



YOUR WORLD IS NOT THE WORLD

T. Marie King

Justice & Equity Activist/Teacher

B.A., M.A.L., MDiv

AGENDA

1 Braving Discomfort

*History, Conflict &
Responding to Difficult
Situations*

2 Self Reflection

*Understanding Bias
& Identity*

3 Deep Listening

*Listening, Empathy
& Trust*

4 Proximity & Action

*Proximity & Distance, Hero's,
DEI & Sharing Power*

BRAVING DISCOMFORT

- ▶ The History of Man-made Disparities
- ▶ What's Your Zone?
- ▶ Three Levels of Conflict?
- ▶ How Do You Respond to Conflict?

BRAVING DISCOMFORT

THE HISTORY OF MAN-MADE DISPARITIES



BRAVING DISCOMFORT

WHAT'S YOUR ZONE?

PANIC

overwhelmed
too hard
paralyzing

COMFORT

familiar & warm
on cruise control
risk-free & safe

GROWTH

new skills
stretching & growing
uncomfortable but doable
builds confidence
invigorating & learning



BRAVING DISCOMFORT

LEVELS OF CONFLICT



Normal



Pervasive



Overt

BRAVING DISCOMFORT

In society, we tend to look only at the moment that the conflict erupted into violence to try to understand what happened.

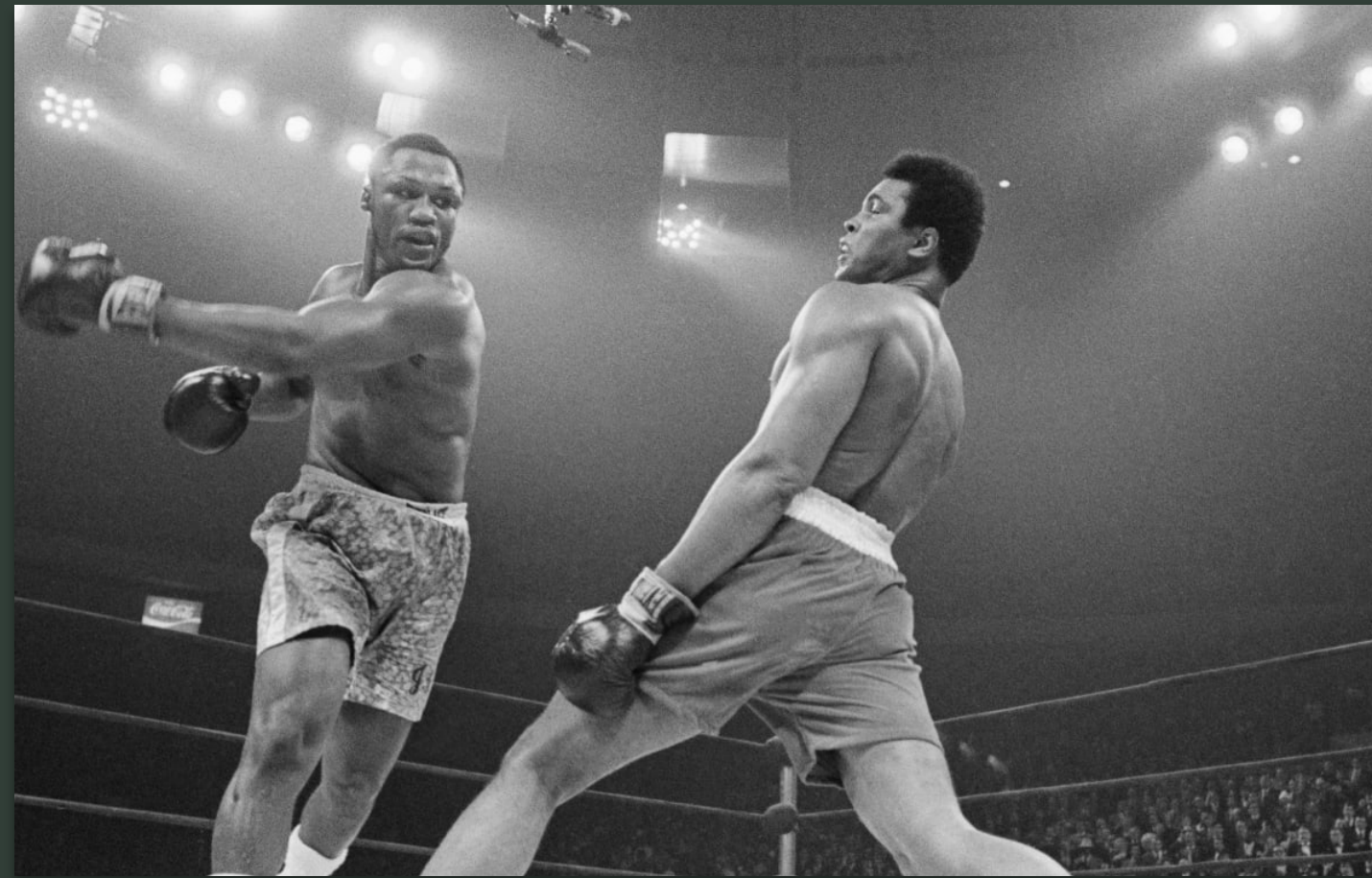
All conflicts have history, and it is almost always the accumulation of unresolved conflicts that piles up on top of one another that leads to the escalation of conflict.

