

New Lens ***for Howard County*** ***Participants Guide***

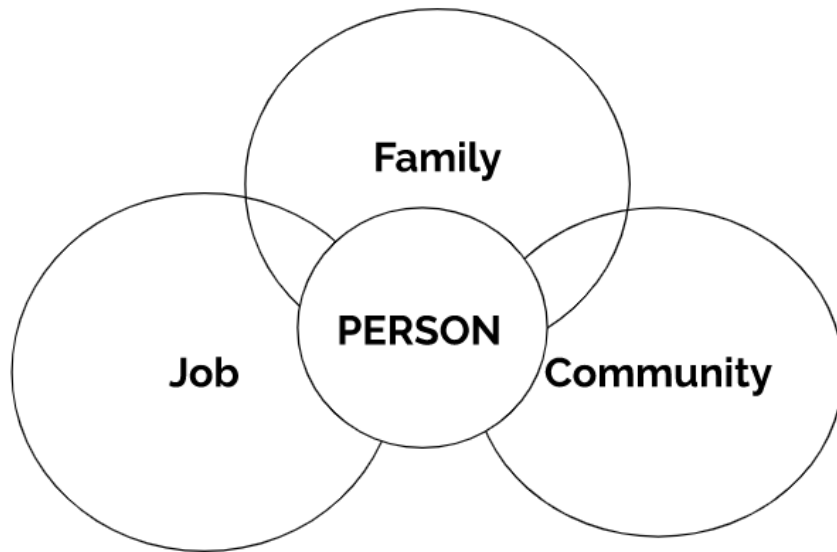


New Lens is your formal invitation to get involved and make a meaningful difference through everyday activism.

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1. Introductions



- Name (“My name is...”)
- Aspect of Your Identity (“I am a/n...”)
- Role (“I am ...”)
- One Affiliation (“I am a member of...”)
- Passion/Interest (“I love... or I am very interested in...”)

2. Objectives

Day 1 Objectives:

We will

- Review Institutional and Structural Racism and what they have produced
- Explore the Brave Voices Brave Choices Equity Report

Disclaimer: We will focus today on racism and racial disparity. But remember that you can use this methodology to fine-tune or hone your everyday activism, regardless of your passion and calling. What is your passion? It may be racism, ageism, gender equity, neurodiversity, environmental justice, ableism, etc. This methodology will apply to whatever your realm of activism may be.

3. Brave Space Agreement

(Guiding Principles)

<p>Speak from your experience.</p> <ul style="list-style-type: none">• Be honest and willing to share.• Speak only for yourself and avoid speaking for others. Use "I" statements.• Avoid critiquing others' experiences; focus on your own experiences.	<p>Listen to learn.</p> <ul style="list-style-type: none">• Listen with curiosity and the willingness to learn from others and to change your mind.• Lean into the discomfort. Allow yourself to stretch beyond your comfort zone.
<p>Value the Group.</p> <ul style="list-style-type: none">• What you share is honored and valued.• Be mindful of time.• If you tend to share a lot, challenge yourself to listen more.• If you tend to remain quiet, challenge yourself to speak more.• What is said here stays here. What is learned here leaves here.	<p>Be aware of your impact.</p> <ul style="list-style-type: none">• Resist the temptation to interrupt.• Suspend judgment.• Be open to the wisdom in each person's story.• Be kind.• Trust the process.• Be courageous.

Chat Etiquette:

- Do share quotes, resources, links, and relevant insights.
- Don't use the chat for reflective musing or side conversations.
- If you would like to share something anonymously, send a private message in the CHAT, and if we have time, I'll share without revealing your identity.

Breakout Room Etiquette:

- Note your breakout room number in case you are bumped out.
- Join the conversation via video if you can do so.
- Give a short version of your insights/answers so everyone can participate.
- Resist the temptation to give a mini seminar in the breakout rooms. The information shared has been curated to avoid overwhelming.
- You can discreetly message or call a facilitator if you need assistance in your breakout room.

