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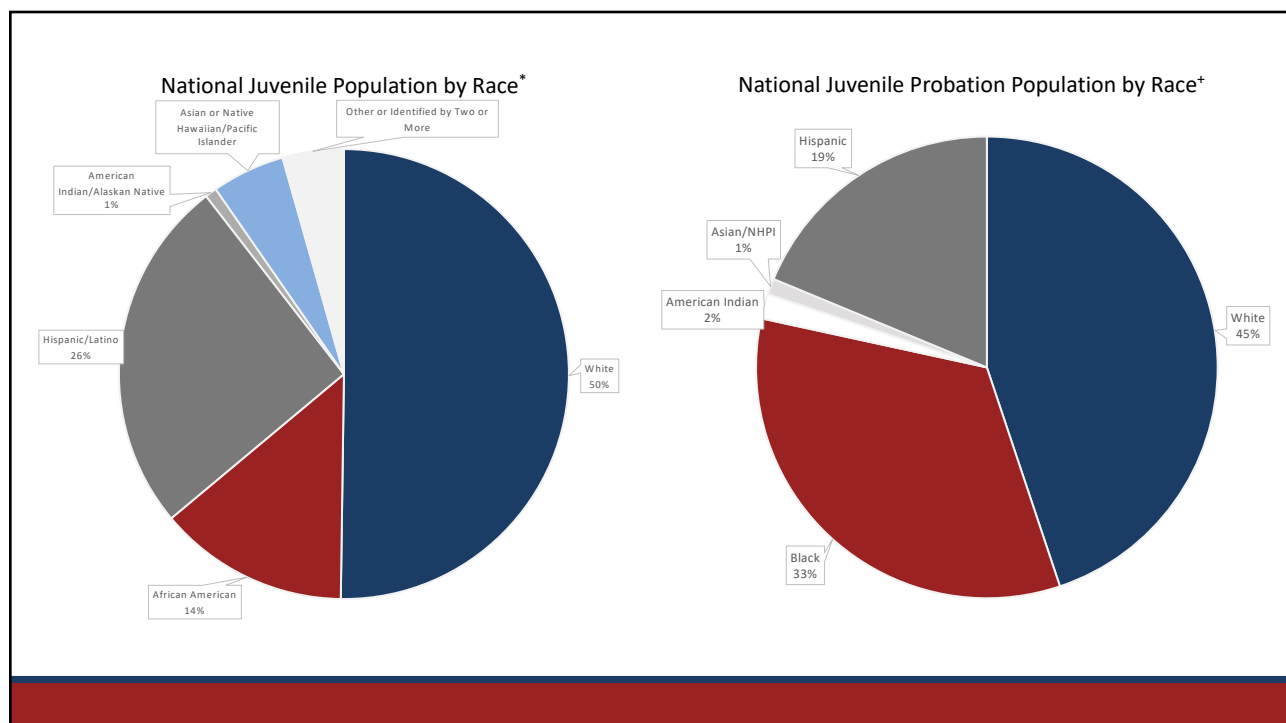


DISCUSSION

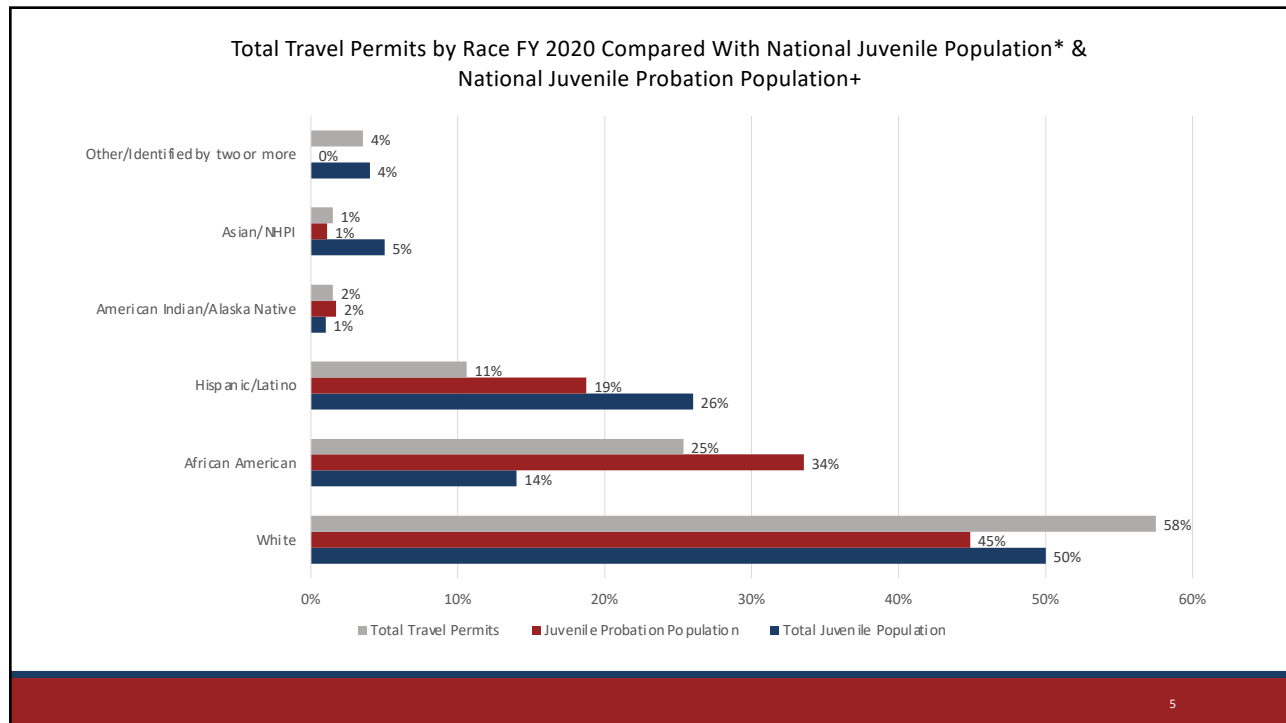
- Where are we now?
- What does the data tell us about our ecosystem?
- What does **racial justice** mean?
- What does **racial equity** mean?
- How do we address racial justice and racial equity through ICJ?

