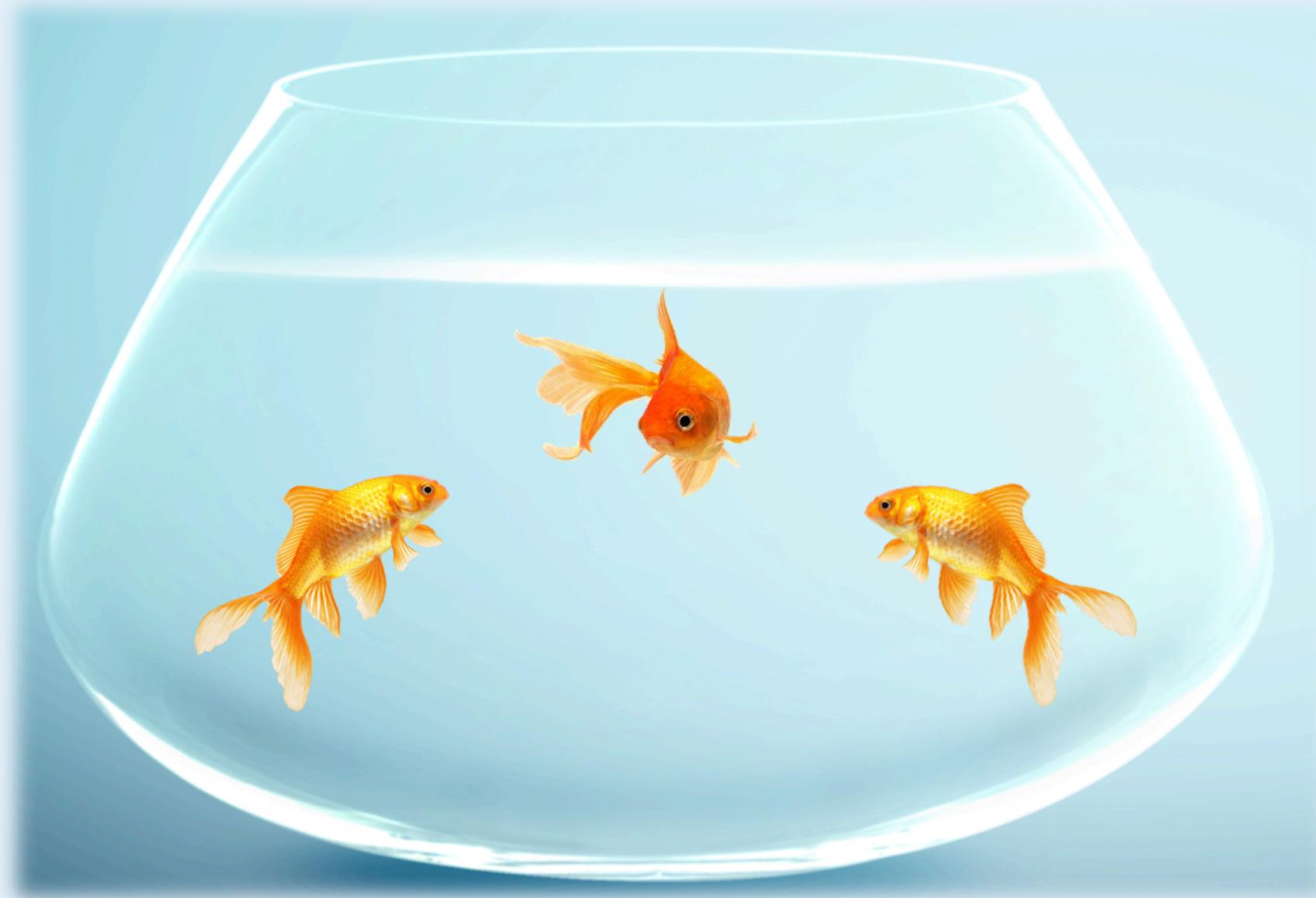
5. MANAGE

Continually monitor and adjust activities while supervising members. If necessary, re-group and *Take 5 for Safety* again.

The Bear in the Room

- Hint: it's Racism
- Do we:
 - address the uncomfortable social psychological reality of racism and inequity full speed at the beginning and then unpack and process through activity, or
 - trickle in through activity and build to reflective processing at the end?
- Get together in triads and “take five” for both of the above scenarios

Addressing Racism and Privilege



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Mock Fishbowl

- Is someone a racist if they are a part of a privileged group that enjoys the rewards of inequity?

Process the Fishbowl

- **Group Discussion:**
 - What risks did you feel, or perceive, in the group?
 - What are some tripping hazards of using the fishbowl?
 - What are some potential techniques you could use as a facilitator to manage the emotional/psychological risks inherent in this activity?

Promoting Dialogue



Caucusing

- Form groups:
 1. Field Instructors
 2. Coordinators and Managers
 3. Organizational Leadership
- In groups, consider the following:
 - What do you wish you could change?
 - What frustrates you about this work?
 - How can you actively do to be a part of the change?

Inspire Action

- Synthesize lessons learned
- What next? Based on what you know and/or what you've learned, what are you going to do or do different?
- Please let us be a resource (and help us out)!
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