



WE CAN'T BE SILENT

Listening sessions for White Accountability

LAND ACKNOWLEDGEMENT

- We acknowledge the land on which we sit and occupy today as the original home of _____
- We thank the descendants of these tribes and nations for being the original stewards and protectors of these lands since time immemorial.
- We also acknowledge the systemic policies of genocide, relocation, and assimilation that still impact many Indigenous/Native American families today.
- We are honored by the collective work of many Native Nations, leaders and families who are demonstrating resilience, resistance, revitalization, healing and creativity. We are honored to be guests upon these lands.

*Adapted from Portland Community College



INTENTIONS

Please take a few minutes
to write down your intentions
with participating in
these listening sessions.

ENGAGEMENT GUIDELINES

1. Open and honest communication
2. Participate fully (comfort zone +1); expect discomfort if learning*
3. Speak from personal experience
4. Listen respectfully; listen to learn
5. Seek to understand; expect disagreement and listen harder
6. Share air time: move in, move out
7. Be fully present
8. Be open to new perspectives

ENGAGEMENT GUIDELINES CONT'D

9. Explore impact; acknowledge intent
10. Expect people to learn and grow; don't freeze-frame others*
11. Take risks; lean into discomfort; be brave; engage
12. Respect and maintain confidentiality
13. Notice/describe what you see happening in the group, in you
14. Recognize your triggers; share if you feel triggered
15. Trust that dialogue will take us to deeper levels of understanding and acceptance
16. Engage and embrace this opportunity; we won't be finished



CONCERNS/FEAR

Take this opportunity
to write down any concerns/fears
you may have as you
engage with issues of
race and racism.

MICROAGGRESSIONS

“Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.” *

*Blog by Dr. Derald W. Sue, Microaggressions: More than Just Race - Can microaggressions be directed at women or gay people? Published on November 17, 2010
www.psychologytoday.com/blog/microaggressions-in-everyday-life/201011/microaggressions-more-just-race



ACTIVITY

What are the potential impacts/emotional toll on members of marginalized communities from microaggressions?



ACTIVITY

Is there a time when you chose not to speak up when someone expressed a comment or behavior that was biased or misinformed?

Why didn't you speak up?

BYSTANDER EFFECT

- Diffusion of responsibility
 - The more people who are present, the less likely that someone will take action during a situation
- Social influence
 - Groups monitor behavior, individuals don't want to violate norms

ACTIVITY

Share an example of a time you spoke up and effectively engaged someone whose comment or behavior was biased or misinformed.

How did you feel?

What did you say or do?

BYSTANDER INTERVENTION

- Notice something is happening
 - Decide to take action
 - Act

ADDRESS IT

A = Acknowledge

D = Dialogue

D = Document

R = Redirect

E = Educate

S = Stop

S = Support

INTERVENTION

"Hi my name is Charicia"

"Oh, that is a lovely name, where are you from?"

"Washington"

"No, I mean originally."

"I was born here in Washington."



HOPES

How do you see yourself using the skills we talked about today?

What is your hope for your workplace and how can you be an agent of change to make that hope a reality?