ABM 2021
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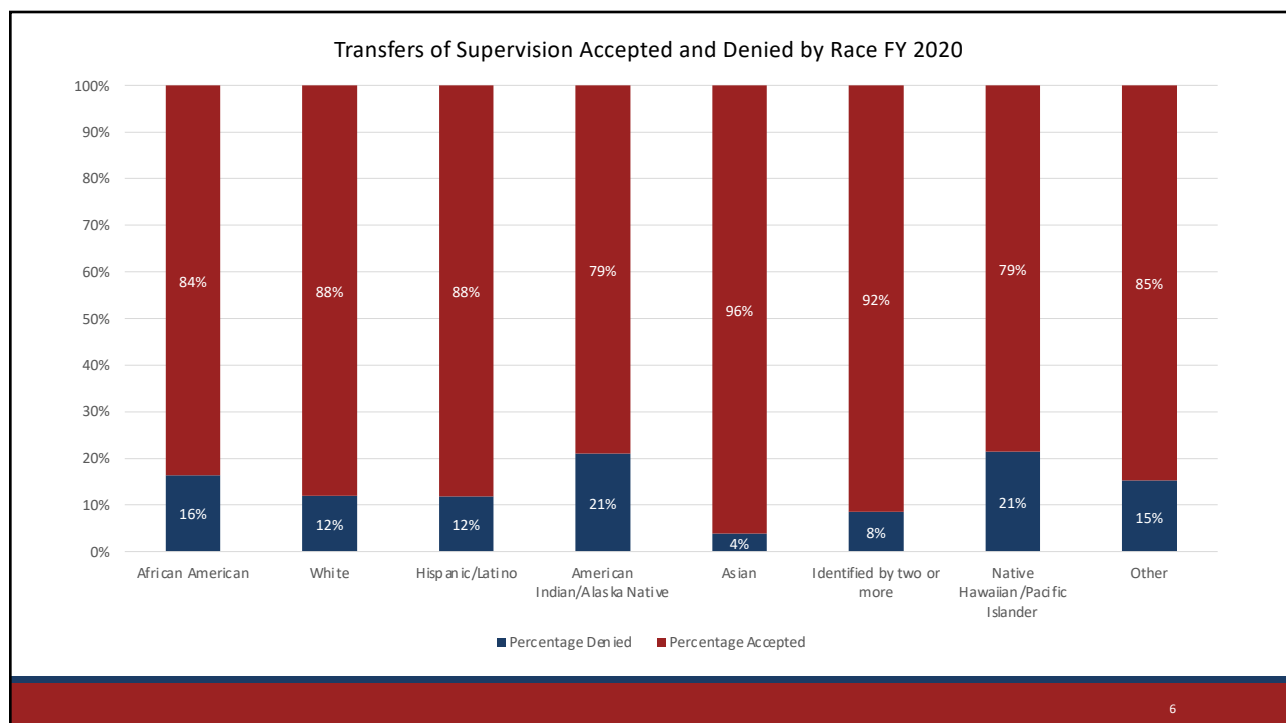
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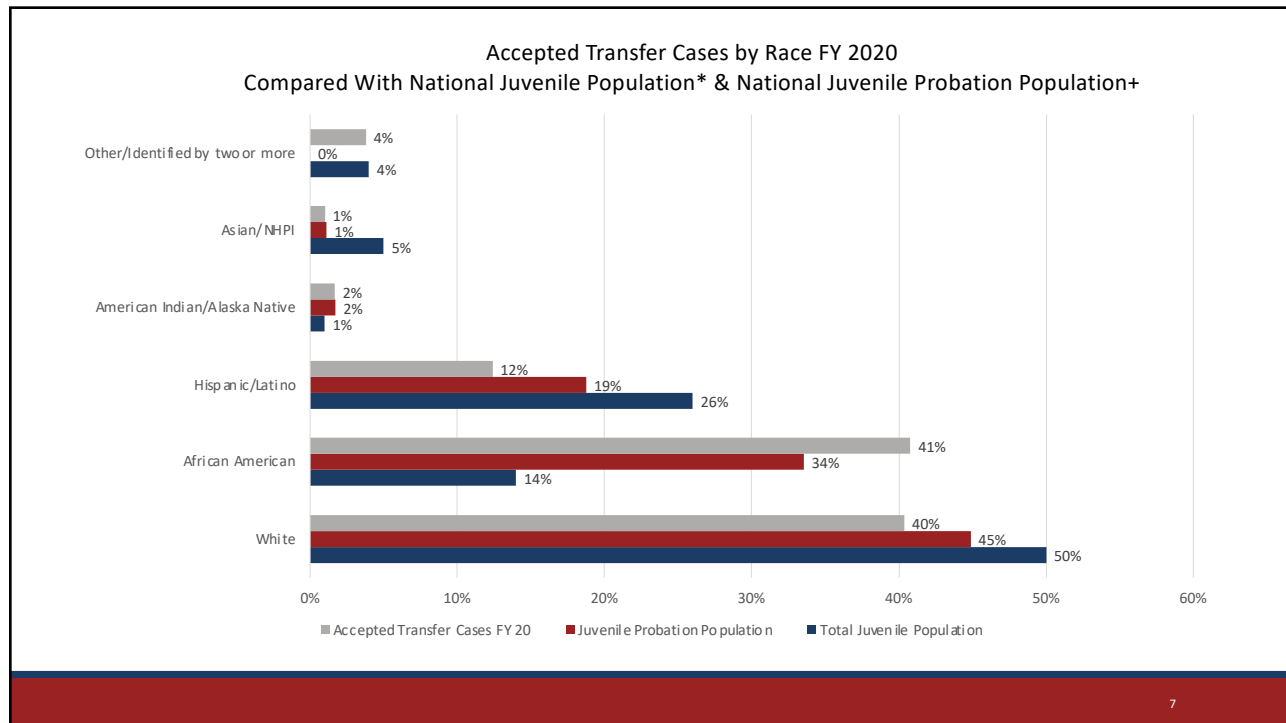
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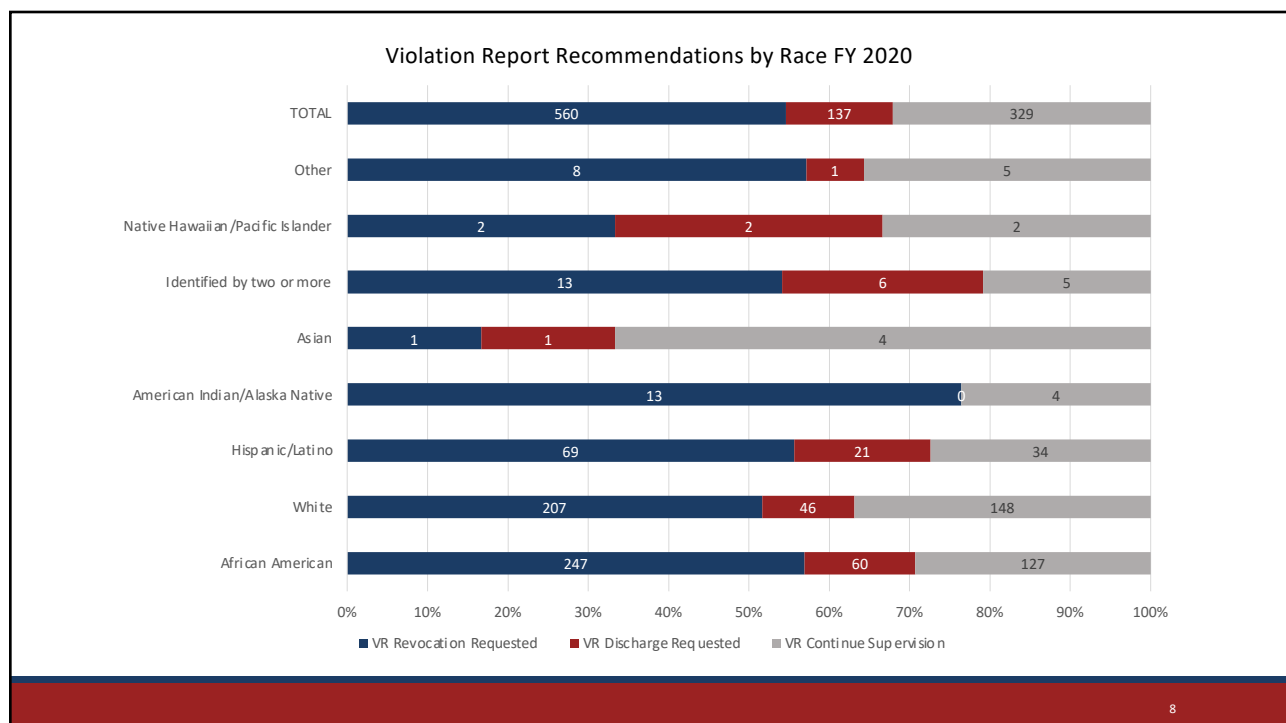
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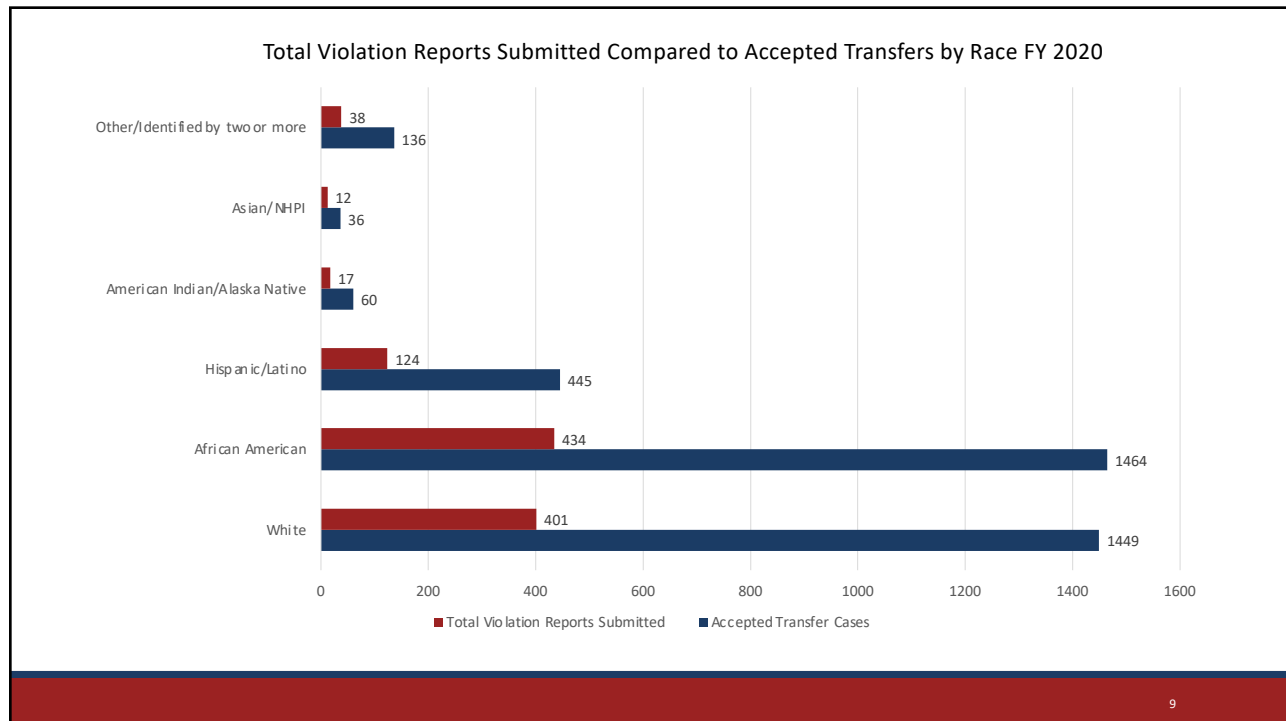
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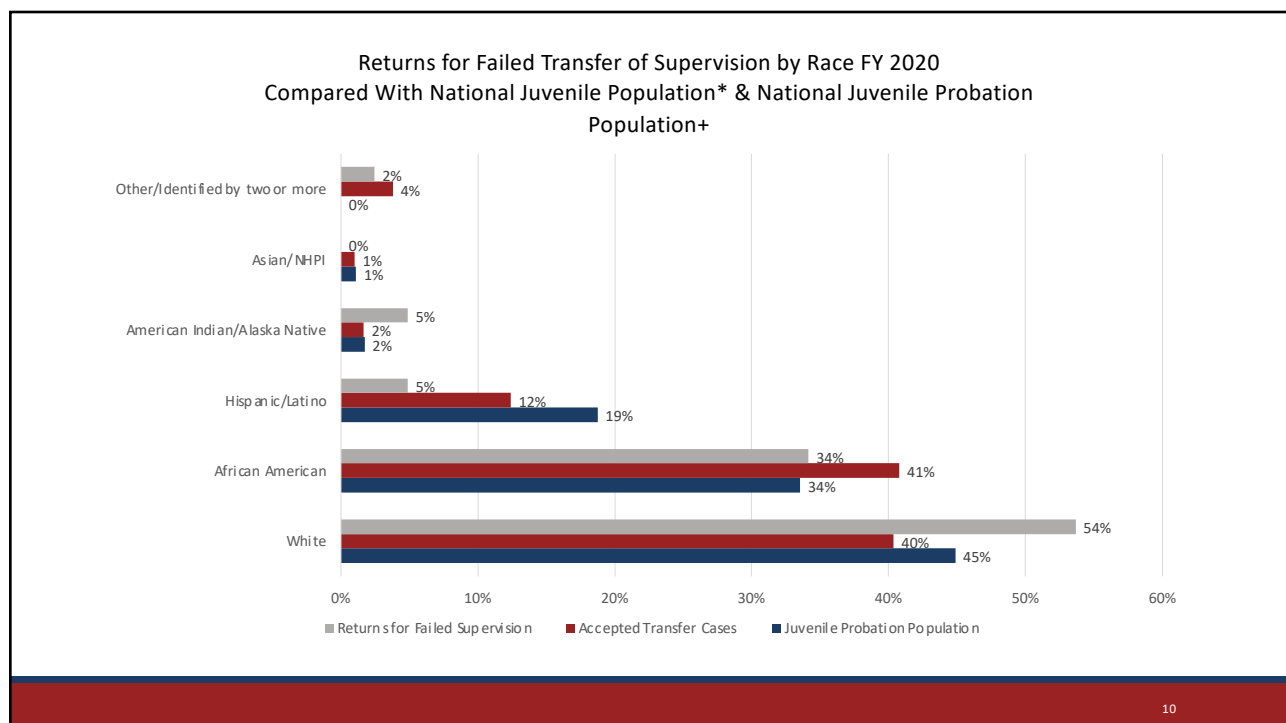
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RACIAL JUSTICE