4. Clean Pain vs. Dirty Pain

CLEAN

- mends
- builds your capacity for growth
- enables to engage integrity
- taps into the body's resilience and coherence



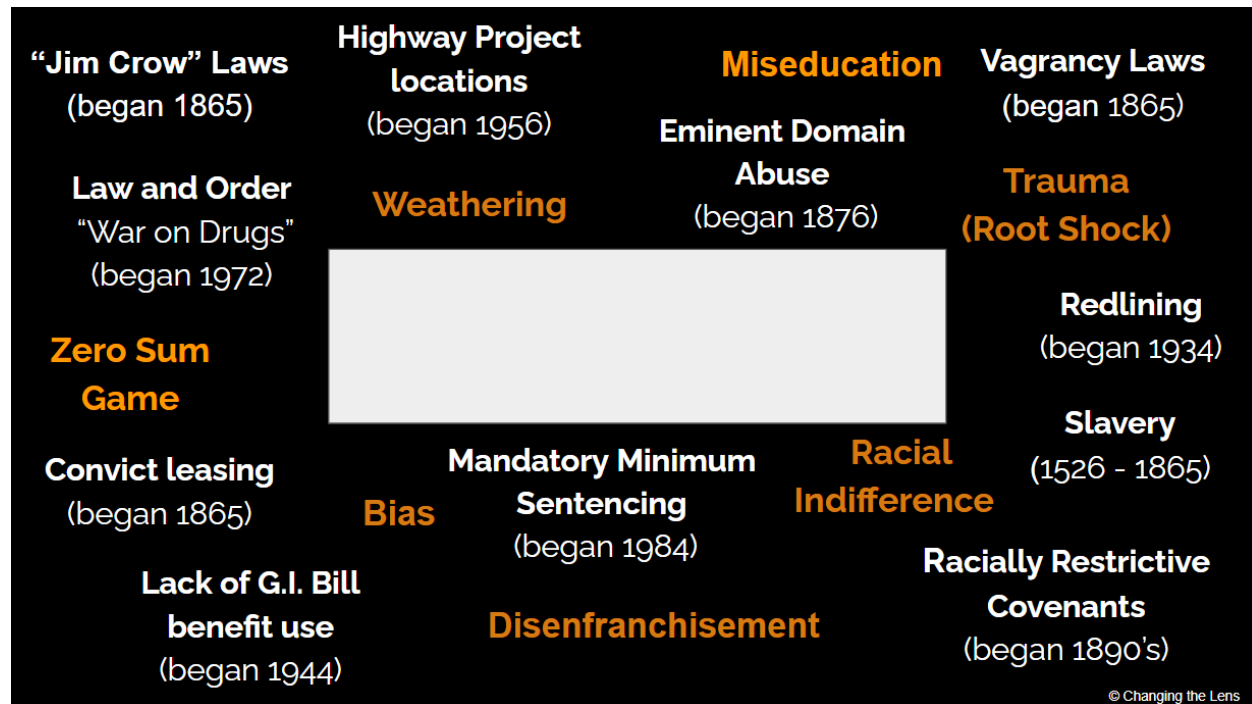
- *avoids*
- *blames*
- *denies*
- *perpetuates*

"...healing involves discomfort – but so does refusing to heal...over time, refusing to heal is always more painful."

Resmaa Menakem

Notes:

Broad Stroke History Review of Systemic Racism:



<ul style="list-style-type: none"> • Slavery (1526 -1865) 	<p>Systemic Racism has produced:</p> <ul style="list-style-type: none"> • Miseducation • Zero-Sum Mentality/Game • Disenfranchisement • Racial Indifference • Trauma (Root Shock) • Bias • Weathering • and more
<ul style="list-style-type: none"> • Vagrancy Laws (began 1865) 	
<ul style="list-style-type: none"> • Convict Leasing (began 1865) 	
<ul style="list-style-type: none"> • Jim Crow (began 1865) 	
<ul style="list-style-type: none"> • Eminent Domain Abuse (began 1876) 	
<ul style="list-style-type: none"> • Racially Restrictive Covenants (began 1890s) 	
<ul style="list-style-type: none"> • Highway Projects locations (began 1956) 	
<ul style="list-style-type: none"> • Redlining (began 1934) 	
<ul style="list-style-type: none"> • Lack of GI Bill benefit use (began 1944 - African American veterans denied) Law and Order "War on Drugs" [Nixon created Office of Drug Abuse Law Enforcement (ODALE) began 1972 	
<ul style="list-style-type: none"> • Mandatory Minimum Sentencing (began 1984) 	

