



CREATING A COURAGEOUS COMMUNITY

INTENDED OUTCOME

- Attendees will leave with tools to discuss important and relevant topics, such as race, gender, identity, and privilege and their impact on staff relations and student learning.

AGENDA

- About ICS (5 minutes)
- What does it mean to be a courageous community? (5 minutes)
- Difficult Conversations (20 minutes)
- Circles of My Multicultural Self (20 minutes)
- Next Steps (5 minutes)

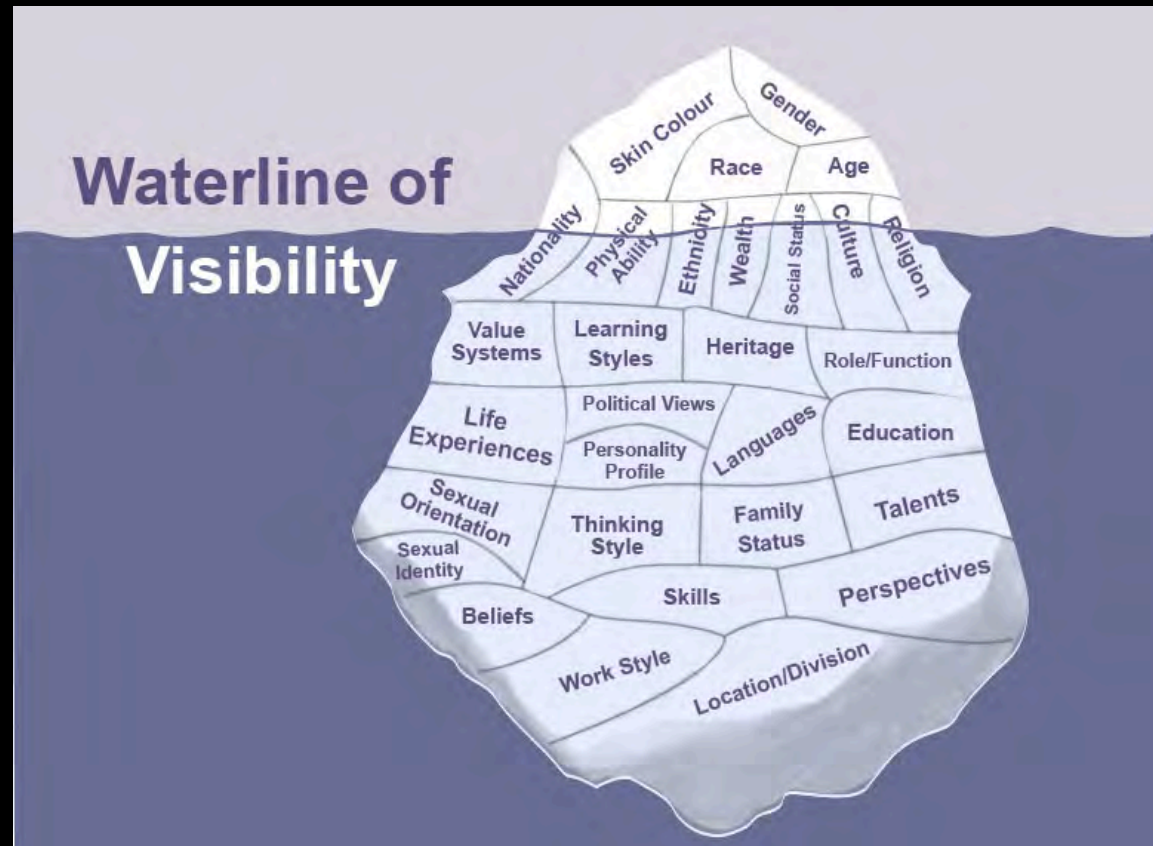
WHO WE ARE

- <https://vimeo.com/256006034>
- Mission, Vision and Statements of Understanding
- Given our Statements of Understanding, what misunderstandings do you foresee happening at ICS?
- What misunderstandings happen between the adults in your building?

PILLAR 1

- Preparing ourselves and our students to be the beloved community in a society that is increasingly polarized.
- If we (ICS staff) have conversations about our identities, our stories, race, class, privilege, and other matters that divide and unite us, we will be able to help our students navigate an increasingly complex world.
- Give staff continual opportunities to engage in discussions about topics below the waterline of visibility.