Racial justice is the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live.

A “racial justice” framework can move us from a reactive posture to a more powerful, proactive and even preventive approach.

Equity vs. Equality and Other Racial Justice Definitions

UPDATED ON APRIL 14, 2021 AND ORIGINALLY POSTED AUGUST 24, 2020 BY THE ANNIE E. CASEY FOUNDATION

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Racial equity is the condition
where one's race identity has
no influence on how one fair
is in society

AWAKE TO WOKE TO WORK: BUILDING A RACE EQUITY CULTURE

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How do we get there from here

LEADING THE WAY

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*SELF AS AN
INSTRUMENT OF
CHANGE*

Hope Dealers Handbook – Page One

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Hope Dealers Handbook –
Page One

Self as an Instrument of Change



“Hope Dealers use ‘self as an instrument of change’ to operationalize their personal values in order to engage, encourage and empower.”

Hasan Davis, Hope Dealers Handbook

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Hope Dealers Handbook –
Page One

Self as an Instrument of Change



“Perhaps the most powerful instrument we have in helping our clients navigate change is ourselves. Our ability to use ourselves potently relies in large part on the level of awareness we have about the impact we make, and our ability to make choices to direct and modify that impact.”

As summarized by Katherine Curran, Charles Seashore, and Michael Welp, 1995

Hasan Davis, Hope Dealers Handbook

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Self Awareness

True self-awareness requires

- reflective self-examination,
- feedback from others, and
- knowledge of who you are, where you are going, and why you are going there.

Self-awareness is not something that is intrinsic,

- it is developed over time,
- often with the help of others guiding the self-discovery process.



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Bio Poem©

A piece of creative writing pertaining to an individual and their personal experience and thoughts.

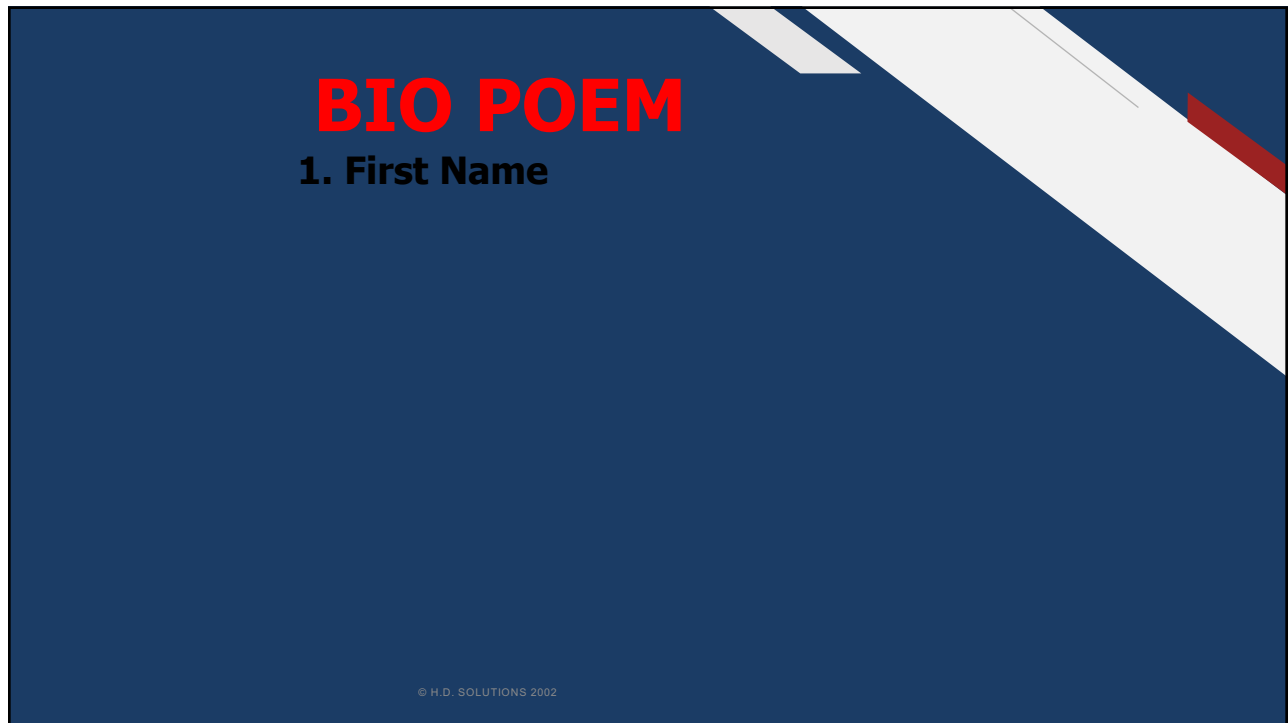
Provides and opportunity for reflection on self.

Context and framing can be adapted to explore multiple dimensions of self.

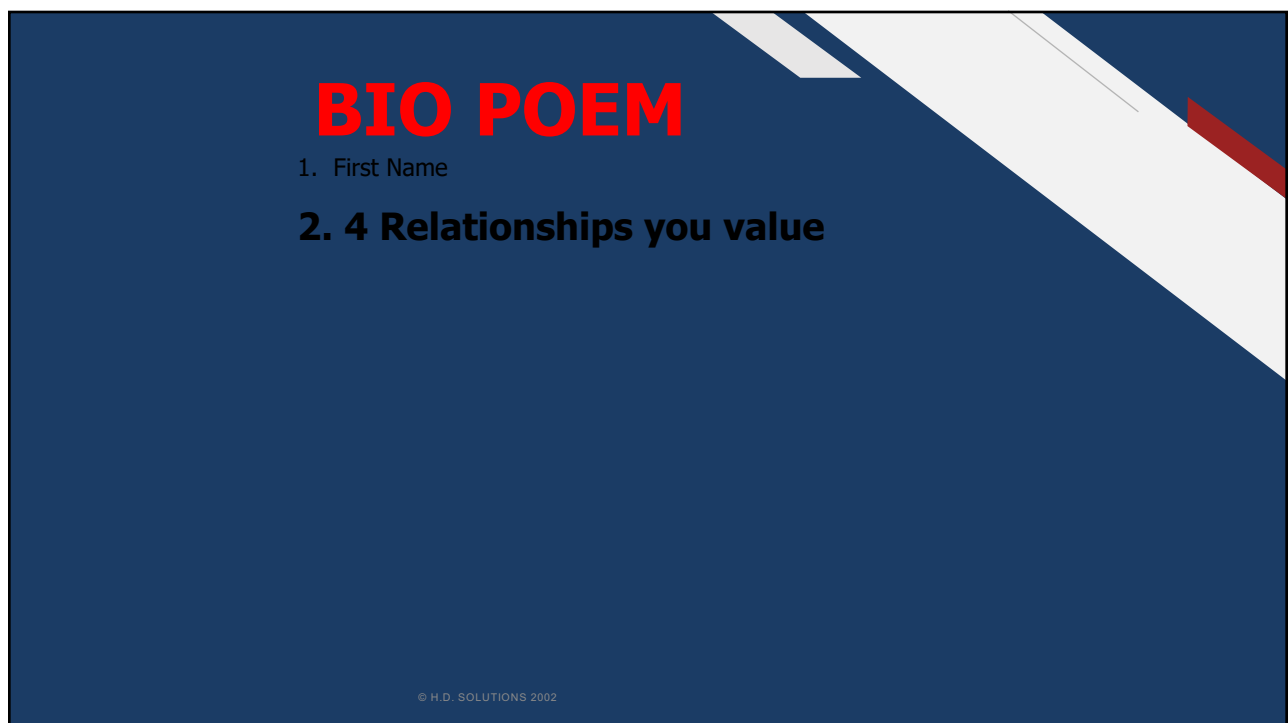


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BIO POEM

1. First Name
2. 4 Relationships you value

3. 3 words you think others would use to describe you

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BIO POEM

1. First Name
2. 4 Relationships you value
3. 3 words you think others would use to describe you

4. 3 things that you fear or used to fear

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BIO POEM

1. First Name
2. 4 Relationships you value
3. 3 words you think others would use to describe you
4. 3 things that you fear or used to fear

