

In the Mirror: Leadership & Transformation, Inside Out

Adam Robinson: He, Him, His
Katryn Duarte: Ella, Su, De Ella



Objectives



Social Justice

- 1) Gain an understanding of the power dynamics present daily in **mainstream/non-culturally** specific anti-violence organizations.
- 2) Utilize tools to analyze current organization culture including self.
- 3) Identify three strategies of system interruption, self-accountability and growth
- 4) Your thoughts?

●

The power of the subconscious mind

PARTNER ACTIVITY



Find a partner, and determine who is **Partner A** and who is **Partner B**.

●

The power of the subconscious mind

PARTNER ACTIVITY



Partner A: When I say, "OK" begin to gently push against your partner's fist.



ORVAP
ADVOCACY. SUPPORT. PREVENTION.

THE UNIVERSITY OF IOWA
Division of Student Life

**The POWER
of your
subconscious
mind...**

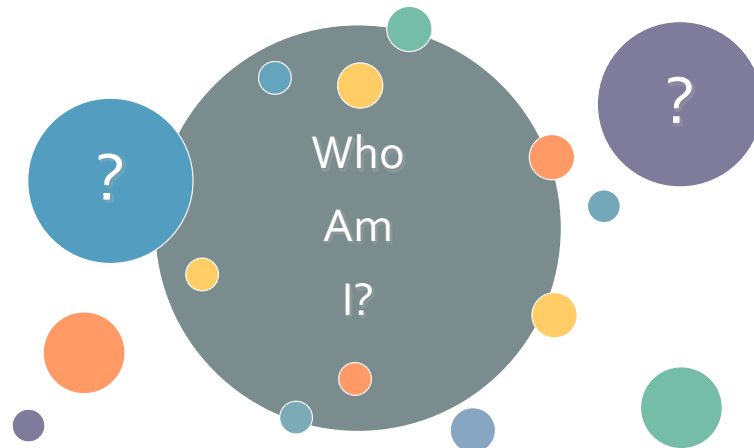
- **Dr. Bruce Lipton, Stanford University**
 - **Conscious Mind:** allows us to freely think and create new ideas
 - **Subconscious Mind:** like a super computer loaded with a database of programmed behaviors – most of which are acquired before we reach the age of six.

The POWER of your subconscious mind...

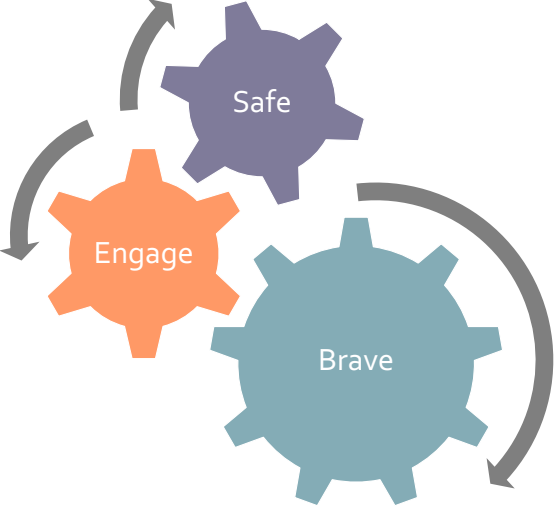
- **AUTOMATICALLY REACTS** to situations with its previously stored programming **WITHOUT THE KNOWLEDGE OR CONTROL** of the **CONSCIOUS MIND**.

- Central Nervous System
- Fight / Flight / Freeze / Tonic Immobility
- How did you get to this room today?

Introduction




Brave Space & Ground Rules



The diagram features three interlocking gears. The top gear is purple and labeled 'Safe'. The middle gear is orange and labeled 'Engage'. The bottom gear is teal and labeled 'Brave'. Curved arrows indicate a clockwise flow from 'Engage' to 'Safe', from 'Safe' to 'Brave', and from 'Brave' back to 'Engage'.

Story:
The car ride

"You are not a drop in the ocean. You are the entire ocean, in a drop." ~Rumi



The illustration shows a grey umbrella with a black handle. Several purple raindrops are falling from the umbrella. To the right of the umbrella, a black road with white dashed lines winds away into the distance.

One-Up, One Down

Dr. Steven Jones (2012)

DIFFERENT VIEWS	
One-Up	One-Down
See individual Acts	See patterns of behavior
Blind to "group-ness"	Well aware of "group-ness"
Create the system from their own beliefs, viewpoints, values, etc.	Use the one-up group's standards to judge themselves
Give stay –in-line messages to members of both groups in order to maintain status quo	Often need to collude to survive, not stand out
Focus is on: Intent "Don't be too sensitive" How far we've come	Focus is on: Effect/Outcome The "system" How far we have to go

