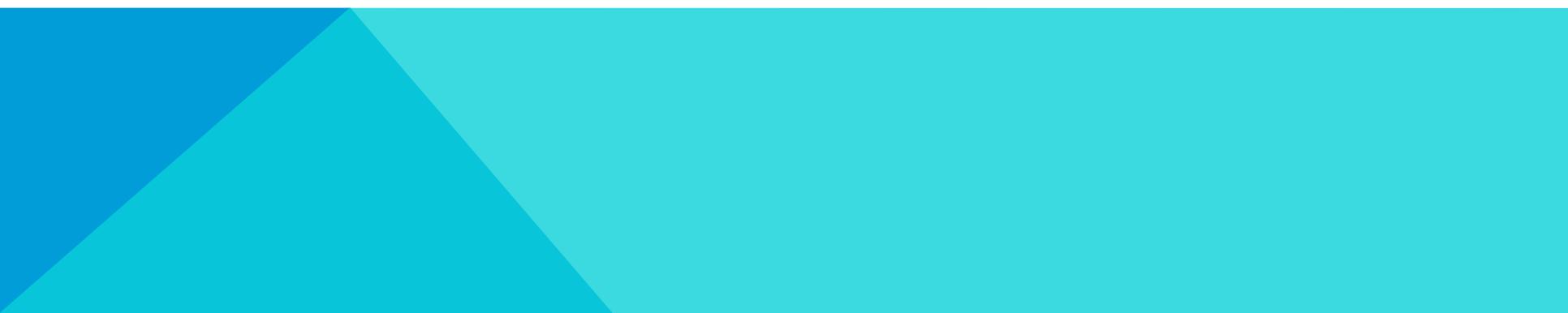


WELCOME TO THE
DIVERSITY FORUM
ONE COMMUNITY, DIVERSE VOICES

BECOMING ALLIES:
STAYING ENGAGED

JULY 20, 2017



SHAASHAWN DIAL-SNOWDEN

WELCOME AND FRAMING THE SESSION

VOYCETRESS, MEDIA LLC, EMCEE

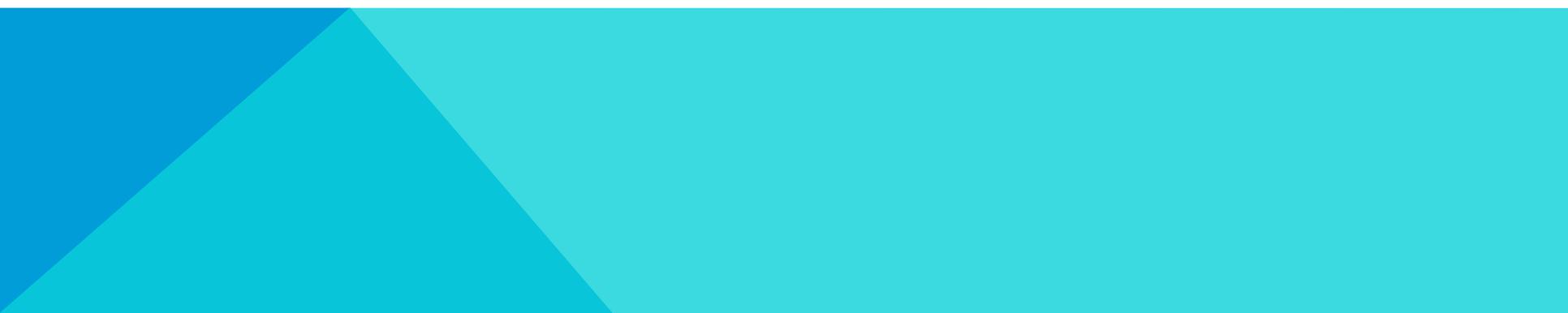
MISSION

TO FOSTER INCLUSIVE, ACTION-ORIENTED COMMUNITIES THROUGH EDUCATIONAL FORUMS THAT PROMOTE AND FACILITATE DIALOGUE, BEST PRACTICES AND SOLUTIONS.

VISION

EQUALITY AND EQUITY FOR ALL.

GUIDELINES FOR A “SAFE” & “BRAVE” SPACE

- 1. RESPECT DIFFERENT POINTS OF VIEW.**
 - 2. SPEAK FOR YOURSELF, NOT ANYONE ELSE.**
 - 3. ALLOW EVERYONE A CHANCE TO SHARE.**
 - 4. STICK TO THE ISSUE AND DON'T MAKE PERSONAL ATTACKS.**
 - 5. WHEN SOMEONE HURTS OR OFFENDS YOU, SAY “OUCH!”**
- 

TODAY's TOPIC



MICAIAH SMITH-MORRIS

ASSISTANT PROFESSOR OF BUSINESS ADMINISTRATION

CENTRAL PENN COLLEGE

Quick

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FARZANA SAFIULLAH

CHIEF OPERATING OFFICER

NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE

ALLIES: STAYING ENGAGED

Farzana Safiullah

National Resource Center on Domestic
Violence

Co-Chair, Community Responders Network

Overview

- Why is welcoming discomfort important in allyship?
- Strategies in welcoming discomfort
- What do we gain from welcoming discomfort?
- Keeping up the momentum
- Resources

Welcoming discomfort – why?