5. 3 things you do not believe or do not believe in

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BIO POEM

1. First Name
2. 4 Relationships you value
3. 3 words you think others would use to describe you
4. 3 things that you fear or used to fear
5. 3 things you do not believe or do not believe in

6. 4 things you do believe or do believe in

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BIO POEM

1. First Name
2. 4 Relationships you value
3. 3 words you think others would use to describe you
4. 3 things that you fear or used to fear
5. 3 things you do not believe or do not believe in
6. 4 things you do believe or do believe in
- 7. 3 hopes or dreams that you carry in the world**

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BIO POEM

1. First Name
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4. 3 things that you fear or used to fear
5. 3 things you do not believe or do not believe in
6. 4 things you do believe or do believe in
7. 3 hopes or dreams that you carry in the world
- 8. 4 words you would use to describe yourself**

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BIO POEM

1. First Name
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5. 3 things you do not believe or do not believe in
6. 4 things you do believe or do believe in
7. 3 hopes or dreams that you carry in the world
8. 4 words you would use to describe yourself
- 9. 3 things you would like others to be able to say of you when you are gone**

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29

BIO POEM

1. First Name
2. 4 Relationships you value
3. 3 words you think others would use to describe you
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5. 3 things you do not believe or do not believe in
6. 4 things you do believe or do believe in
7. 3 hopes or dreams that you carry in the world
8. 4 words you would use to describe yourself
9. 3 things you would like others to be able to say of you when you are gone

10. Citizen of _____ OR Resident of

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BIO POEM

1. First Name
2. 4 Relationships you value
3. 3 words you think others would use to describe you
4. 3 things that you fear or used to fear
5. 3 things you do not believe or do not believe in
6. 4 things you do believe or do believe in
7. 3 hopes or dreams that you carry in the world
8. 4 words you would use to describe yourself
9. 3 things you would like others to be able to say of you when you are gone
10. Citizen of _____ **OR** Resident of _____

11. Last Name

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Bio Poem© Debrief

What we know about ourselves
we have the ability to change.



Too often we go through life unaware of what we are running from or what we are running towards.

This exercise can be used at regular intervals as a foundation to assess shifts in self perception.

Once the process is “normalized” substitute different variables, allowing movement to other goals and areas of attention in self development.

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BIO POEM

Sharing

1. HASAN
2. Father of sons, champion of children, and I fight injustice
3. Others call me a leader, a dreamer, or a fool
4. What I fear most are hopelessness, hatred and losing more children to both
5. I do not believe that God only loves some, that might makes right or that the early bird always catches the worm, but
6. I do believe that enemies can be made friends, that tomorrow will be better if we act today and that all children can learn
7. I dream of more schools and fewer prisons because we have made a need,
8. I think that I am scared but courageous, foolishly hopeful and stubborn enough not to change
9. When I am gone I hope someone can say of me; he gave me hope, he never gave up, can you believe he said that to the president?!
10. I am a resident of the world I dream for my children
11. DAVIS

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Self as Instrument of Change

Question:

Why all this talk of *self* when what we want is to influence others to join us in the pursuit of our vision?

The Answer:

Through the understanding of *yourself*, you become a more authentic leader, one who "aligns both actions and behaviors with [your] core values and beliefs".

From: *An Overview of Self as Instrument Using a Leadership lens and a Coaching Application*, Debbie Kennedy, 2006

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Authenticity

Authenticity means you're honest with yourself and with others, and you take responsibility for your mistakes.

Authenticity is visible to those who would be followers and companions on the journey to the desired future.

Authenticity encourages the development of trust between the leader and the followers.

"Followers learn by observing the positive values, psychological states, behaviors and self-development being modeled by the authentic leader..." encouraging the same behavior in the followers. (Kennedy)

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Components of Authentic Leadership



Lead with heart



An authentic leader is all heart. They are not afraid to dig deep, and they lead with courage and empathy that only comes from listening to the heart.

Derived from *Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value* by [Bill George](#)

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Components of Authentic Leadership



Integrity



Strength of character is essential for an authentic leader. They don't say things which they don't mean, and they earn respect because of this quality. People trust them because they keep their word, no matter what it takes.

Derived from *Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value* by [Bill George](#)

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Components of Authentic Leadership



Lead with vision



Authentic leaders lead with purpose and vision. They always add value to people and help them realize higher goals which lead to better lives.

Derived from *Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value* by [Bill George](#)

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Components of Authentic Leadership



Drawing on experience



There is no better teacher than life, and these leaders draw from lessons learned from their life experiences. Their stellar leadership skills slowly evolved from real-world experiences and life stories.

Derived from *Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value* by [Bill George](#)

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Self as Instrument of Change

“Hope Dealers know their values, their strengths and their flaws. They have taken ownership of their own story and they are willing to share their journey.”



Hasan Davis, *Hope Dealers Handbook*

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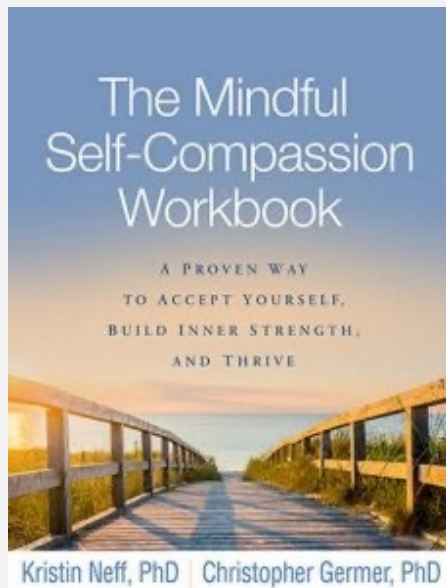
Deep Breath

Check-out

- How are you, now?
- One takeaway from our time together

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Self Compassion: Essential to Self as Instrument of Change

*HAVING COMPASSION FOR
ONESELF IS NO DIFFERENT
THAN HAVING COMPASSION
FOR OTHERS.*

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What is Compassion?

To have compassion for others we:

- First, notice that they are suffering,
- Second, feel moved by their suffering so that our heart responds to their pain
 - We often feel warmth, caring, and the desire to help the suffering person in some way.
- Or we may offer understanding and kindness to others when they fail or make mistakes, rather than judging them harshly.
- Finally, we can recognize that suffering, failure, and imperfection is part of our shared human experience



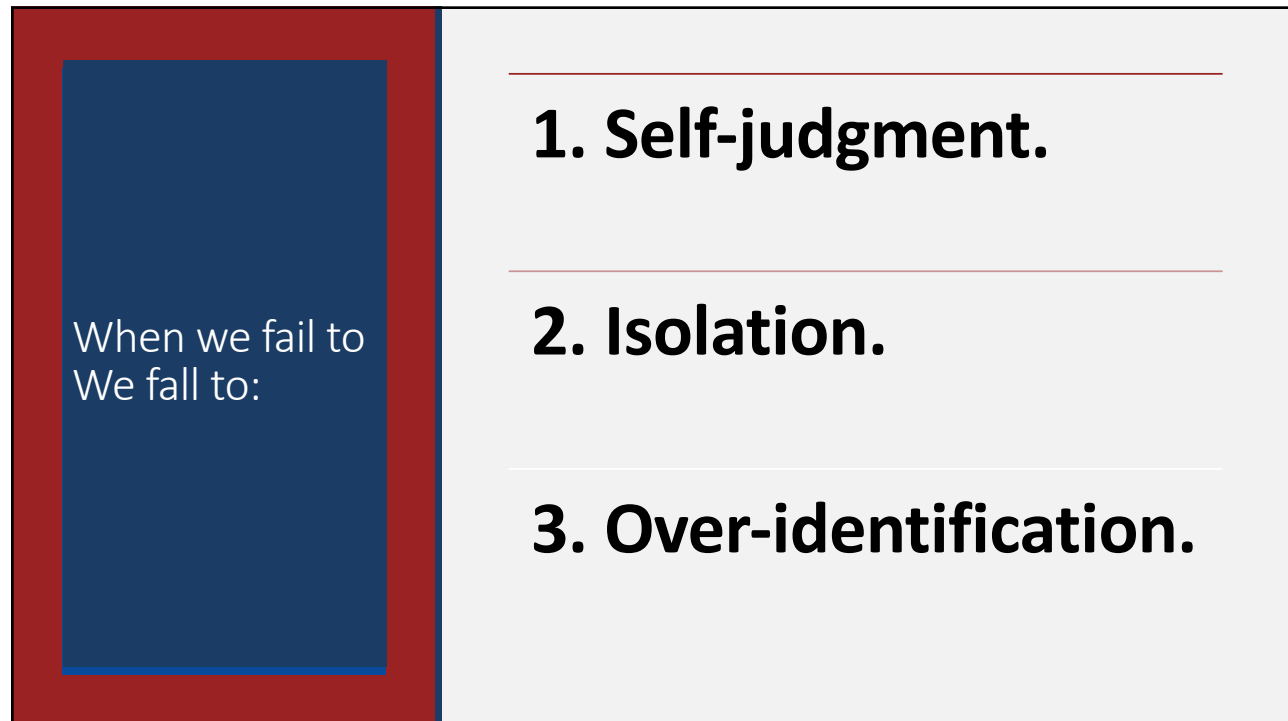
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Self
Compassion

Hope dealers must do
unto self as they do unto
others.