#BRAVE VOICES BRAVE CHOICES

Inequity Within: Issues of Inequity Across Communities A Local Analysis of Systems and Social Determinants of Health



**HOWARD COUNTY
LIBRARY SYSTEM**
Public Education for All



**Maryland
State Library
Agency**



EQUITYMATTERS
PROMOTING EQUITY-IN-ALL POLICY

A Howard County Library System Brave, Voices Brave Choices Report on Howard County, MD and the State of Maryland

This project was funded in part by the Institute of Museum and Library Services and administered by the Maryland State Library Agency

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[Brave Voices Brave Choices Equity Report](#)

Notes:

Homework: Please watch [How to Understand Power \(Eric Liu\)](#) (7-minute video)



Power is the ability to make others do what you _____.

Civic Arena Power is getting the _____ to make the _____ and take the _____ that you want.

Where Does Civic Power Come From?

6 Main Sources of Civic Power:

1. _____
2. _____
3. _____ / **Government**
4. _____ **Norms**
5. _____
6. _____

How Does Power Work?

Law #1: Power is never _____

Law #2: Power is like _____

Law # 3: Power _____

Note: "Power begets power, and so does powerlessness."

What Can You Do to Become More Powerful in Public Life?

1. _____ **Power**
2. _____ **Power**

Note: "Power + Character = A Great Citizen!"

Day 2

Reflections/Revelations/Takeaways from Day 1:

Notes:

Day 2 Objectives:

We will

- **Explore** how Identity, Social Positioning, and Core Values drive sustainable Everyday Activism
- **Discover** how to break cycles of inaction
- **Identify** paths to meaningful action
- **Participate** in Reflective Questions and Activities to discover what we can do.

5. Where Are You in Your Journey?

By Surgery Redesign

- **Fear (Cautious Exploration) Zone**

- I deny racism is a problem
- I avoid hard questions
- I strive to be comfortable
- I talk to others who look & think like me

- **Learning Zone**

- I recognize racism is a present & current problem
- I seek out questions that make me uncomfortable
- I understand my own privilege in ignoring racism
- I educate myself about race & knowledge gaps
- I listen to others who think & look differently than me

- **Growth Zone**

- I identify how I may unknowingly benefit from racism
- I promote & advocate for policies & leaders that are anti-racist
- I sit with my discomfort
- I speak out when I see racism in action
- I educate my peers on how racism harms our profession
- I don't let mistakes deter me from being better
- I yield positions of power to those otherwise marginalized
- I surround myself with others who think & look differently than me

6. Where Are You On the Spectrum of Awakening?



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7. Social Change Ecosystem



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The 4-Step Process to Using this Framework:

- (1) identify your values and cause in the middle circle;
- (2) map your roles and those played by your ecosystem; and
- (3) reflect, observe, and plan.
- (4) Make it a daily practice

Weavers:

I see the through-lines of connectivity between people, places, organizations, ideas, and movements.

Experimenters:

I innovate, pioneer, and invent. I take risks and course correct as needed.

Frontline Responders:

I address community crises by marshaling and organizing resources, networks, and messages.

Visionaries:

I imagine and generate our boldest possibilities, hopes and dreams, and remind us of our direction.

Builders:

I develop, organize, and implement ideas, practices, people, and resources in service of a collective vision.

Caregivers:

I nurture and nourish the people around me by creating and sustaining a community of care, joy, and connection.

Disruptors:

I take uncomfortable and risky actions to shake up the status quo, raise awareness, and build power.

Healers:

I recognize and tend to the generational and current traumas caused by oppressive systems, institutions, policies, and practices.

Storytellers:

I craft and share our community stories, cultures, experiences, histories, and possibilities through art, music, media, and movement.

Guides:

I teach, counsel, and advise, using my gifts of well-earned discernment and wisdom.