- It is important to consider from where your discomfort is originating
- How you understand that discomfort
- Reduce that discomfort and perhaps embrace that discomfort
- Some of the most productive conversations happen when participants lean into their discomfort with the intention of pursuing a constructive dialogue
- Often, people of more privilege can feel uncomfortable when a topic (i.e. race, sexuality) is brought up, while for others, these are constantly salient subjects, and the discomfort does not come from mentioning the problem (racism, homophobia), but rather from the problem itself

Strategies- Welcoming discomfort

- Be AWARE that my knowledge and experiences are limited
- I always have something to learn
- I must know my own implicit biases
- I can't be defensive
- Be prepared to be challenged
- Be willing to talk about what I don't want to talk about
- Do my research – know the history of the oppressions I am working on
- Do my inner work- participating in oppressive systems
- LISTEN

What Do We Gain From Welcoming Discomfort?

- Meaningfully engage in reducing bias and racism
- Arrive at more creative and collaborative solutions
- Increase our ability to make compassionate space for unresolved tension
- Refine and revisit our common ground/purpose
- Allow us to embrace our humanity
- Reflect on what we can do better
- Serve a greater purpose with commitment
- Learn about many worlds in one world
- Changing for the better as a person

<https://record.goshen.edu/2017/02/33717-onwards-together-responding-to-discomfort>

Norma Wong

Keeping Up The Momentum

- Take care of yourself
 - <https://www.youtube.com/watch?v=u0a8w20UKlg>
- Being humble
- Embrace values of:
 - Love
 - Honesty
 - Compassion
 - Abundance
 - Not being judgmental
- Ability to practice openness, willingness, readiness

Keeping Up The Momentum

- Learning from mistakes

- Acknowledgement
- Intent vs. outcome
- Correcting Behavior

Stepping back and making space

- You don't have to be the leader
- Trust the leadership of the others

- Moderation

- Balance

Keeping Up The Momentum

How to Flourish in Social Work

Preserving personal longevity and happiness, relationships, and your career

COMMON AILMENTS
"A feeling of depletion leads to dysfunction... as [Social Work] practitioners become increasingly 'depleted'."

- BURNOUT**
- COMPASSION FATIGUE**
- SECONDARY TRAUMATIC STRESS**

STEPS TO SELF-CARE

Self-care refers to selected actions that restore balance in our personal and professional lives.

Not just an add-on activity, self-care is also a state of mind through development of self-awareness, self-regulation, and self-efficacy.

EXERCISE
 Light **3 DAYS** a week **3 WEEKS**
 Improves happiness by 10-20%, increases work productivity by 15%.

MEDITATE
50% reduction in emotional symptoms
70% decrease in anxiety
44% reduction in common medical symptoms.

READ
 A new trend in treatment of mental illness, brain training and activities necessary areas of the brain.

GREENSPACE
 Having **OVER 30%** of green space in your hometown significantly recommended for healthy and well-being.

LAUGH
 Laughing strengthens the immune system, lowers stress, and stimulates pain.
 Children laugh over **300 times** per day.
 The typical adult chuckles **15** per day.

TIME OFF
30% of employees use their vacation time, which leads to better quality sleep, decreased stress and improved mood.

EAT WELL
 Omega-3 fatty acids improve thinking and decrease the risk of mental disorders. Carbohydrates reduce the release of endorphins.

SLEEP
 The CDC recommends 7-9 hours of sleep as a viable health practice. Sleep restores cognitive functions.

For a self-care starter kit, please visit www.nasw.org/self-care

NASW NATIONAL ASSOCIATION OF SOCIAL WORKERS

Being A Better Ally

- **Being an Ally is About Listening**
- **Stop Thinking of 'Ally' as a Noun**
- **'Ally' is Not a Self-Proclaimed Identity**
- **Allies Don't Take Breaks**
- **Allies Educate Themselves Constantly**
- **You Can't Be an Ally in Isolation**
- **Allies Don't Need to Be in the Spotlight**
- **Allies Focus on Those Who Share Their Identity**

Being A Better Ally

- **When Criticized or Called Out, Allies Listen, Apologize, Act Accountably, and Act Differently Going Forward**
- **Allies Never Monopolize the Emotional Energy**
- **Practice self care**

Being A Better Ally- Resources

- <https://medium.com/@agelender/6-action-items-for-white-people-in-the-workplace-beyond-ecf87271e89a>
- <http://everydayfeminism.com/2013/11/things-allies-need-to-know/>

What Can You Do?

- Take action
- Identify a step that you can take in welcoming discomfort that will make you a stronger ally.

Quick

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NICK MIROU

TRAINER

ROOTS OF JUSTICE

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WRAP UP

