



Eastern CoC DEI Training

Part II

May 4, 2023

REAL

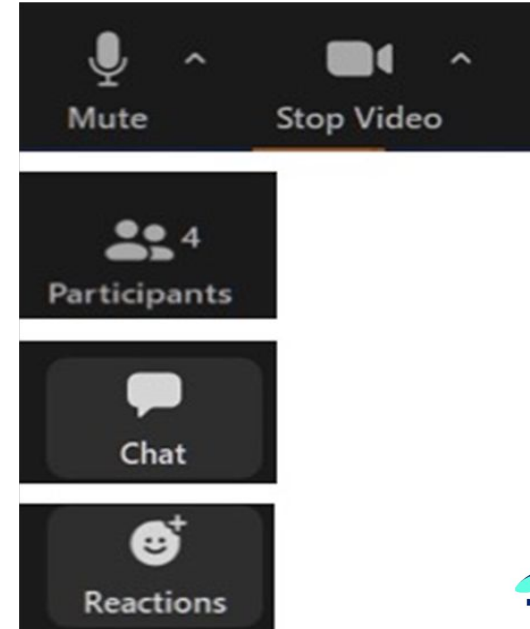
RACIAL EQUITY ACTION LAB

Zoom Controls on Zoom Panel



Typically on the bottom of the screen

- Mute and Stop Video – gives you control of sound and picture
- Participants – see your peers on the call
- Chat – talk with your peers on the call
- Reactions – emojis to respond to questions





Welcome & Introductions



Eastern PA CoC DEI Training: Practitioners and Facilitators



Alison Korte
Senior Associate - TAC



Phil Allen
Associate II- TAC



Yacine Tom Wing
*Case Manager - Family Promise of the Poconos
CoC DEI Committee*



Krunal Thakore
*Operations Director - The Gate House, Transitional Housing & Care Center
CoC DEI Committee*



Heather Boher
*Intake coordinator/Case Manager
My Father's House
CoC DEI Committee Member*



Nastacia' Moore
Senior Associate - TAC



Timaki Johnson
*Program and Staff Manager - Family Promise of the Poconos
CoC DEI Committee*



Eastern PA CoC Support:

Leigh Howard

*President, Diana T. Myers &
Associates, Inc.*

Mary Penny

*Eastern PA CoC Coordinator
Diana T. Myers & Associates,
Inc*

Brendan Auman

*Homeless Program Manager
Center for Community & Housing Development
PA Department of Community & Economic
Development*





Introductions

- Name
- Pronouns
- Racial identity

→ What is your favorite comfort food?





Real Labor Acknowledgement

Before we begin...

We must recognize that much of what we know of the United States today, including its culture, economic growth, and development throughout history and across time, has been made possible by the forced labor of enslaved Africans who suffered the horror of the transatlantic trafficking of their people and chattel slavery, which has stripped generations of wealth from African Americans. Additionally, our country continues to exploit the labor of Latinx workers who pay billions into Social Security but will never benefit from it. We are indebted to our BIPOC ancestors labor and sacrifice, who have historically, and continue to be, underemployed and overlooked, often working multiple jobs to make ends meet. We must acknowledge the tremors of that violence throughout the generations and the resulting impact that can still be felt and witnessed today.

- Dr. LaMont Green

Land Acknowledgement



*We recognize and acknowledge Pennsylvania as being the land of its original caretakers – the **Erielhonan** (Erie), **Haudenosaunee** (Iroquois), **Lenni-Lenape**, **Shawnee**, **Susquehannock**, and **Tuscarora** nations, and the **Honniasont**, **Saluda**, **Saponi**, **Tutelo**, and **Wenrohronon** tribes. We pay respect to the Native peoples of Pennsylvania past, present, and future and their continuing presence in their homeland and throughout their diasporas. We hold ourselves accountable to learn the true history of the Native people whose unceded land Pennsylvania now occupies, and to support native led projects that heal trauma through decolonization.*

<https://www.nyfa.org/support-nyfa/covid-19-response-fund/>
<https://decolonization.org/index.php/des/article/view/18630>
<https://thelenapecenter.com/our-work/>
<https://guidelinesforcollaboration.info/>



Agenda

- I. Welcome**
- II. Introductions & Grounding**
- III. Reflections & Debrief Session I**
- IV. Unpacking Biases**
- V. White Privilege & White Dominant Culture**
- VI. BREAK**
- VII. Intersectionality**
- VIII. Levels of Racism**
- IX. Closing & Next Steps**



Learning Objectives Session II

After today's training, you will...