www.eastpointpeace.org



BRAVING DISCOMFORT

WWYD?



SELF REFLECTION

- ▶ Understanding Bias
- ▶ Identity Exercise

Do you think it's possible to have an idea of who you are and what you believe and behave contrary to it?

DEFINING BIAS

BIAS: prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair. Cause to feel or show inclination or prejudice for or against someone or something.

UNCONSCIOUS BIAS: a bias that happens automatically and is triggered by your brain, making quick judgements.

(Unconscious Bias and Higher Education Equality Challenge Unity, 2013)

AFFINITY BIAS: the unconscious tendency to get along with others who are like us and not different.

(Understanding Diversity and Inclusion—Purdue University)

WHERE DOES IT COME FROM?

The development of our biases is comprised of our own personal experiences, exposures and access to information.

UNCHECKED BIASES LEAD TO MISTAKES

- ▶ Our biases lead to assumptions and assumptions lead to our use of labels and stereotypes to make us more comfortable about who people are...
- ▶ Ask yourself, does your bias prevent you from being aware of how societal injustices and conflicts affect those you teach, live, worship, and work with?
- ▶ Never forget that what you truly believe about others will eventually show up in the way you treat and talk about others.



If we are not careful our biases, assumptions or use of improper language will produce actions of discrimination.

SOMETIMES IT'S SUBTLE

Those who have not faced or witnessed much discrimination tend to recognize it only in obvious acts. However that is only about 10% of discriminatory behavior. The remaining 90% is subtle and cause the most harm. These acts happen beneath the threshold of our daily awareness.

(Steve L. Robbins P. 35, What If? Short Stories To Spark Diversity Dialogue)





SELF REFLECTION

IDENTITY

RACE

CLASS

RELIGION

EDUCATION

AGE

CITIZENSHIP STATUS

DISABILITY

SEXUALITY

GENDER

OCCUPATION

DEEP LISTENING

DEEP LISTENING

- ▶ Listening
- ▶ Empathy
- ▶ Trust



to hear



to think



to be present



to see



to focus



to feel



THREE MOST IMPORTANT PARTS OF LISTENING

- ▶ Allow people to complete their story *(listen thoroughly, ask questions)*
- ▶ Repeat it back for clarification
- ▶ Validate what is true

EMPATHY & TRUST

EMPATHY

Empathy is the capacity to understand or feel what another person is experiencing from within their frame of reference, that is, the capacity to place oneself in another's position.

TRUST

What does the word trust mean to you? What does it mean to give someone your trust or to remove your trust? How does that impact relationships of all kinds? How do we build it?

PROXIMITY & ACTION

- ▶ Thinking About Proximity & Distance
- ▶ We Don't Need Another Hero!
- ▶ The Dance of DEI & Why it's Not Enough
- ▶ Action is About Engagement & Sharing Power

THINKING ABOUT PROXIMITY & DISTANCE

What does it look like for you as an individual or an organization to get proximate to marginalized and oppressed groups?

What does it mean for the groups that you want to connect with?

What contributed to the distance in the beginning?

WE DON'T NEED ANOTHER HERO!

- ▶ Stay away from the Hero and Savior Complex.
- ▶ People are not looking to be saved.
- ▶ Being a Hero is about assuming.
- ▶ If you think you're the answer you may want to reevaluate.



THE DANCE OF DEI & WHY IT'S NOT ENOUGH

DIVERSITY

It's more than a box check.