WATERLINE OF VISIBILITY



DIFFICULT CONVERSATIONS

The “What Happened?” Conversation

- facts, intentions, fault/blame

The Feelings Conversation

- “irrelevant” or “avoid”
- heart of the situation

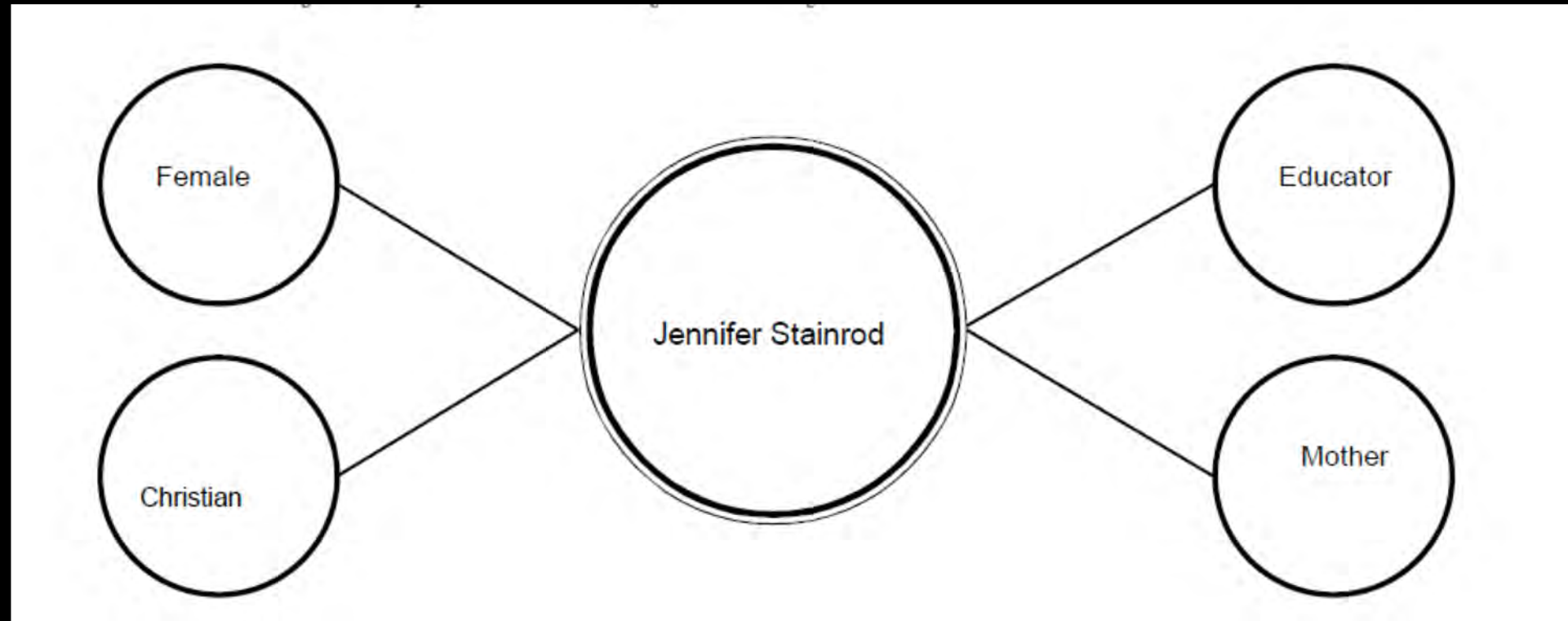
The Identity Conversation

- self-image

MAKE IT A LEARNING CONVERSATION

- As agreed upon by the grade level, Teacher A has lunch duty every Monday, Wednesday, and Friday. After dropping off her class at lunch, she disappears from the cafeteria for 10 minutes, leaving Teacher B to supervise the whole grade. In the meantime, two students spill their lunch, and one student refuses to sit down with her class. Teacher B feels as though Teacher A is not fulfilling her role and is upset that she has to take on more responsibility.
- Find a partner, have a difficult conversation, and take turns being Teacher A and Teacher B.

CIRCLES OF MY MULTICULTURAL SELF



CIRCLES OF MY MULTICULTURAL SELF

1. Distribute *Circles of My Multicultural Self* handout.
2. Instructions
 - Write name in the middle.
 - Fill in satellite circles with important identities.
 - Share 2 stories:
 - First – a time when you were particularly proud to identify with one of your identities.
 - Second – a time when it was painful to identify with one of your identities.
 - Share a stereotype associated with one of your identities.
 - Complete the statement:
I am a/an _____ but I am NOT a/an _____.
 - 10 minutes for groups of 3 to complete process.
 - Return to whole group and debrief----->

NEXT STEPS: MENTIMETER

- www.menti.com code: 42032