

New Lens for Howard County Participants Guide

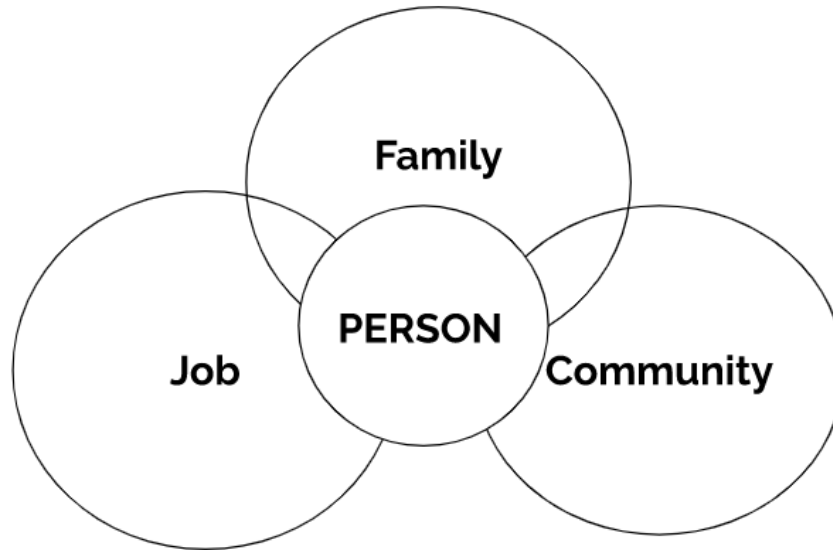


New Lens is your formal invitation to get involved and make a meaningful difference through everyday activism.

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1. Introductions



Person			
Systems	Family	Job	Community

We are going to do a broad-stroke review of structural racism and bias and a series of reflective activities to answer the question, **“What can I do?”**

2. Objectives

Day 1 Objectives:

We will

- Examine name our identities
- Consider our unexamined assumptions
- Review Bias, Blindspots, and Systemic Racism and what it has produced
- Explore the Brave Voices Brave Choices Equity Report

Notes:

**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, 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.

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



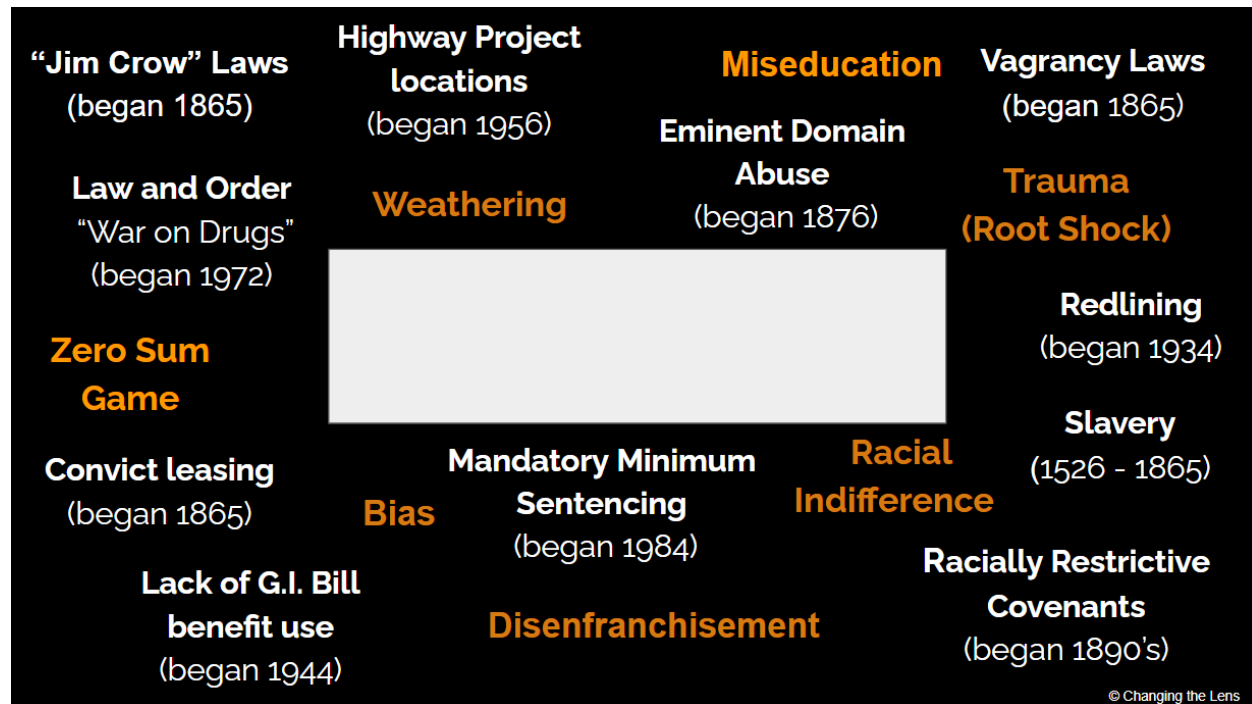
- *avoids*
- *blames*
- *denies*
- *perpetuates*

"...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:

Day 2 Objectives:

We will

- **Discover** how to break cycles of inaction
- **Identify** paths to meaningful action
- **Review** Structural Racism & Bias (Broad Stroke)
- **Participate** in Reflective Questions to discover what we can do.

