

A dark blue, irregularly shaped graphic with a splatter effect, containing white text. The graphic is centered on a white background and has a rough, hand-painted appearance with various shades of blue and white splatters around its edges.

Thurgood Marshal Creating Community



GOALS

- Build Collective Understanding
- Build Common Language
- Collective Development of Community Principles
- Help Identify the type of Community Desired

Community Agreements

- Cultivate brave space
- Speak your Truth
- Be accountable for your impact
- Be open
- Notice your own defensiveness
- Recognize how your social positionality informs your perspectives and reactions
- Differentiate between safety and comfort
- Identify where your learning edge is and push it
- What's said here stays here; What's learned here leaves here
- Accept and expect non-closure

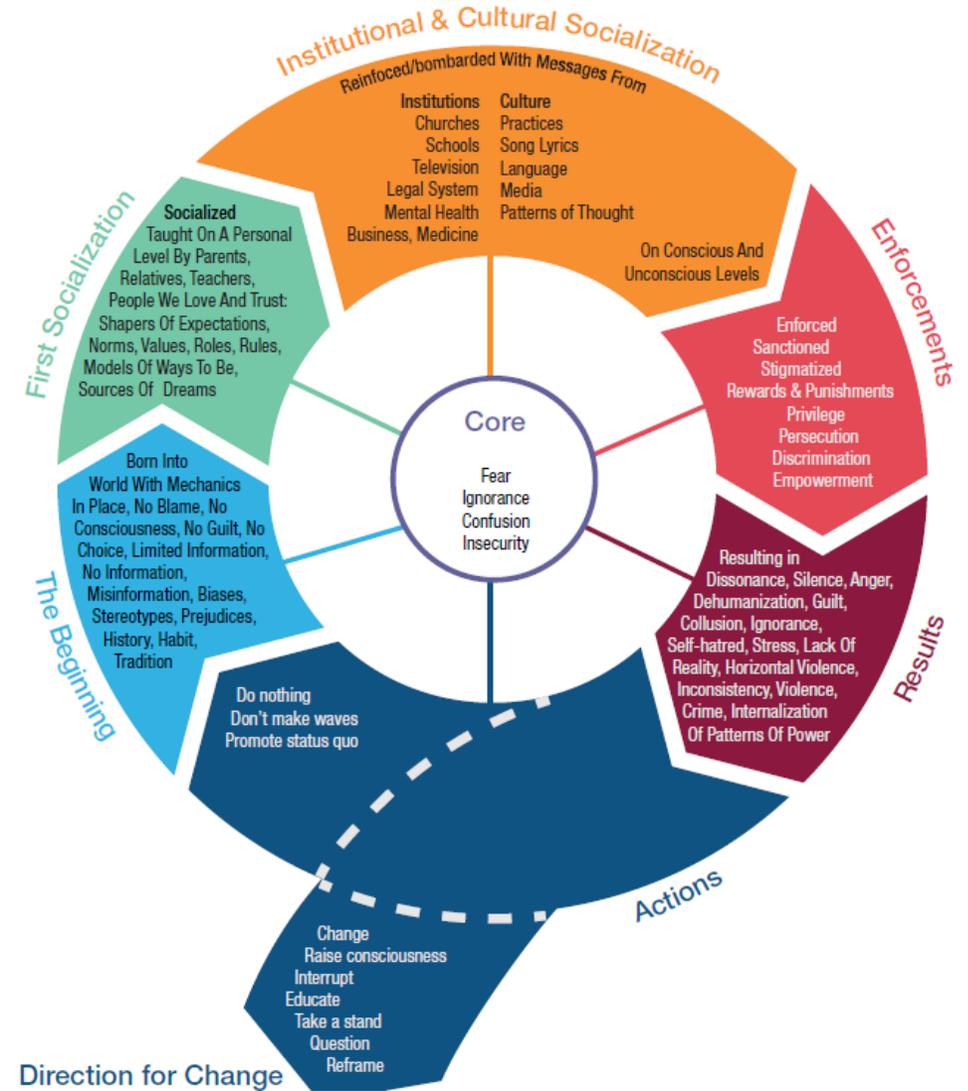
Kyana Wheeler

- BA: Ethnic Studies, M.Ed: Org Development, MPA: Public Policy
- Mother, wife, community advocate, spoken word artist
- 20+ years of anti-oppression and anti-racism work