Hasan Davis

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When we fail to
We fall to:

- 1. Self-judgment.**
- 2. Isolation.**
- 3. Over-identification.**

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Three elements
of self-
compassion

- 1. Self-kindness**
- 2. Common humanity**
- 3. Mindfulness**

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Self-kindness



1. Self-kindness vs. Self-judgment

being warm and understanding toward ourselves when we suffer, fail, or feel inadequate, rather than ignoring our pain or flagellating ourselves with self-criticism.



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Common Humanity



2. Common Humanity vs. Isolation



Self-compassion involves recognizing that suffering and personal inadequacy is part of the shared human experience – something that we all go through rather than being something that happens to “me” alone.

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Mindfulness



3. Mindfulness Vs. Over-identification



Mindfulness is a non-judgmental, receptive mind state in which one observes thoughts and feelings as they are, without trying to suppress or deny them. We cannot ignore our pain and feel compassion for it at the same time. At the same time, mindfulness requires that we not be “over-identified” with thoughts and feelings, so that we are caught up and swept away by negative reactivity.

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Hope Stealers: Stress

Stress – in this moment - can feel threatening.

Feeling threatened puts stress on the mind and body,

Chronic stress can cause anxiety and depression

Stress and threats can live inside us through self-criticism, isolation, and/or rumination

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Reclaiming Hope in the face of Stress

Stress Response	Hope Stealer – Stress Turned Inward	Hope Dealer – Self-Compassion
Fight	Self-criticism: We fight ourselves.	Self-kindness: We embrace our full selves.
Flight	Isolation: We flee from others.	Common humanity: We connect.
Freeze	Rumination: We dwell and spiral.	Mindfulness: We intentionally reflect.

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The Work!



Explore self and be aware of the hope stealer voice inside.



Discover what you can learn from your hope stealer.



Motivate yourself with a new voice—that of your Hope Dealer.

Remember Self Compassion:

- Be kind to yourself
- Hold detached curiosity
- If you find yourself getting into uncomfortable territory, let it go and return to it only when you feel strong and ready.

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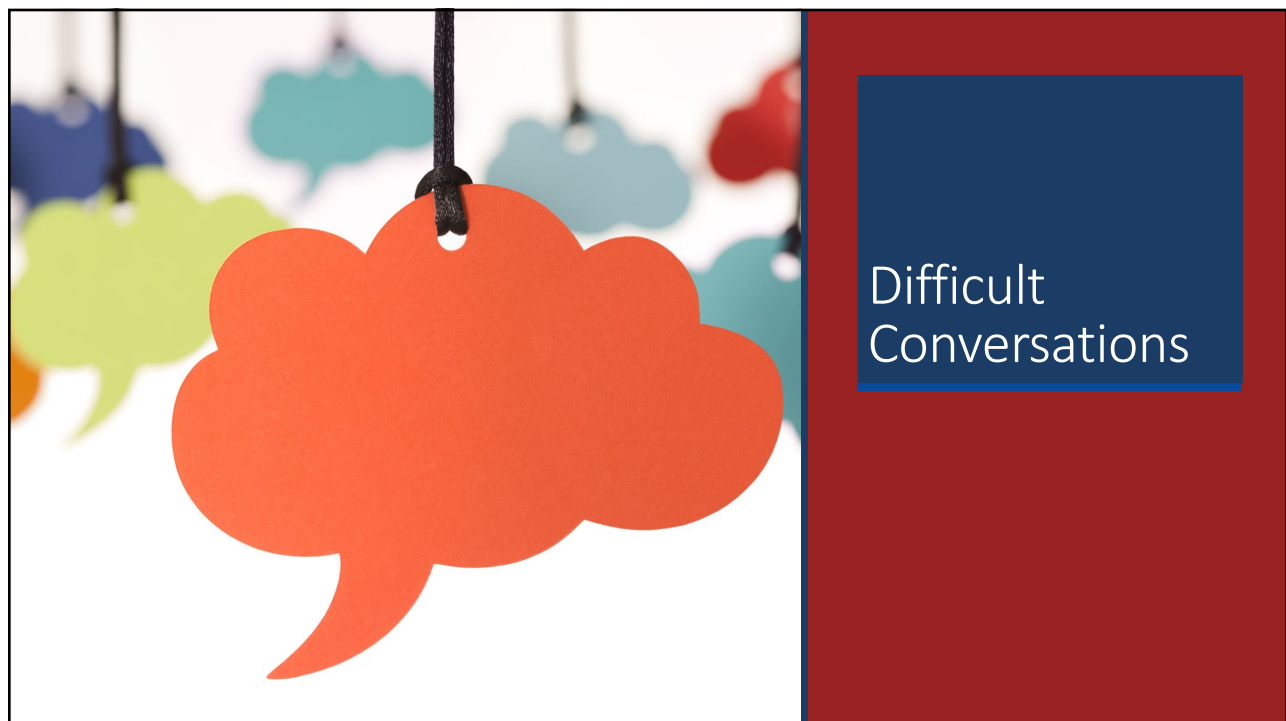
Entering into Difficult Conversations with Self Compassion

Hope dealers are instruments of change seeking authentic connections with other who may feel or think differently. This journey will require difficult conversations.

Hasan Davis

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 What is a difficult conversation?

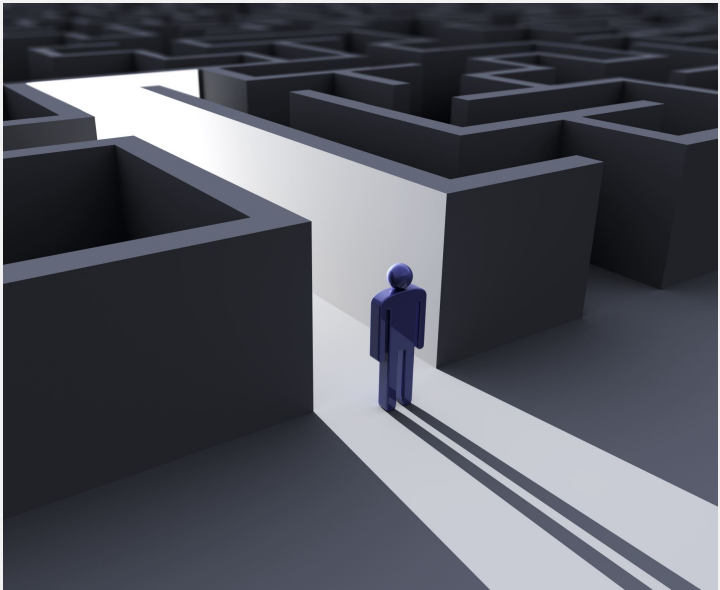
-  Any involving a topic we don't want to talk about
-  Usually, we worry what will happen if we do talk about it
-  If we do talk about it, we likely think and feel a lot more than what we will actually say

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A Difficult Conversation

A difficult conversation is made more challenging by:

- Conflict
- Fear, anger, or frustration
- Anxiety, procrastination
- Disagreement
- Misunderstanding



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Here are some things that can pave the way:

- Move from certainty to curiosity
- Prepare, at the level of content, managing feelings and understanding some about how identity might play out
- Embrace the “both/and” - there are as many stories as there are people involved
- Separate intentions from impact
- Strengthen the capacity to name the impact

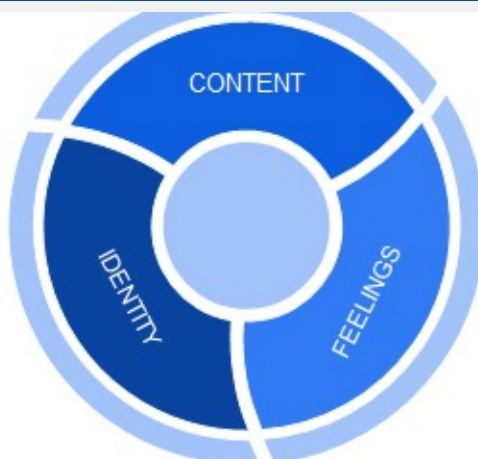
And remember, the **most** difficult conversations are the ones you **DON'T HAVE**.

Preparing for Difficult Conversations

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A Model for Navigating Difficult Conversations

How each person's identities are impacting their interpretation and meaning making of the content.



Exchanging and understanding information about the core challenge, conflict, tension or disagreement

How is each person feeling about what's going on, what might be activated or triggered for each

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Content Mistakes

Mistake #1: We believe - we are right, and “they” are wrong.

Mistake #2: We don't ask enough questions.

Mistake #3: We start off wrong. Should start from the 3rd side.