Notes:

5. Tips to Becoming a Better Listener

(from The Power of Listening in Helping People Change)

- 1) Give 100% of your attention.
- 2) Do not interrupt.
- 3) Do not judge or evaluate.
- 4) Do not impose your solutions.
- 5) Ask more honest, open-ended questions.
- 6) Reflect.

Notes:

Listening Exercise

Step 1: Identify who will be the Speaker, Recorder, and Questioner.

Step 2: Process

- **Speaker:** Shares a challenge/dilemma they are facing or a decision they need to make (2-3 minutes).

Prompt: *"Share a concise statement of a challenge, dilemma, or decision you need to make concerning your moving forward with activism as a way of life (and any relevant background information)."*

Questioner: Ask honest, open-ended questions that will help Speaker get in touch with their challenge, dilemma, or decision.

(See Guidelines for Asking Open Honest Questions - next page)

Explain/Practice Open Honest Questions: Ask non-manipulative, honest questions.

Safety: There should be no talking between the Questioner and Recorder; no loud laughter, side conversations, phone engagement, or rapid-fire questioning.

- **Recorder:** Write down questions verbatim.
- **Time:** Provide gentle reminders of time guidelines.

Step 3: Questioning

- The Speaker shares the challenge or dilemma. (2-3 minutes)
- The Questioner asks questions and allows time, between each, for the Speaker to answer (if they choose) and consider what their answers mean. (5 minutes)
- The Recorder writes down the question (preparing a list to present to the Speaker at the end of the exercise for further consideration later as they are trying to solve the dilemma). *(Type the questions in the CHAT - the Speaker will be able to copy and save the questions)*

Step 4: Closing (5 minutes)

- Before the meeting is over, the Speaker can allow the Questioner & Recorder to reflect back on what they have heard. Again, there should be no opinions offered, just reflections.

6. Guidelines for asking Open, Honest Questions

...in support of the rule "no fixing, no saving, no advising, no setting each other straight"— and in support of our intention to help each other listen for inner truth...

- An honest, open question is one you cannot possibly ask while thinking, "I know the right answer to this, and I sure hope you give it to me..." Thus, "Have you ever thought about seeing a therapist?" is not an honest, open question! But "What did you learn from the experience you just told us about?" *is*.
- Try not to get ahead of the presenter's language with your questions. "What did you mean when you said you felt sad?" is an honest, open question. "Didn't you also feel angry?" *is not*.
- Ask questions that are brief and to the point rather than "larding" them with rationales and background materials that allow you to insert your own opinions or advice.
- Ask questions that go to the person and the problem, questions about the inner realities of the situation, and the outward facts.
- Ask questions aimed at helping the presenter explore their concern rather than satisfying your curiosity.
- If you have an intuition that a certain question might be useful, even if it seems a bit "off the wall," trust it—once you are reasonably certain that it is an honest, open question. E.g., "What color is this issue for you, and why?"
- If you aren't sure about a question, sit with it and wait for clarity.
- As a group, watch the pacing of the questions, allowing some silence between the last answer and the next question. Questions that come too fast may feel aggressive, cutting off the deep reflection that can help the presenter.
- If you have asked one question and heard an answer, you may need to ask a follow-up question. But if you are about to ask the third question in a row before anyone else has had a chance to ask one, don't!
- Avoid questions with yes-no or right-wrong answers. At the same time, remember that the best questions are often simple and straightforward.

Learning to ask honest, open questions is challenging. We may occasionally slip into old "fixing" habits and need forgiveness, from others and ourselves. As the old saw goes, "Forgive and remember!" and try not to make that particular mistake again. It helps to continually remind ourselves that our purpose in this exercise is not to show what good problem-solvers we are, but simply to support another person in listening to his or her inner teacher.

Adapted from Parker J. Palmer

7. Where Are You in Your Journey?

By Surgery Redesign

- **Fear 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 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

Notes:

8. Where Are You On the Spectrum of Awakening?



9. 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, to raise awareness, and to 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.

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- (3) reflect, observe, and plan.
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10. 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

11. Review & Reflect

(click to access videos)

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

[Bridget Hughes](#) (9:26 mins)

Read: [The Power of Listening in Helping People Change](#)

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

Resources

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

Notes: