In the Mirror: Leadership & Transformation, Inside Out

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

Objectives

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

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

PARTNER ACTIVITY

When I say, “OK” begin to gently push against your partner’s fist.

Partner A:
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

Story: The car ride

“You are not a drop in the ocean. You are the entire ocean, in a drop.” ~Rumi
One-Up, One Down

Dr. Steven Jones (2012)

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

* Individuals *
* Communities *
* Agencies *
“Never lose hope, my dear heart, miracles dwell in the invisible.” – Rumi

Story: Mount Pleasant

The “Problem” Woman of Color in the Workplace

Adapted from "The Challenge of the Problem Woman of Color in the Workplace" by the Southeastern Progressive Alliance for Nonviolence: www.cocwef.com
Recognizing Privileged Identity

Contemplating Privileged Identity

Addressing Privileged Identity

New Awareness of Self or Other

Social Justice Action based on New Awareness

Entitlement Fear

Dissonance Provoking Stimuli

Rationalization

Minimization

Intellectualization

False Envy

Benevolence

Principium

Denial

Deflection


"Maybe you are searching among the branches, for what only appears in the roots." – Rumi

“Power + Control + Tool > Humanity”

Accountability

Health

Equity vs Equal

Justice

School

Disability Violence

History

Time

Fear

Othering
Check-In

Who Are You?

Thank you!
References

- Jones, Steven-Jones & Associates Consulting, Inc. (WPCyNM-2012): Touching the Untouchable: Examining the Intersection between race and class workshop. One up and One Down (handout).