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Content:

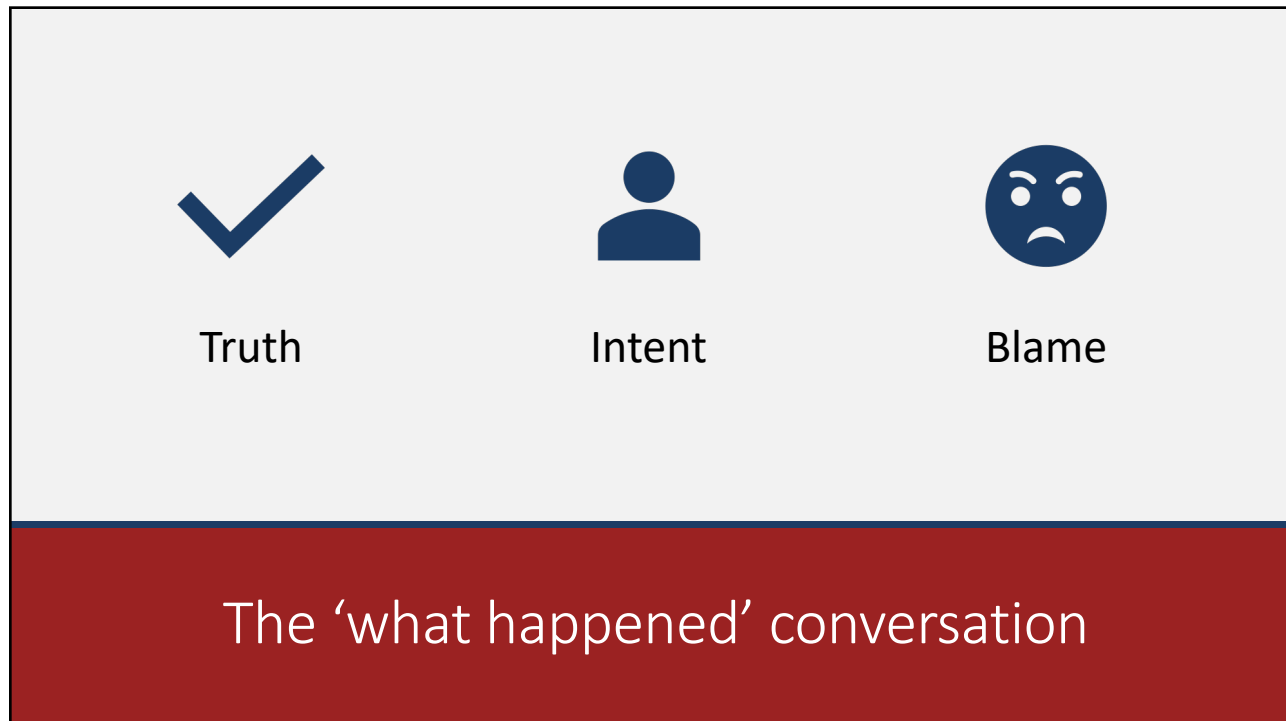
Shift from a What Happened Conversation to a Learning Conversation



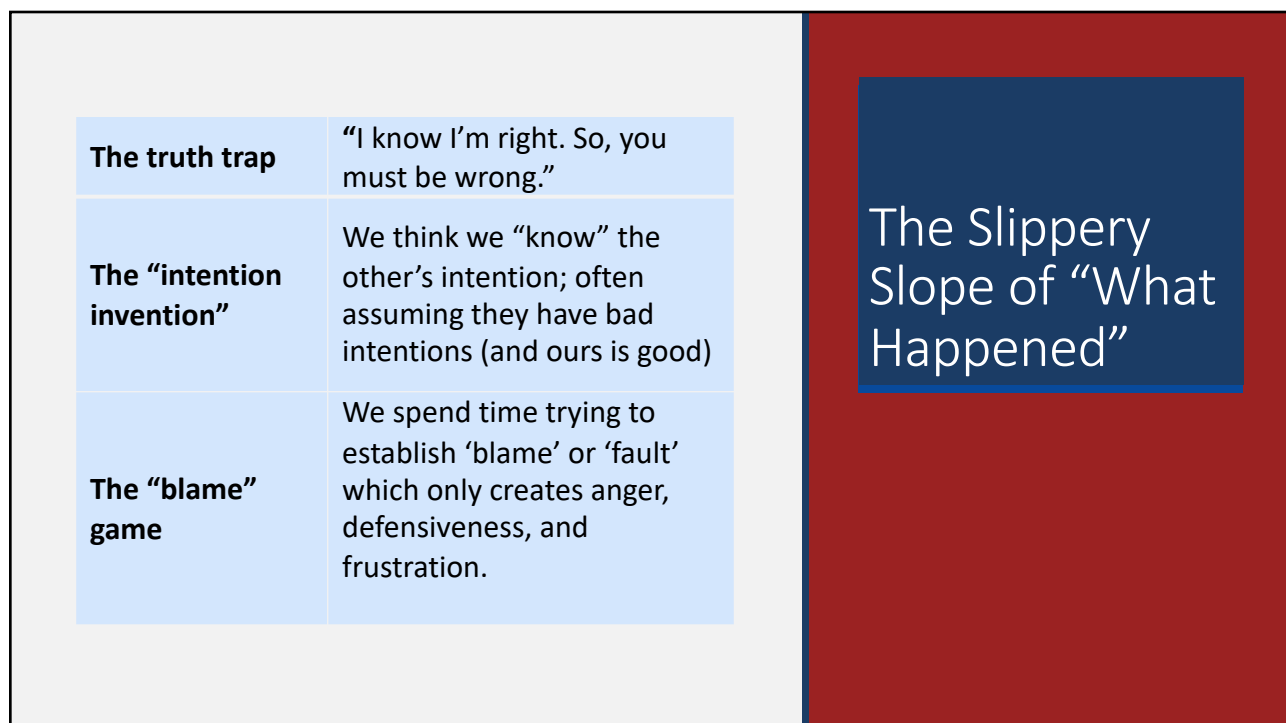
This shift takes a willingness to see and acknowledge your own contribution to your difficult conversations.

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Ask what has happened from the other person's point of view,

Explain your point of view,

Share / understand feelings that surfaced

Figure out how to go forward.

In a learning conversation, instead of wanting to win and get your way, you must want to actually understand

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From "the Truth" -- What's my story?

To

Perceptions -- What's their story?

From Intentions -- What assumptions am I making about their intentions?

To

Impact -- What is the impact on me?

From Blame -- What have we each contributed to this situation?

To

Contribution -- How can we fix things going forward?

Shift Content from "What Happened" to "Learning"

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Feelings

Ignoring (refusing to acknowledge and deal with) feelings – your own and the other person's – is the most common mistake made in dealing with difficult conversations.

**Own your feelings,
or your feelings will own you.**

- **Feelings:** “We make relationships enjoyable and satisfying 😊”
- **Also Feelings:** “We make difficult conversations... difficult!”

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Identity

Difficult conversations are not just difficult because we have to face the other person, but because we have to face ourselves.

Difficult conversations can threaten our identity

Am I competent?

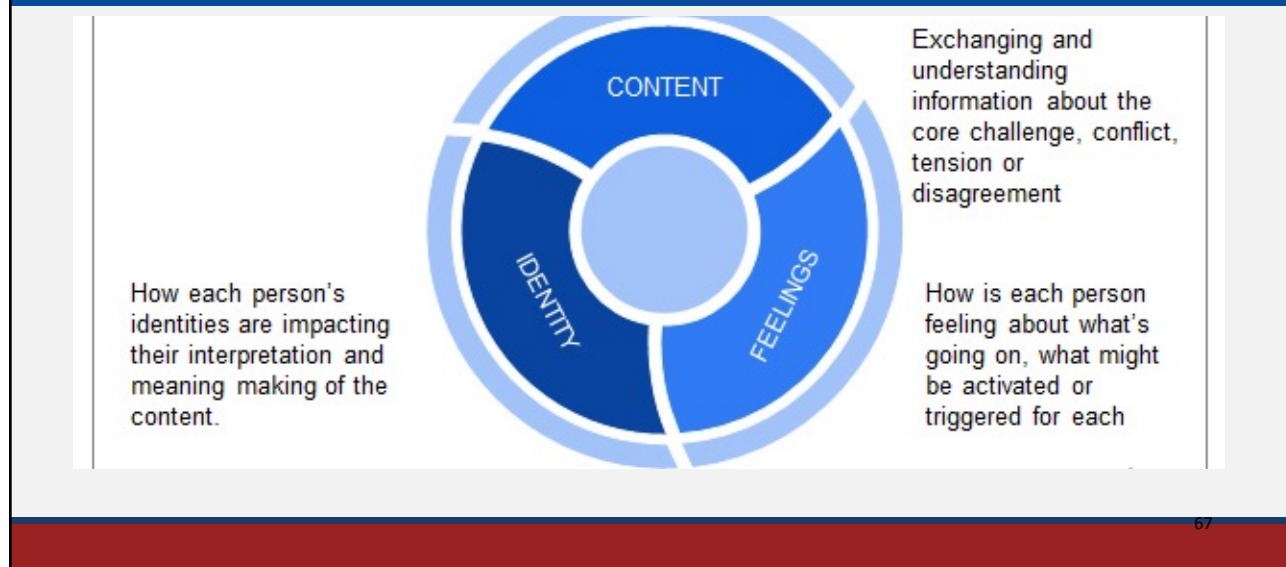
Am I a good person?

Am I worthy of love?