Socialization

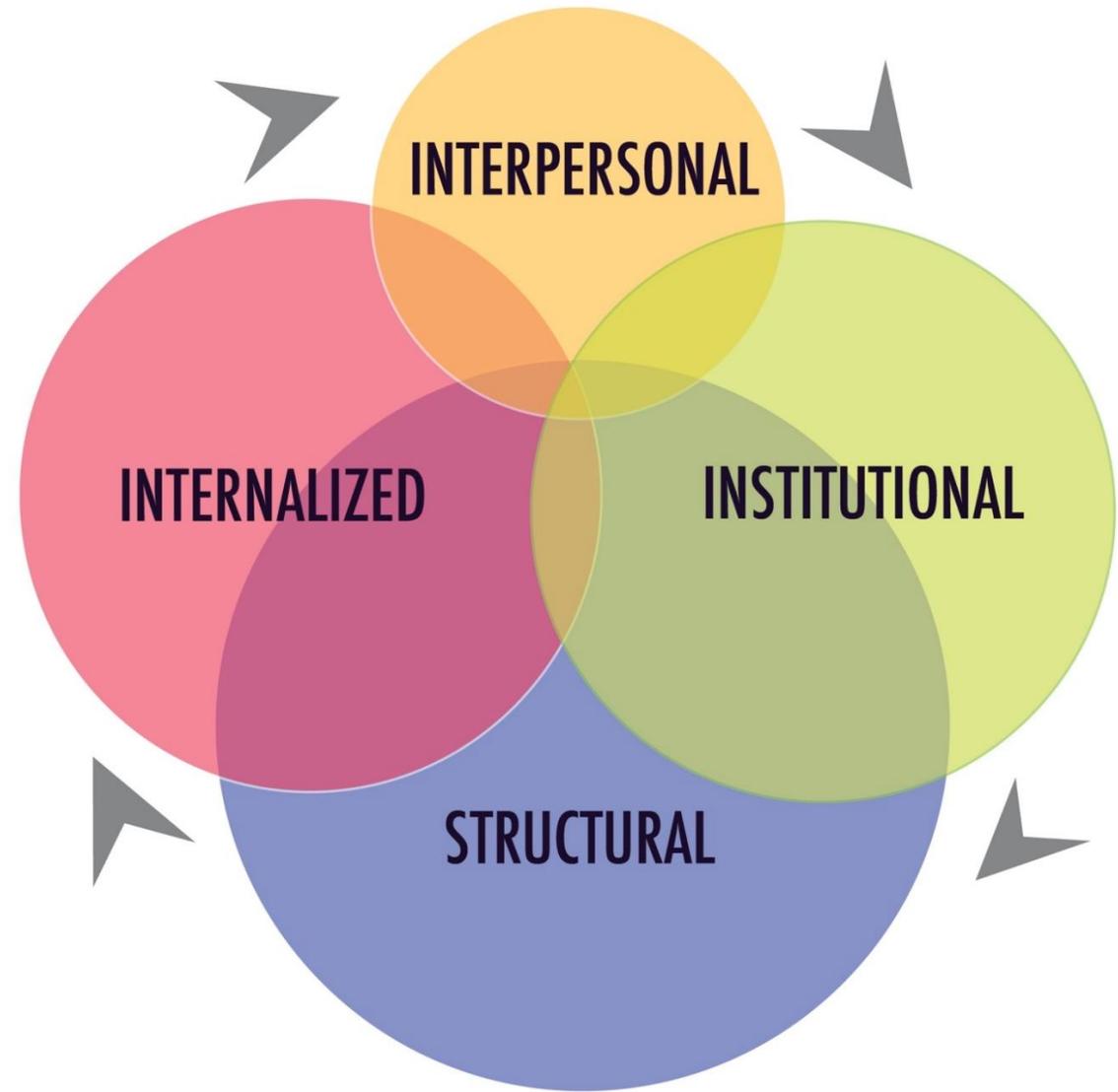
CYCLE OF SOCIALIZATION

Cycle of Socialization developed by Bobbie Harro