REFLECTION QUESTIONS:

- What are my core values, and what do they mean?
- What roles am I best suited to play, given my skills, innate strengths, lived experiences, knowledge, and interests?
- Where am I stretched too thin because I play multiple roles in multiple contexts?
- How do I connect with an ecosystem or organize a new one?
- Who is in my ecosystem, and how can I support them?
- What do I need from my ecosystem?

8. Paths to Action

NOTICE

Pay attention to patterns, policies, trends, events, and your own emotional responses

INVESTIGATE

Challenge assumptions. Discover impact.

C.A.R.E.

Constant **A**ttention **R**easonable **E**ffort

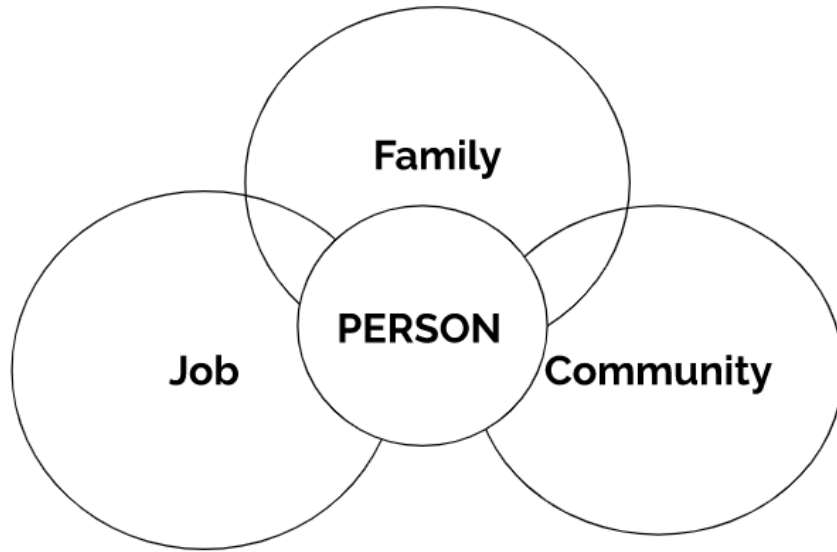
A.C.T.

Advocate **C**ollaborate **T**ransform

*“The most common way people give up their power
is by thinking
they don't have any.”*

Alice Walker

9. Identity/Action/Opportunity



Person			
Systems	Family	Job	Community

“What can I do?”

10. Review & Reflect

(video's, and articles are hyperlinked below)

Watch:

[Race in America - Part 1](#) (17:52 mins)

[How to Citizen / Baratunde Thursday](#) (16:23 mins)

[Breakdown of Roles on The Social Change Ecosystem Map](#) (Instagram Series)

Read:

[Howard County Racial Equity Task Force Final Report 2021](#)

[Where Civility is a Motto, A School Integration Fight Turns Bitter \(2019\)](#)

[A Letter Addressing Racism in the Howard County Public School System](#)

Check out:

[Inequity Within: Issues of Inequity Across Communities](#)

Resources & Local Volunteer Opportunities

[\(Click to access\)](#)

11. Your Presenters

Suzanne Haley

Suzanne Haley is a long-time Howard County resident who works to inspire soul care and human solidarity through compassionate truth-sharing, awakening empathy, and activating courageous citizenship. She is the Founder & CEO of S. Haley & Associates, a consortium of activists, practitioners, coaches, and consultants. She is also Co-founder of Changing the Lens, a community-building movement created to dismantle systems of racial oppression. She participates civically with task forces, alliances, committees, and diverse collaborative efforts to inspire, educate, heal, and liberate for equity, justice, and human solidarity. She also works with local, regional, national, and international organizations to fortify and build human ecosystems of action to stimulate inside-out change that will bridge the gap of indifference and make a difference in the larger worlds of work, faith, community, and society. Reach her and Justin at shaley320@gmail.com and visit <https://www.changinglens.org/>.

Justin Morgan

Justin W. Morgan is a doctoral candidate at the Harvard T.H. Chan School of Public Health and a Health Policy Research Scholar with the Robert Wood Johnson Foundation. His research interests include participatory research and the role of power and politics in shaping health equity. He has worked previously as a research associate in the Health Policy Center at the Urban Institute and received his B.S. in Public Health from American University. Before university, Justin was raised in Ellicott City and attended Mount Hebron High School.