66

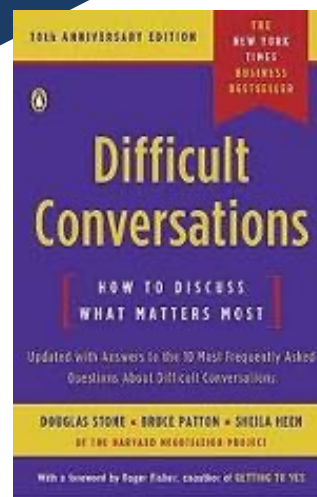
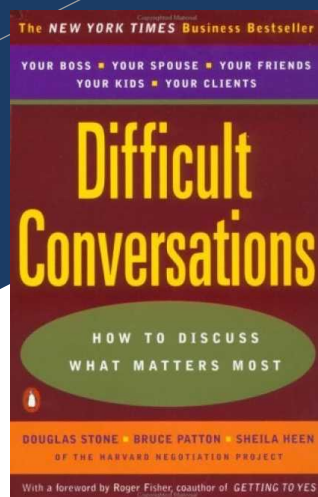
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A Model for Navigating Difficult Conversations



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Difficult Conversations



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Implicit or Unconscious Bias

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Exploring Bias

What do you think this means”

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Research shows that everyone has bias - a positive or negative preference for things, individuals, or groups shaped by our individual experiences.

Some bias can be appropriate (like an assumption that it could be dangerous to jump from a substantial height),

But when negative stereotypes are applied to people, everyone loses.

To foster an inclusive culture, it's important for team members to understand unconscious bias, become aware of biases that they may have, and to understand the workplace impact.



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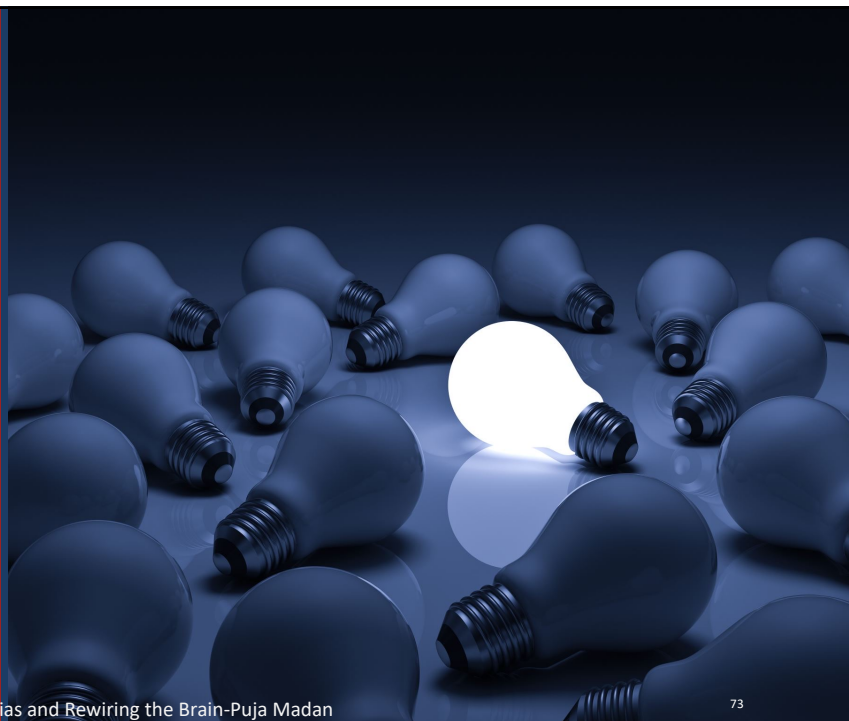
Unconscious biases are learned stereotypes that are automatic, unintentional, deeply engrained, universal, and able to influence behavior.

Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

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Fact: The Brain Needs Bias

It is estimated the unconscious mind processes 11,000,000 pieces of information per second. Compare that to the conscious mind processes about 40 pieces per second. The unconscious mind multitasks for us, processing multiple pieces of information at lightning-fast speed, labeling, filing, and retaining all at once.



Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

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So, how does the unconscious mind navigate this sea of information?

The answer is *heuristics*, which are neural codes that guide us with summarized messages like:

“Stop at this red light.”

“That’s a friend.”

“Cookies are sweet.”



Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

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But There are
problems with
shortcuts...

**This method of processing
information introduces
stereotypes and biases into the
equation.**

While this makes our brain efficient, it
also has the potential to block out
important and critical information
when it comes to specific groups of
people.

Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

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What can we
do about it?

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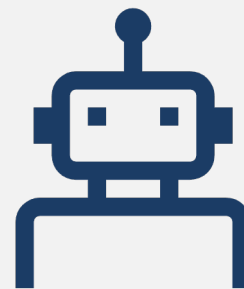
INCREASE YOUR SELF- AWARENESS

Self-awareness is a state of being fully present to your own needs, emotions, reactions, and thoughts. It includes **knowing our strengths and gifts, as well as our weaknesses and limitations**. It is the capacity to take all inner resources of logic and intuition into account at any given point in time.

Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

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When leaders become aware of their personal triggers — triggers that contribute to a range of personal biases — they are turning the implicit into the explicit. And, in that, **they are taking control over their cognitive narrative**. The possibility then exists to introduce a new thought or belief and release the old one.



Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

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Any time a specific emotion or thought comes up in regard to a particular "difference," **we can identify it without judgement.**



Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

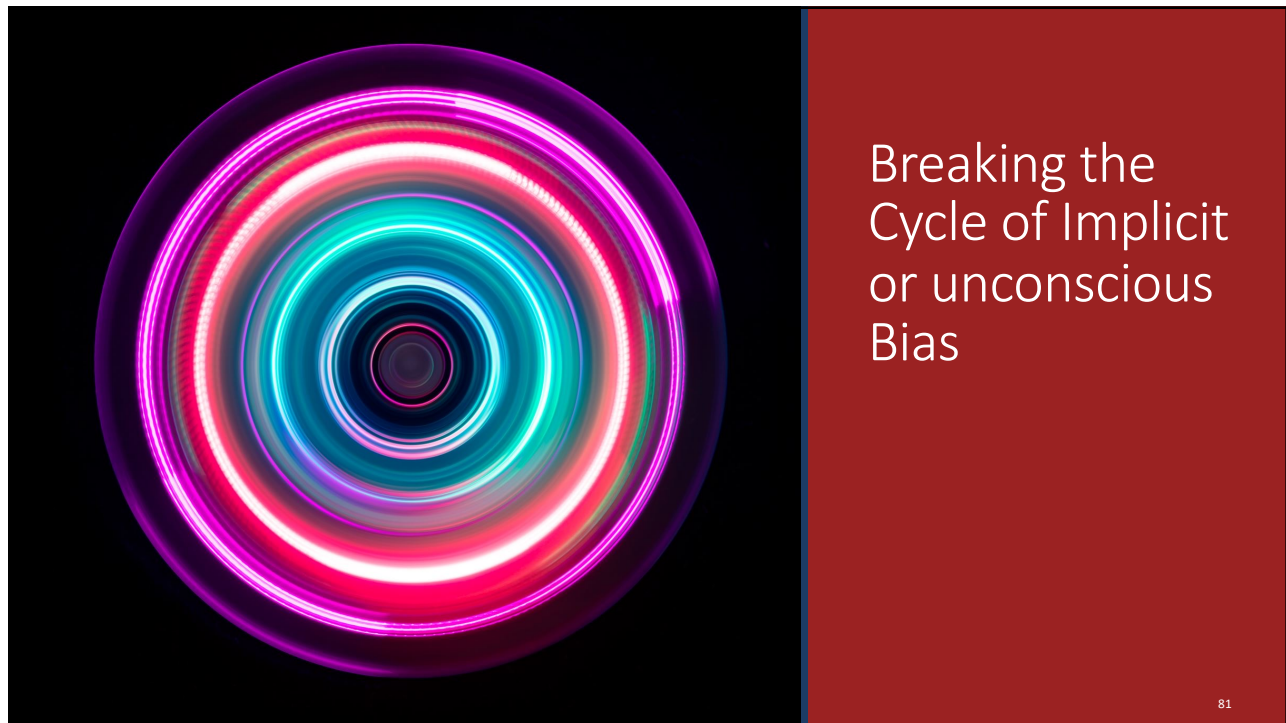
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This self-awareness is crucial for leaders who are responsible for hiring, training, and leading others. Uncovering a bias of any kind, positive or negative, helps us to understand our default behavior and whether it is serving the true purpose of the organization or ourselves, as leaders.