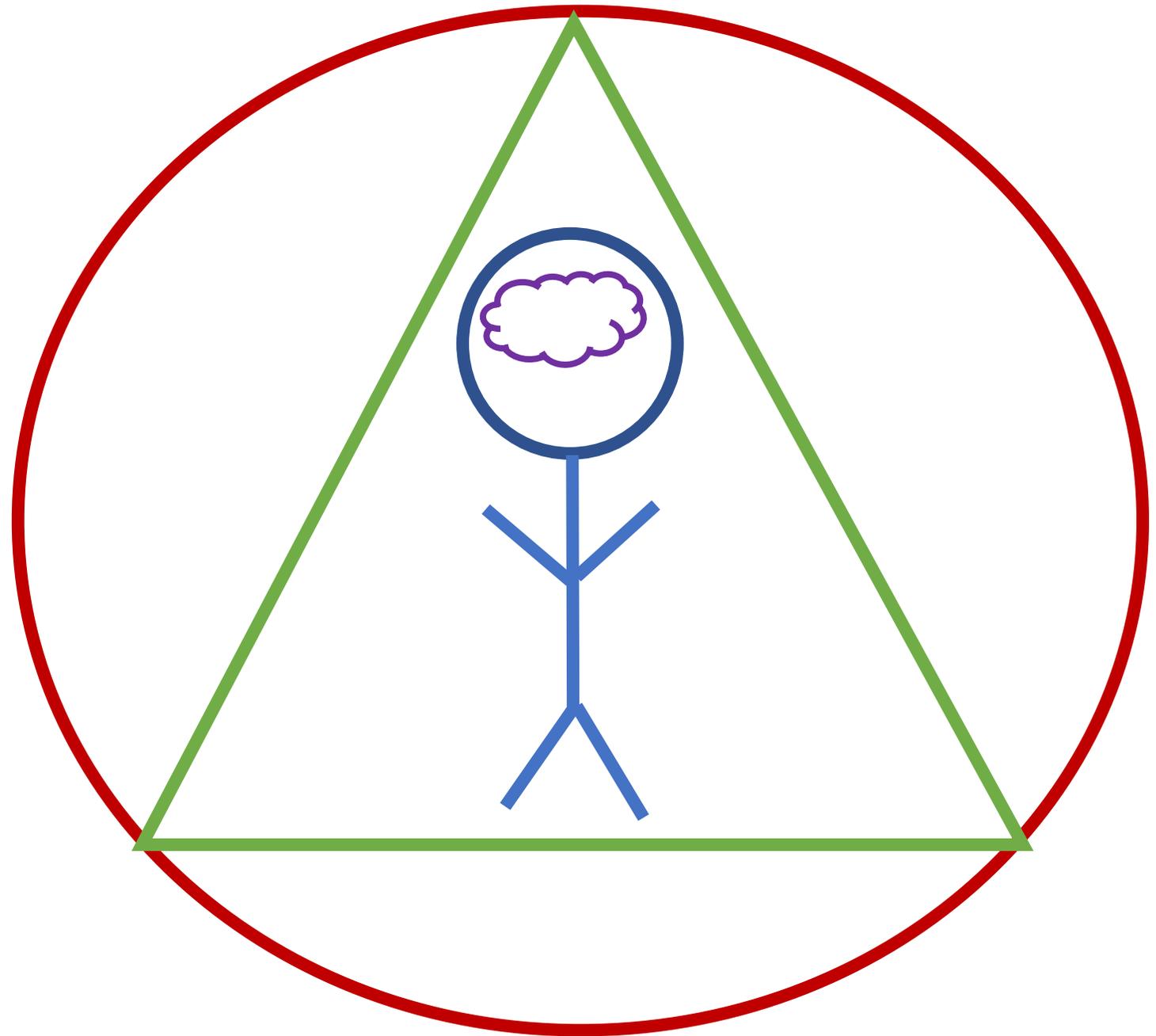


4 levels of Impact

- Works Together
- Reinforces the other
- Built on our socialization and our societal norms