- Reflect on key takeaways & opportunities for personal growth from session I
- Be able to identify examples of racial biases & microaggressions
- Describe how diversity, equity, and inclusion work connects to your work in homelessness services
- Define intersectionality
- Provide examples of the different levels of racism



Reflections & Debrief



Session I - Review

- Why should we lead with race?
- How is equity different from equality?
- In what ways do you see the racial hierarchy showing up today?
- How does power and proximity to power transform prejudice into oppression?





Session I - Reflections

- What stuck with you the most from our last session?
- How did we do honoring our group agreements?
- What was particularly challenging?
- How did you care for yourself after our session?
- What could we clarify?
- Where should we spend more time?



Group Agreements

- Mute your line when you're not speaking, cameras on builds community
- Be present, listen actively, and use "I" statements
- Choose courage over comfort
- The goal is not to agree right now but rather gain a deeper understanding. We will not leave with closure
- Participate to the fullest of your ability – our collective growth depends on the inclusion of every individual voice
- Recognize emotional tax, extra labor and burden that Black, Indigenous, Asian, Native Hawaiian, Pacific Islanders and all people of color face in triggering conversations
- Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience
- Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks – focus on ideas
- Anything else?



Inhale Courage...1...2...3 Exhale Fear...1...2...3

“Owning our story can be hard but not nearly as difficult as spending our lives running from it. Embracing our vulnerabilities is risky but not nearly as dangerous as giving up on love and belonging and joy - the experiences that makes us the most vulnerable. Only when we are brave enough to explore the darkness will we discover the infinite power of our light”

-Brene Brown





Vulnerability and Anti-Racism





Implicit and explicit bias that influence the attitudes and behaviors when interacting with people or situations.



Brief, everyday exchanges that send denigrating messages to certain individuals because of their group membership

Microaggressions



What are examples of microaggressions you or others may have experienced in your personal or professional networks?

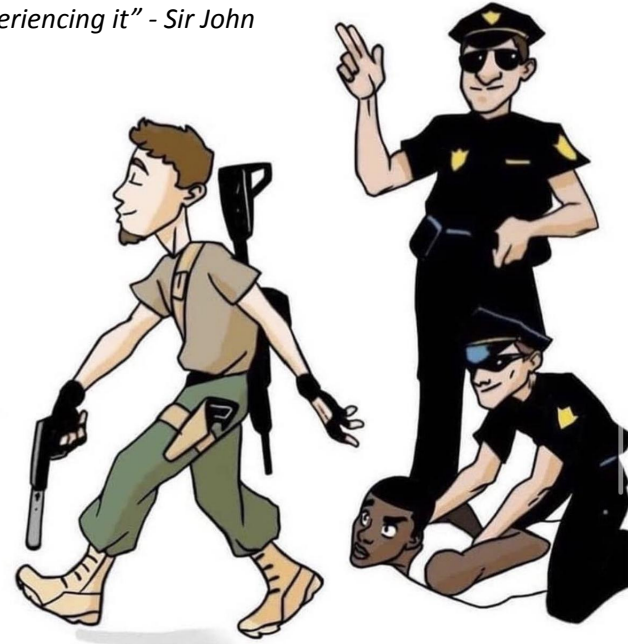




Break

White Privilege

"It's a privilege to educate yourself about Racism instead of experiencing it" - Sir John



Unearned assets, immunities, permissions, advantages, benefits, and choices available to people based on their belonging to a dominant group (in this case, White people). Those who experience such privilege are often unaware of it.



Closing & Reflections



Closing & Reflections

- How are you leaving the space today?
- What are some questions you have?
- What are some of your key takeaways?



Next Steps and Training Information

- **Session 3:** Thursday, May 18, 1-4 p.m.



Contact Information

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- Philip Allen: pallen@tacinc.org



Resources

- GLSEN: <https://www.glsen.org/activity/pronouns-guide-glsen>
 - <https://www.nyfa.org/support-nyfa/covid-19-response-fund/>
 - <https://decolonization.org/index.php/des/article/view/18630>
 - <https://thelenapecenter.com/our-work/>
 - <https://guidelinesforcollaboration.info/>
 - <https://native-land.ca/>
 - [Everyday Microaggressions](#)
 - [Vulnerability and Anti-Racism - video clip](#)
 - [Cultural Norms of White Supremacy: Defensiveness - video clip](#)
 - [Divorcing From White Supremacy Culture](#) - Tema Okun
 - [What Is Intersectionality? - video clip](#)
 - [African American Policy Forum - Intersectionality](#)
 - [Definition: Intersectionality](#)
 - [Everyday Racism - video clip](#)
 - [The Labels We Carry](#)- video clip
 - [Emmanuel Gospel Center](#)
- Additional Resources
- [CoC Racial Equity Analysis Tool](#)
 - [The 4 I's of Oppression](#)
 - [Pew Research Center - Black Americans Have a Clear Vision for Reducing Racism](#)