

Speak Out: Advocating for Equity and Inclusion

San Diego Museum of Man



Today's Agenda

Who we are! Introductions

“Brave Space”

Breakout Groups and case studies

“Council” conversations

Communicating for Understanding

Scenarios

Reflection and Debrief

Resources and Finale

**The
opposite
of
bravery
is not
cowardice
but
conformity.**

**-Robert
Anthony**

San Diego Museum of Man

"Inspiring human connections by exploring the human experience."

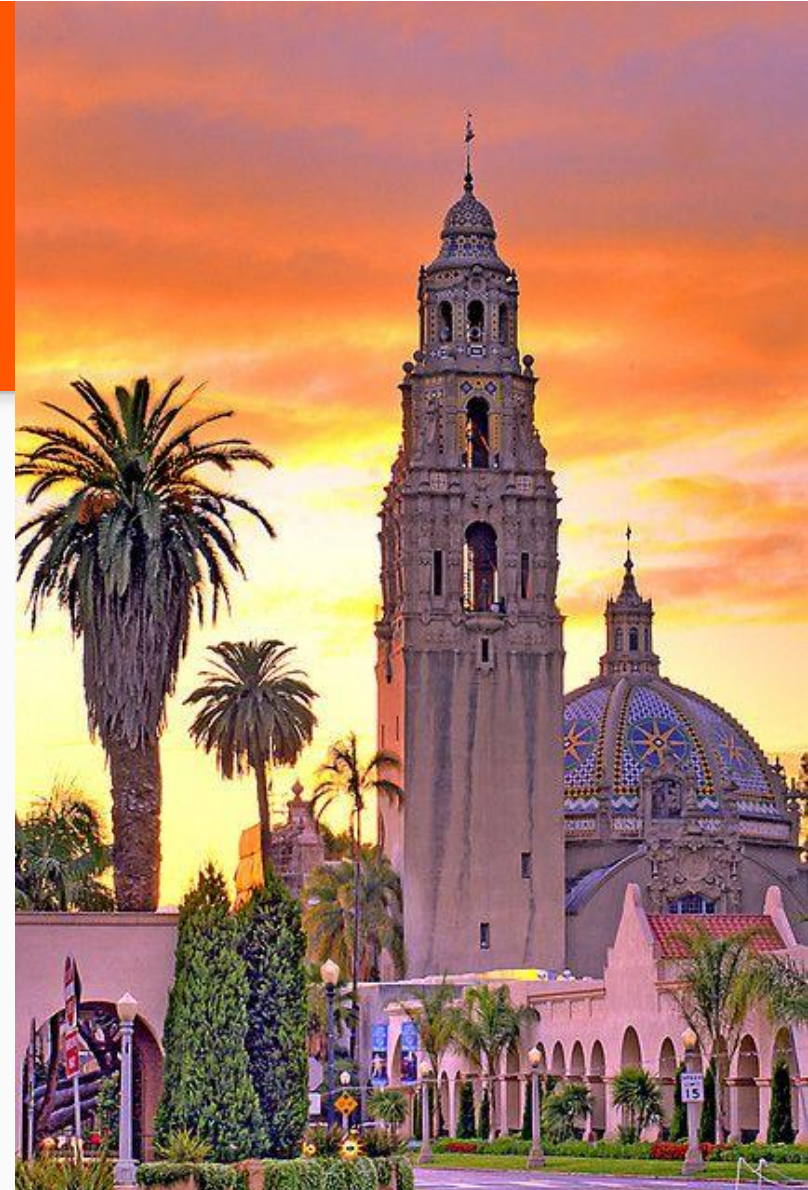
- Who are we
- What is our mission
- Whom do we serve

Table introductions:

Who are you?

What do you do?

What is something you enjoy outside of work?



Advocacy and Communication

Advocacy: Actively assuming a position of “**standing for**” a particular set of principles, a position, or a set of actions; seeking to persuade others

Communication: sending and receiving / imparting and **exchanging** information and meaning (to create or develop relationships)

“The power of resistance is to set an example; not necessarily to change the person with whom you disagree, but to empower the one who is watching and whose growth is not yet completed, whose path is not at all clear, whose direction is still very much up in the proverbial air.”

[Tim Wise White Like Me: Reflections on Race from a Privileged Son](#)

Group Question: How does advocacy and communication play a role in your work?



Cable

"Before we get started, let's go around the table and practice making eye contact."

Your communication and advocacy skills:

Self-Reflection on Communication (race and ethnicity focus)

My strengths as a communicator (when I'm most clear, composed, and convincing)	Areas of communication I struggle with (when I'm most vulnerable, defensive, and lacking confidence)

Brave Space

- **“Color Blind or Color Brave?”**-
Mellody Hobson, TedTalk
 - Colorblindness is pretending to not see race and to ignore a major problem
 - Become comfortable with being uncomfortable
 - Have real conversations about race in order to advocate for equity and inclusion



“The first step of solving any problem is not to hide from it. The first step to any form of action is awareness.”

Brave Space

“Controversy with Civility”

“Intent vs. Impact”

“Challenge by Choice”

“Respect yourself and others”

“No Attacks”



Microaggressions



“Brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.”
Derald Wing Sue et al., Teachers College, Columbia University

“Impair performance in the workplace, in the classroom, and in a multitude of other settings...[creating] inequities.” Derald Wing Sue, Ph.D.

Examples...

**“Where are
you really
from?”**

**“President Obama
isn’t actually
black.”**

**“Well, you’re
white...”**

Breakout Session

Microaggression Case studies and analysis

What is the situation?

Why is this a microaggression?

Identify the different points of view to this scenario.

How would you conduct a conversation with the people involved in this scenario?

Elect a spokesperson from each group to share your responses. We'll take two for each scenario. Please identify the "brave" strategies you used in your responses.

Council Conversations



Council Prompts

Round 1 (10 minutes): **Tell about an incident when you had a difficult time communicating with someone (could be a time when a racial prejudice/microaggression occurred, or not).**

Round 2 (5 minutes): Go around the circle again and have each person share a **phrase or sentence from someone else's story** that resonated with them.

Round 3: **Popcorn** (throw the talking piece around the circle to whomever wants to speak): What **common themes** did you hear in all these stories?.

Communicating for Understanding

Other skills to add to your toolkit

Respect

Set assumptions and ego aside

Drop expectations that their views are the same or should be the same as your own

Ask clear questions without judgment and with genuine interest

Restate, pause, and respond

Stay focused on the objective and goal of the interaction

Talk together about “how to talk”

Remember! Long pauses and silences are not bad: refocus, restrategize, and process

- Your handout will include articles and links with resources about communication skills.



Reflection



IN THE END WE
ONLY REGRET
THE CHANCES
WE DIDN'T TAKE

What do we do now and where do we go from here?

A Pound of Butter

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(PACE: Are We So Different and Human Origins)