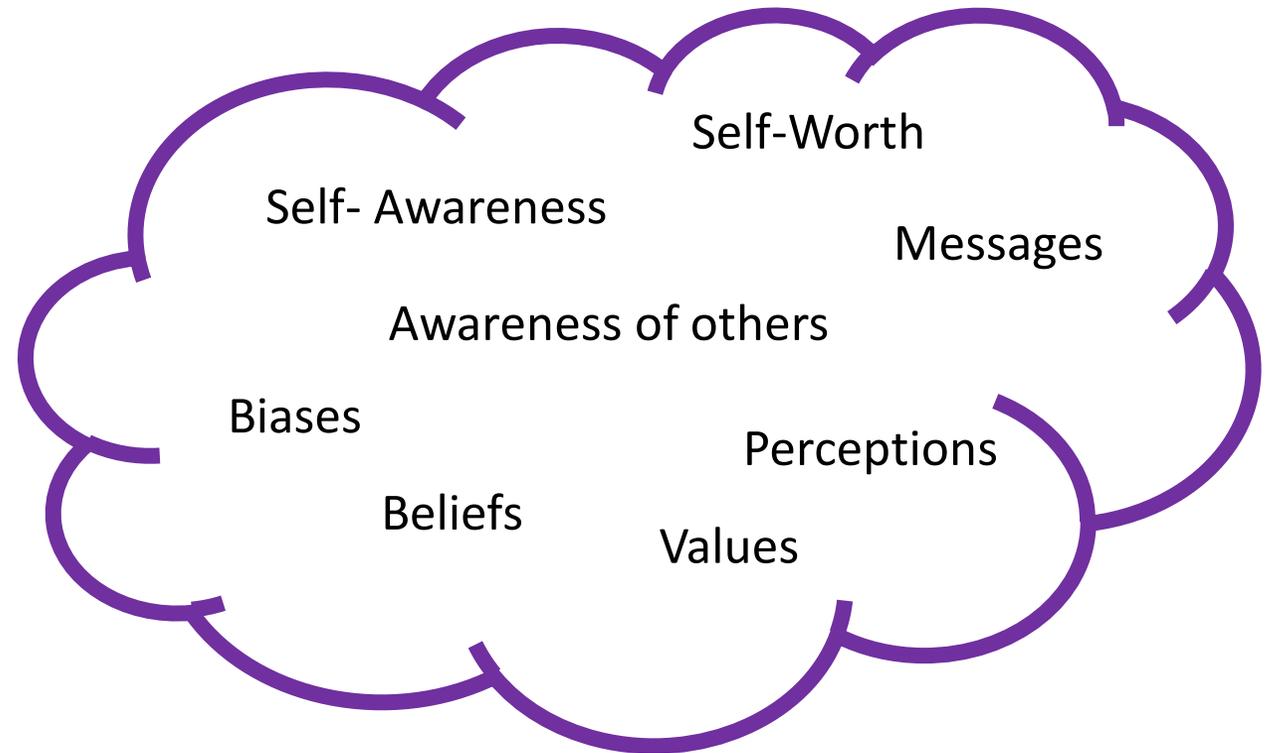


4 levels of Impact



- Values based beliefs about self & others
- Perceptions of self and communities
- Inference is drawn about self and others
- Limited information and interactions build biases