Diversity is about full representation of who we are or say we are.

In true diverse communities people are given space to show up authentically and value is placed on difference.

Diversity is about being invited in and should be more than an invitation but a commitment.

THE DANCE OF DEI & WHY IT'S NOT ENOUGH

INCLUSION

Inclusion is also more than a box check and should not be performative.

Inclusion is about making a commitment to move out of the way allow people to participate within the community.

THE DANCE OF DEI & WHY IT'S NOT ENOUGH

EQUITY

Equity is action oriented that has to be lead from the top down.

Equity is about proper treatment and the elimination of disparities. Providing everyone within the community ownership, agency and control. Equity means working towards outcomes in ways that model dignity, justice, love without recreating harm.

THE DANCE OF DEI & WHY IT'S NOT ENOUGH

- ▶ When we are not proximate to marginalized groups and we do not make a commitment to **DEI** we will not change and will fall back into what we know and allow our biases to lead.
- ▶ Fear, uncertainty, comfort and disconnection prevents equity from taking place in the spaces that we occupy or lead.
- ▶ Box checks, quotas, performative actions do not turn into equity. If you leave it to chance it will never happen.

ACTION IS ABOUT ENGAGEMENT

When you are working towards DEI there needs to be proper engagement

BEGIN WITH TRUST
BUILDING

ENGAGEMENT IS A
VERB AND ACTION

ENGAGEMENT IS ABOUT
BEING INTENTIONAL,
ACCOUNTABLE,
RESPONSIBLE

ENGAGEMENT IS
ABOUT ALLOWING
OTHERS TO DRIVE

RESPECT THE SPACE
AND THE OFFERING OF
THE COMMUNITY

THINK RESTORATIVE
PRACTICES AND
OPPORTUNITIES TO
CREATE LESS HARM

ACTION IS ABOUT SHARING POWER

- ▶ What does it mean to share power?
- ▶ What does it take to share power?
- ▶ What does it look like in the context of the role you play?



FIVE PEOPLE TO CONSIDER

Dr. Martin Luther King Jr.

Dr. Joy DeGruy

Jane Elliot

James Cone

Howard Zehr

RESOURCES

BOOKS

- ▶ African Origin of Civilization by Cheikh Anta Diop
- ▶ What They Never Taught You in History Class by Indus Kamit Kush
- ▶ Nile Valley Contributions to Civilization by Anthony Browder
- ▶ The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein
- ▶ Beyond the Usual Beating: The Jon Burge Police Torture Scandal and Social Movements for Police Accountability in Chicago by Andrew S. Bear

RESOURCES

- ▶ I'm Sick and Tired of Systematic Racism
- ▶ In 1956, the racist governor of Mississippi started a secretive commission to fight integration.
- ▶ 1619
- ▶ Get Comfortable with Being Uncomfortable
- ▶ How the US Got its Police Force

FILMS

- ▶ 13th
- ▶ American Son
- ▶ I'm Not Your Negro
- ▶ Rosewood
- ▶ Zootopia

RESOURCES

BOOKS

- ▶ The Secret Life of Decisions: How Unconscious Bias Subverts Your Judgement by Meena Thuraisingham
- ▶ Blindspot: Hidden Biases of Good People by Mahzarin R. Banaji; Anthony G. Greenwald
- ▶ Race on the Brain: What Implicit Bias Gets Wrong About the Struggle for Racial Justice by Jonathan Kahn

RESOURCES

- ▶ Empathy: Why It Matters, and How to Get It by Roman Krznaric
- ▶ The Lost Art of Listening: How Learning to Listen Can Improve Relationships by Michael Nichols
- ▶ [5 Levels of Trust article](#)

RESOURCES

- ▶ The Art of Gathering by Priya Parker
- ▶ [3 Questions White Students Should Ask Themselves Before Checking In On Black Classmates](#)
- ▶ [For Our White Friends Desiring To Be Allies](#)
- ▶ [In 1956, The Racist Governor of Mississippi Started a Secretive Commission to Fight Integration](#)
- ▶ [Why We Need More Close Interracial Friendships \(And Why We're Bad At Them\)](#)
- ▶ [Caring In The Workplace: Why Allyship Matters More Than Ever Now](#)

YOUR WORLD IS NOT THE WORLD

T. Marie King

Justice & Equity Activist/Teacher

B.A., M.A.L., MDiv



TMKING1



T.MARIEKING@AOL.COM



TMKING79