

BRIDGE Race Forum at Nessacus

March 2019

Gwendolyn VanSant



5 THINGS
EVERYONE SHOULD
KNOW ABOUT
RACISM



DECODED



Conversation with Ty Jackson
and Gwendolyn VanSant:
Real Talk On Race

Setting Norms & Process

Ground Rules: (Department Of Justice, CRS)

- We will respect confidentiality.
- We will share time equitably to ensure the participation of all.
- We will listen carefully and not interrupt.
- We will keep an open mind and be open to learning.
- We will not be disrespectful of the speaker even when we do not respect the views.

All agreed?

Code Word: Pause or Pineapple

Setting the Norm - The Five Agreements

1. Be Impeccable with your word
2. Don't take things personally
3. Don't make assumptions
4. Always do your best
5. Be skeptical AND learn to listen

-_Don Miguel Ruiz

“We speak not only to tell other people what we think, but to tell ourselves what we think. Speech is a part of thought.”

– Oliver Sacks, Seeing Voices

Active Listening (HIPP)

Be an Active Listener:

“Listening is active”

- a. Use eye contact and “I” statements
- b. Do not interrupt/don't speak, just listen
- c. Reflect back what you heard

Dialogue v. Debate

Collaborative v. Combative

Multiple truths v. Right/Wrong

Listen to understand v. Listen to find faults or argue

New options v. Ratification of a decision

Identify Strengths & values in other positions
v. Look for weakness, to critique



The Platinum Rule:

"Treat others in the way they like to be treated."

(mutual respect)

Golden Rule: (respect)

"Do unto others as you would have them do unto you."

Racial Bias & Privilege Preparation

Reflections on Race & Language



Reflections on Race & Language

- [Little Boy Blue](#)



Discussion

What did you learn today?

How does this relate to your experience around race with your friends at school?

What can you do differently to build a safe school community?



Be a POSITIVE BYSTANDER: Interrupt Racism & Bullying



I commit to working together with my neighbors to create safer, more integrated communities for all residents in Berkshire County. I do not stay silent in the face of intolerance or hate based on race, religion, sexual preference, gender identity, ethnicity, country of origin, ability or any other factor. I work to acknowledge and heal all forms of hate, bigotry and bullying. I pledge to renew my commitment to this work every day.

Discussion

How will you disrupt racism and intolerance of difference at school?

What impacted you today and made a difference for you?



Race Card Project - Michele Norris



Race is
Racism Is...

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