Our Stories

* Individuals *

* Communities *

* Agencies *




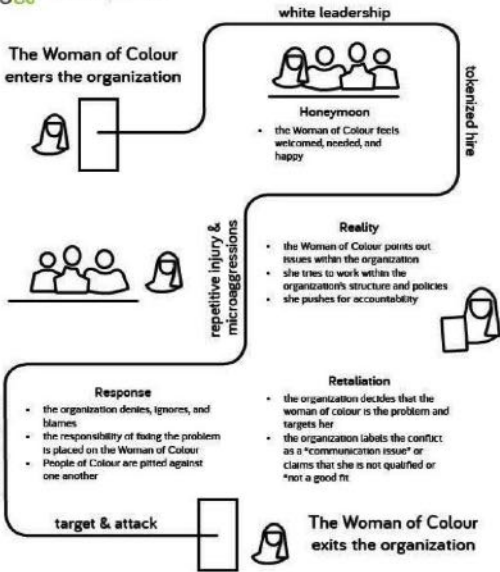
Story:
Mount
Pleasant

“Never lose hope, my dear heart, miracles dwell in the invisible.”~ Rumi

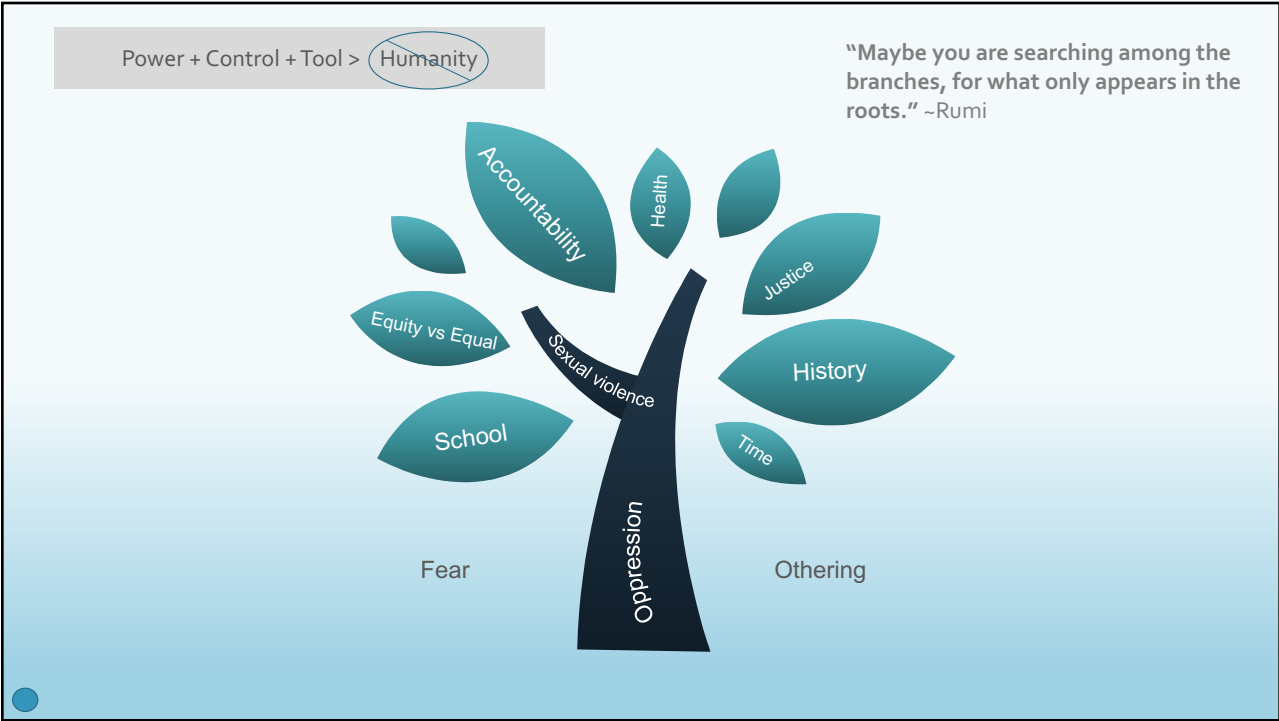
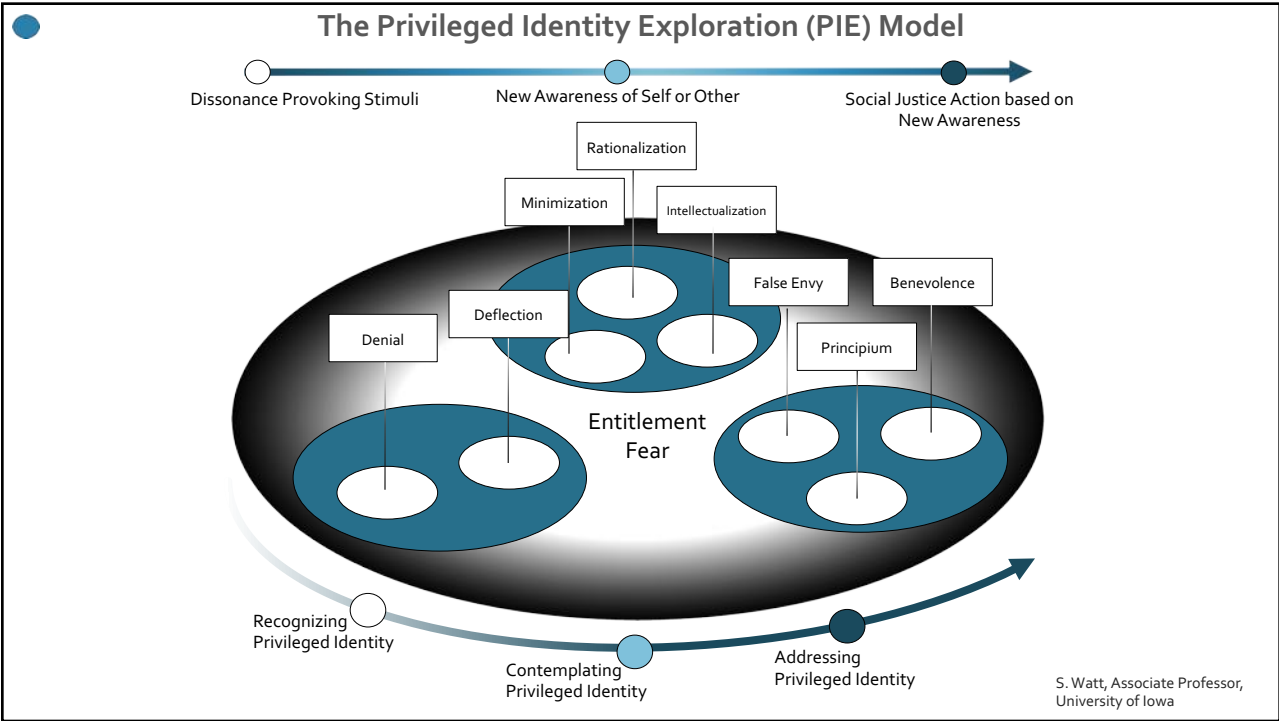