Internalized



Between Each Other

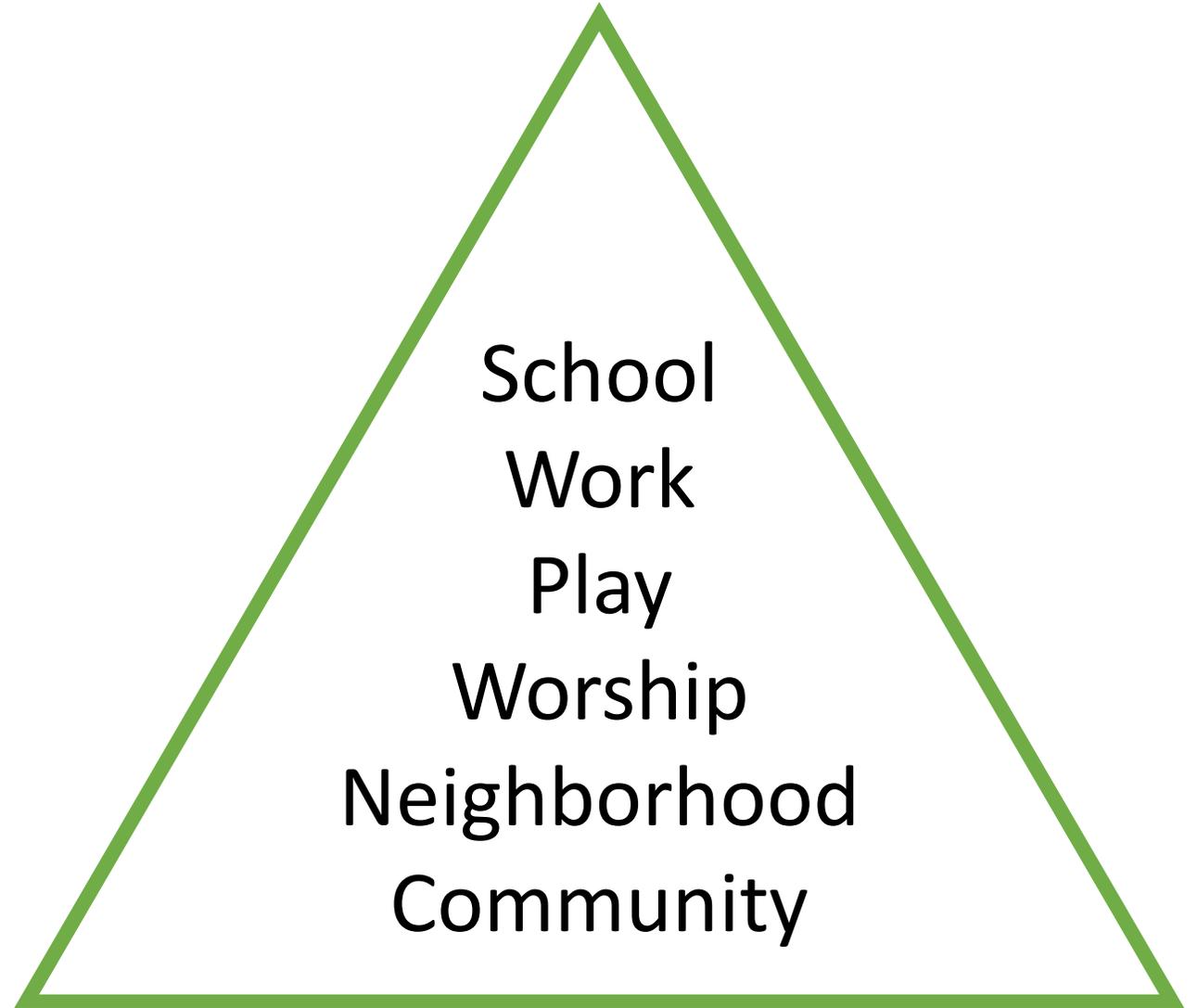
- Beliefs
- Values
- Norms
- Preferences
- History
- Biases
- Traumas
- Behaviors

Interpersonal



- Policies
- Practices
- Norms
- Patterns
- Support
- Discipline

Institutional



- Dominant Cultural Norms

- Dominant Values
- Single Narrative
- Expectations
- Regulations
- Public Practices
- Unspoken Rules