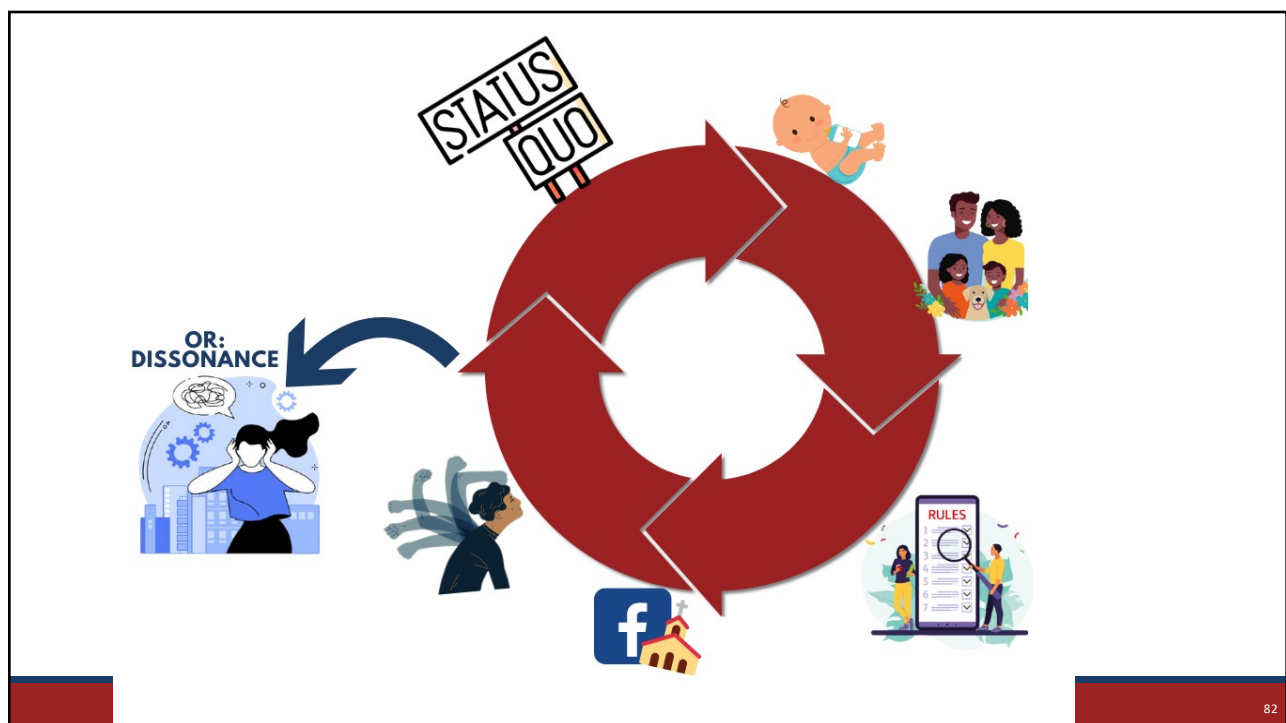


Creating Inclusiveness: Exploring Unconscious Bias and Rewiring the Brain-Puja Madan

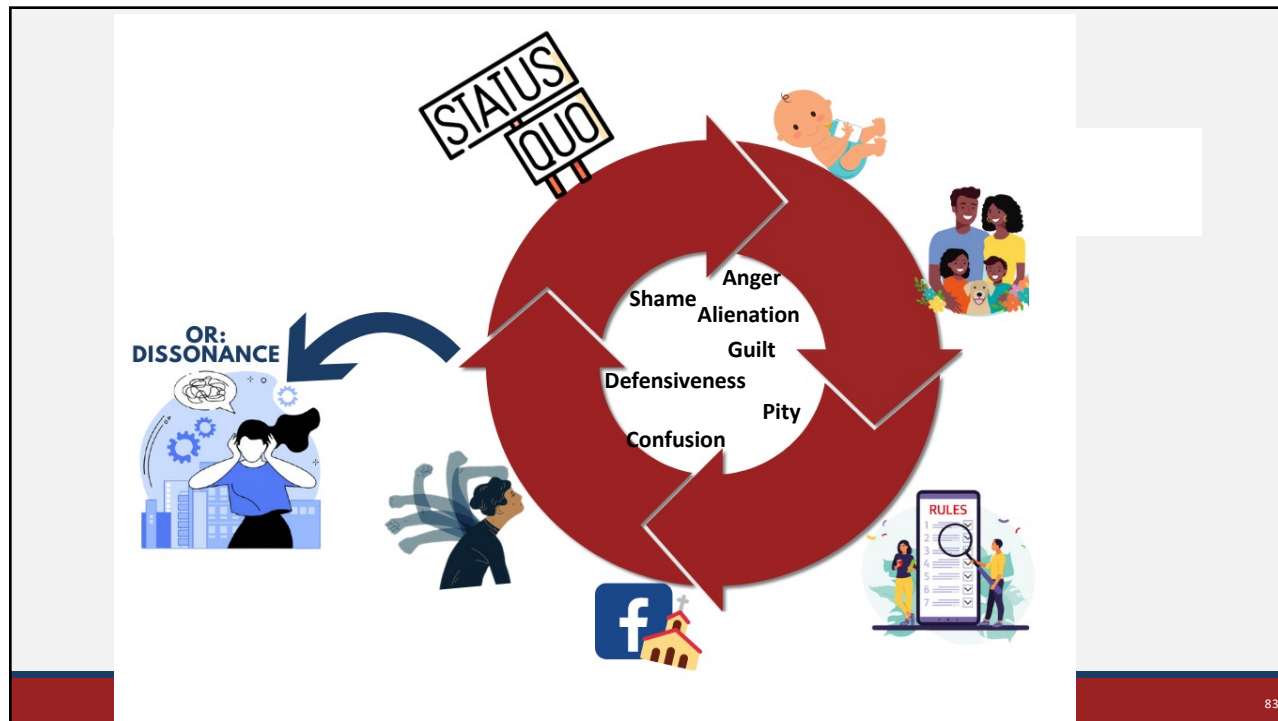
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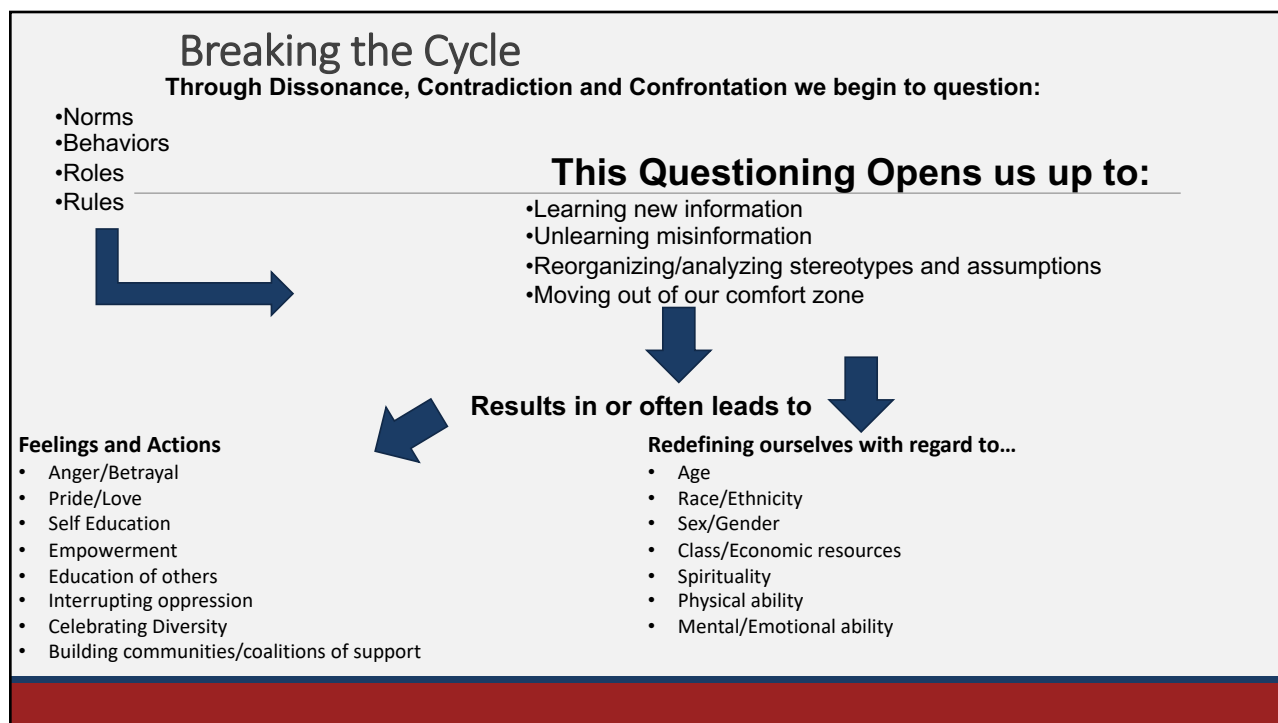
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Hope Dealers Handbook –
Page One

Self as an Instrument of Change



“Hope Dealers use ‘self as an instrument of change’ to operationalize their personal values in order to engage, encourage and empower.”

Hasan Davis, Hope Dealers Handbook

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DATA SOURCES

INTERSTATE COMPACT FOR JUVENILES DATA FROM THE JIDS SYSTEM:

[HTTPS://JIDS.JUVENILECOMPACT.ORG](https://jids.juvenilecompact.org)

*NATIONAL JUVENILE POPULATION (2019) FROM ANNIE E. CASEY KIDS COUNT DATA CENTER:

[HTTPS://DATACENTER.KIDSCOUNT.ORG/DATA/TABLES/103-CHILD-POPULATION-BY-RACE#DETAILED/1/ANY/FALSE/1729,37,871,870,573,869,36,868,867,133/68,69,67,12,70,66,71,72/423,424](https://datacenter.kidscount.org/data/tables/103-child-population-by-race#detailed/1/any/false/1729,37,871,870,573,869,36,868,867,133/68,69,67,12,70,66,71,72/423,424)

+JUVENILE PROBATION POPULATION FROM OJJDP'S MOST RECENT DATA SET (2018):

[HTTPS://WWW.OJJDP.GOV/OJSTATBB/EZAJCS/ASP/DEMO.ASP](https://www.ojjdp.gov/ojstatbb/EZAJCS/ASP/DEMO.ASP)