

Culture Shift



THE Shift



Reflection

I'd like you to imagine that you have an emergency and need to leave town immediately. All of your friends are unavailable except for one unlikely colleague/classmate. In great need you ask for help and he/she/they agree to take you to your destination.

Take 7 minutes with your breakout group and discuss your: **Thoughts, Feelings, and Actions** you might be experiencing.

Identify 5 aspects of your identity

Circle the one that is most prominent.



Welcome, thank you for participating in today's conversation

As we gather: Please type in your name and an emotion your having as we start this journey

Please Name yourself like this:

Name, Pronouns, Emotion

Example: Michael Eatman, he/his/him

Pronouns

- she/her/hers
- he/him/his
- they/them/theirs
- other or none

To Rename:

- Hover over Participants at the bottom of your screen
- Click to open the Participants window
- Hover over your own name to see "More"
- Click "More" to see "Rename"
- Click "Rename" to rename yourself

Our Agenda this morning

- Gather | Welcome
- Community Guides
- Looking Back to Look Forward
- Model for Advancing connection
- Breakout Group Work | Reflections
- Today's Big Takeways



Raise Hand

Comments, questions and participation are welcome during the full group time.

Please use the Hand Raise feature to contribute.

Holding Community



To create a space for everyone to be heard, valued and acknowledged.

A sustainable community is one that endures and is enhanced by conflict and struggle.

Someone once said that we do not die from pain, but rather our resistance to it.

What will allow us to talk openly in this space?

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- ▶ Use the “I”
- ▶ Lean into discomfort
- ▶ Accept Non-closure
- ▶ Be soft on people and hard on barriers to inclusion

The Sankofa Bird

Remembering our past to protect our future

Sankofa is an African word from the Akan tribe in Ghana. Its meaning - “go back and get it” - was derived from the words **san**: to return / **ko**: to go / **fa**: to seek and take.

The **Sankofa Bird** symbolizes the Akans’ belief that the past serves as a guide to the future.

This mythical bird, with its head turned backwards reaching for its egg, teaches us to reach back and gather the lessons from our past so we may achieve our full potential in the future.



“What we do not understand, we make up”

-Virginia Satir

Cultural Competence

Awareness	Attitude	Knowledge	Skills	Practices
What dynamics am I conscious of in this situation?	How do I feel? How do my beliefs and values impact what I see	What <u>facts</u> do I know? What <u>procedures</u> do I know or understand?	How am I translating my knowledge into skills that would help?	How can I enhance educational practices? What will I commit to?

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<u>Example:</u> You notice that a person whose linguistic diversity is interpreted as not being very smart	<u>Example:</u> This person is in wrong learning environment I had to grow through learning differences growing - i worked hard	<u>Example:</u> <u>Fact:</u> If cultural assets are validated teachers and learners can reach their full capacity	<u>Example:</u> To develop the competence around an equality of respect for the knowledge and experience that everyone contributes	<u>Example:</u> Creating communities of learners that enables all members to offer contributions from their lived experience: i.e. learning circle

Two Headlines...

**COVID-19: A
moment for
unity**

- Brookings The Brookings
Institution, Mar 21, 2020

**As the
coronavirus
spreads across
the globe, so
too does racism**

- The Atlantic, March 13, 2020

“The truth is always there. Saying it out loud, that’s the hard part.”

-“Horse Whisperer”

Apply the questions from the CC framework to reflect on the 2020 Juneteenth Message from Dean James Martin II then go to <https://www.menti.com/6idpfquvvh> to share your responses



“If you have
a brain, you
have bias”



**“Fear is a natural reaction to moving closer
to the truth.”**

-Perma Chodron

Practicing the CC framework

Thinking about the Jane Elliot interview, share three words or phrases describing what you are feeling or something you need to be aware of?



Big Take Away

- What do I need to be aware of?
- What are my options?
- What will I commit to?

We are all different. What
brings us together or
separates us
is the value we place
on those differences.

–Virginia Woolf

Identify 5 aspects of your identity

Circle the one that is most prominent.



Please go to this link in the chat and share your response to the below question:

- **What could be the impact if you brought forward an identity that you use least often?**

<https://www.menti.com/2ur4hzon5y>

Please go to this link in the chat and share your response to the below question:

- **What happens when you leave that identity behind, what do you lose out on and what does the institution not see?**

<https://www.menti.com/2ur4hzon5y>

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