Structural



Multiple Institutions

Laws

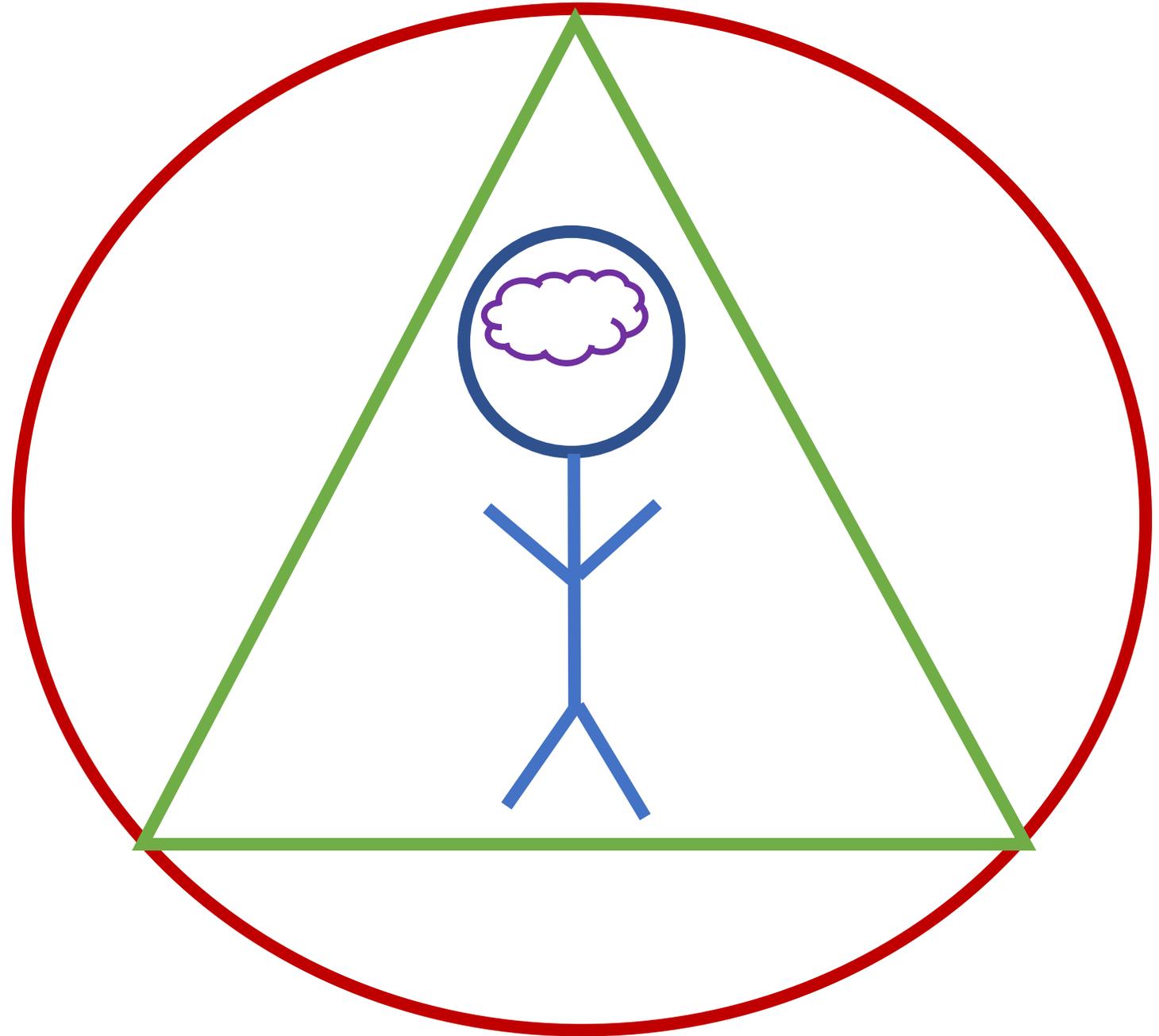
Public Regulations

Enforcement

Public spaces

Internalized
Interpersonal
Institutional
Structural

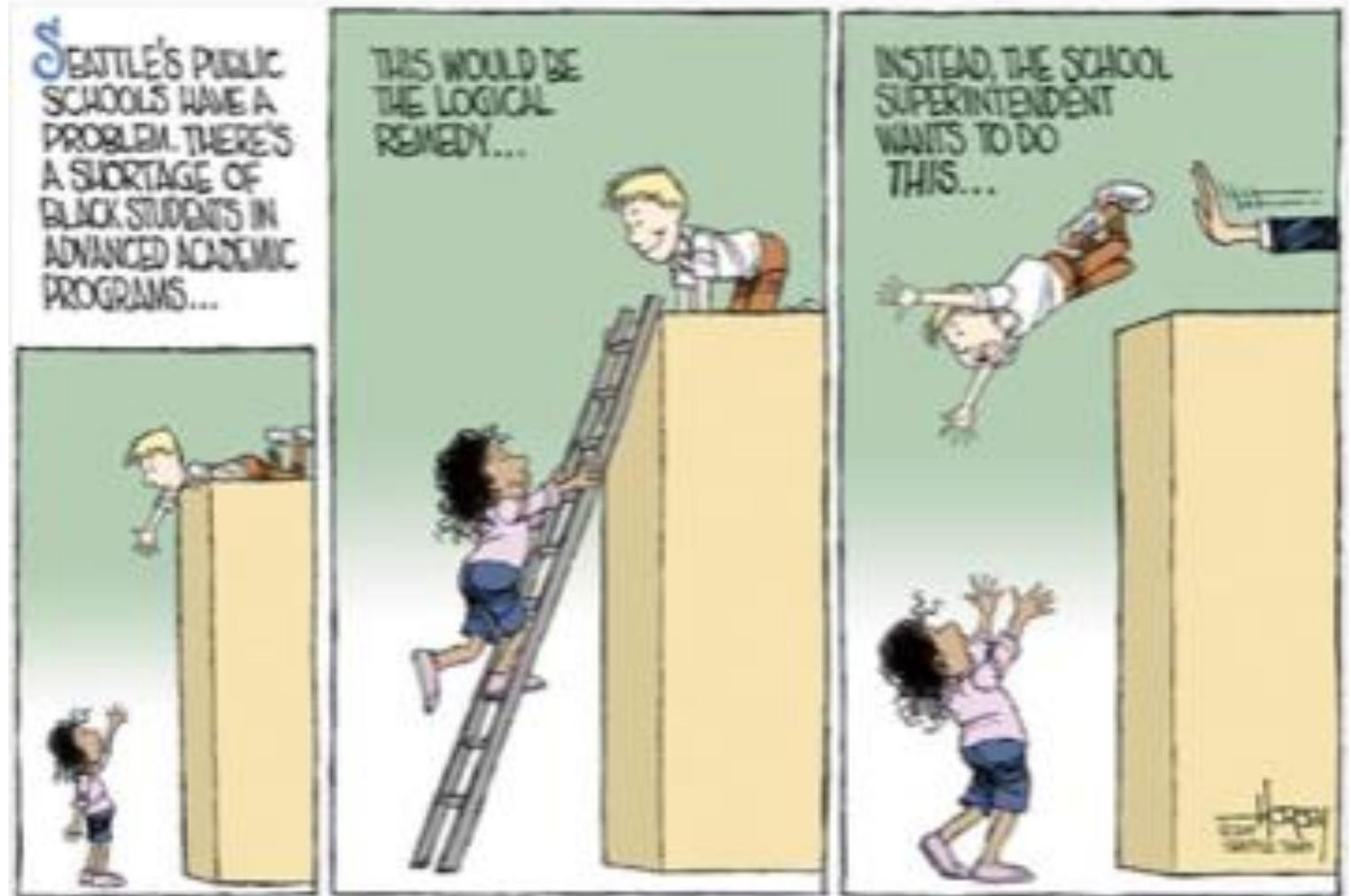
4 levels of
Impact



from David Horsey @Seattle Times

What are the messages at all 4 levels?

What is our socialization telling us?



Agent	Social Identity	Target	Oppression
Colonists/Colonizers	Indigeneity	Indigenous / Native American	Colonialism
White	Race	Asian/Asian American and Pacific Islander, Indigenous, Latino/a, Hispanic, Arab/Persian, Black, Black/African or African American, Mixed-race, Multi-racial	Racism
Cis-gender Men	Gender	Women, Transgender, Intersex, Gender Non-conforming, Gender fluid, Non-binary	Sexism
Wealthy	Class	Poor, Working Class, Middle Class	Classism
Non-Disabled, Neurotypical, Able body	Ability	People with Disabilities (visible and invisible: physical emotional, developmental, cognitive, etc.)	Ableism
Christian, Christian socialized Christian passing	Religion	Non-Christian, Muslim, Jewish, Buddhist, Hindu, Atheist, Agnostic, any many more	Christian Hegemony
Formally Educated	Education	Not Formally Educated, undereducated, globally educated, vocationally educated	Elitism
Heterosexual Monogamous	Sexuality/Orientation	Lesbian, Gay, Bisexual, Asexual, Polyamorous	Heterosexism
Fluent, 'proper' non-accented English	Language	English language learner, English as a second language, accented, no English, not proper English	Elitism
US Born	Nationality	Foreign born, naturalized, documented, differently documented, undocumented	Nationalism
>18 - <65 Middle Age	Age	Child, Youth, Young-adult, Elderly	Ageism/Adultism

Personal Deep Dive



For each social identity, circle whether you have agency or are targeted.

How did it feel to do that? What do you notice about where you are at?



Pick one of the social position categories in which you experience oppression and one in which you experience agency.



How have these experiences shaped your life at the interpersonal, institutional and structural levels?

How have you internalized the privilege of your agency and the harm of being a target of oppression?

Deeper Dive

Choose one of
your target identities.

Within this identity, how
is preference for the
agent identity valued,
upheld, or reinforced?

Intersectionality

Intersectionality, a term coined by Kimberle Crenshaw, is intended to make space for the impact of multiple marginalizing social identities.

Originally created to understand the nuances of being both Black and female, ***intersectionality*** requires the institution to focus not on the dominant group, but on the intersections of marginalized identities.

Intersectionality Deeper Dive

Choose one form of oppression *other than* Racism, Sexism and Ableism.

Discuss the way this oppression is experienced at the institutional and structural levels.

Be specific about institutions such as education, policing, legal system, media, employment, healthcare, arts and culture, housing, transportation, utilities, parks, insurance, government services in general, etc.