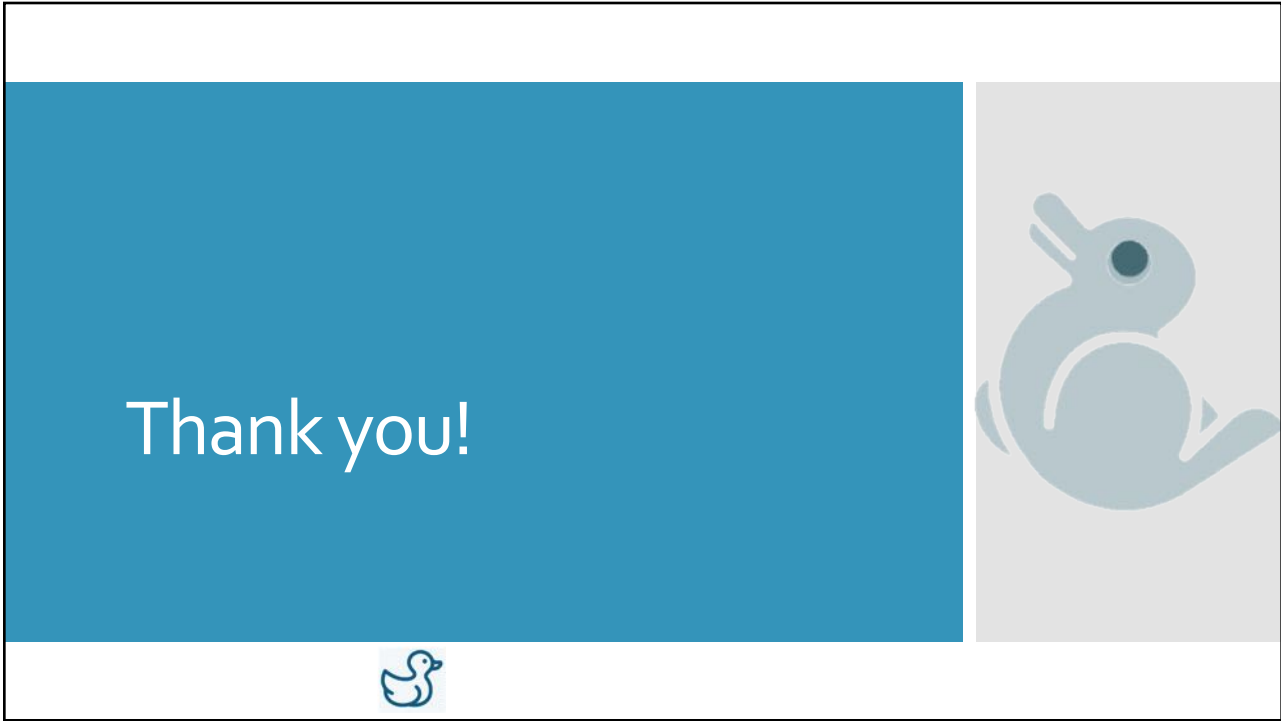
The “Problem”
Woman of
Color in the
Workplace

 The “Problem” Woman of Colour in the Workplace



Adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit" by the Safehouse Progressive Alliance for Nonviolence
www.coco-net.org





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