Bringing it home

• Are we supporting the communities that we want to represent/serve? Why or why not?
• What role does privilege play in how we interact with other organizations/communities?
• What role does privilege play in the way members of this committee interact with one another?
• What can we do to be better allies to one another?
• What can we do to be better allies to the communities we represent?
• Other thoughts? Questions? Concerns?

Barriers to inclusion and strategies to overcome

Perfectionism

Positive Changes:
• Develop a culture of appreciation
• Develop a learning organization, where it is expected that everyone will make mistakes and those mistakes offer opportunities for learning
• When offering feedback, always speak to the things that went well before offering criticism
• Ask people to offer specific suggestions for how to do things differently when offering criticism
• Realize that being your own worst critic does not help

Sense of Urgency

Defensiveness

Quantity over quality

Positive Changes:
• Make sure your organization has a values statement, that is a living
document and expresses the ways in which you want to do your work
• Include process or quality goals in your planning
• Look for ways to measure process goals
• Learn to recognize those times when you need to get off the agenda
  in order to address people's underlying concerns

Worship of the Written Word
  Positive Changes:
• Take the time to analyze how people inside and outside the
  organization get and share information
• Figure out which things need to be written down and come up with
  alternative ways to document what is happening
• Work to recognize the contributions and skills that every person
  brings to the organization
• Make sure anything written can be clearly understood (avoid
  academic language, 'buzz' words, etc.)

One Right Way
  Positive Changes:
• Accept that there are many ways to get to the same goal
• Once the group has made a decision about which way will be taken,
  honor that decision and see what you and the organization will learn
  from taking that way, even and especially if it is not the way you
  would have chosen
• Work on developing the ability to notice when people do things
differently and how those different ways might improve your
  approach; look for the tendency for a group or a person to keep
pushing the same point over and over out of a belief that there is only one right way and then name it

- When working with communities from a different culture than yours or your organization's, be clear that you have some learning to do about the communities' ways of doing
- Never assume that you or your organization know what's best for the community in isolation from meaningful relationships with that community

Paternalism

Positive Changes:
- Make sure that everyone knows and understands who makes what decisions in the organization
- Make sure everyone knows and understands their level of responsibility and authority in the organization
- Include people who are affected by decisions in the decision-making

Either/or Thinking

Positive Changes:
- Realize that everybody has a world view and that everybody's world view affects the way they understand things
- Realize this means you too
- Push yourself to sit with discomfort when people are expressing themselves in ways which are not familiar to you
- Assume that everybody has a valid point and your job is to understand what that point is

Right to Comfort

Positive Changes:
- Understand that discomfort is at the root of all growth and learning
• Welcome discomfort as much as you can
• Deepen your political analysis of racism and oppression so you have a strong understanding of how your personal experience and feelings fit into a larger picture
• Don't take everything personally

Based on the work of Tema Okun
(Handout from Ashley Meier & Cliff Leek of SATF - **December 13, 2010**)