Now intersect that oppression with Racism. How does the experience shift?

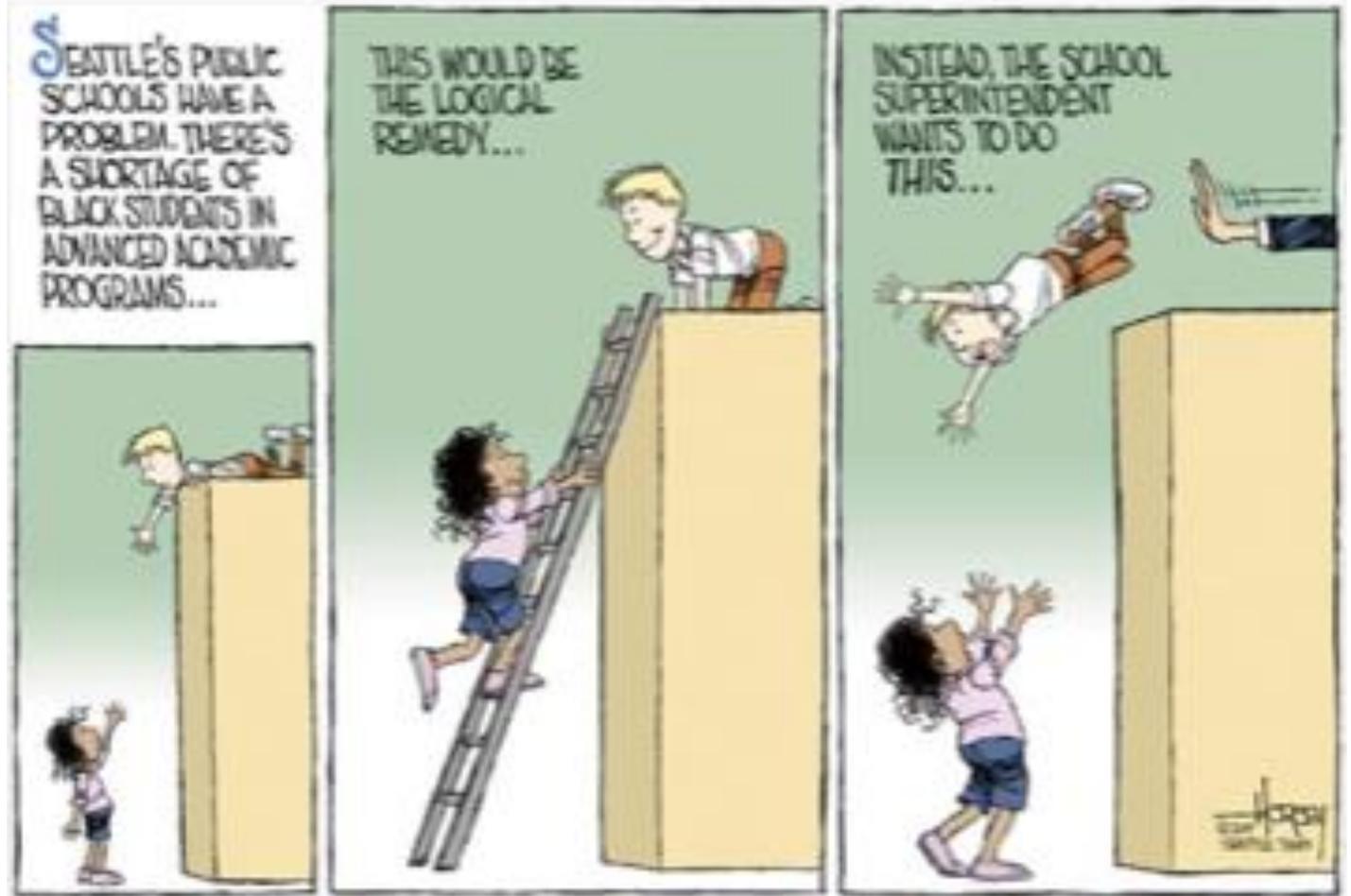
Now add the oppression of Sexism.

Now add Ableism. How does the experience change?

Notice how the *intersection* of multiple oppressions deepens the barriers and challenges felt by people targeted by oppression.

What are the implicit & explicit intersectional messages?

from David Horsey @Seattle Times



Are these
messages
what we
want?

What will we build together?

What is important?

How will it to feel?

How will it function?

How will it support?