Belonging Within Our Walls:
Othering & Belonging

Fall Quarter 2021
October 15th, 2021
Workshop Packet

Table of Contents

Equity Guiding Principles

We see you | We hear you | We are with you

1. We center the people we serve and meet them where they are.

2. We involve those most impacted when seeking solutions or making decisions.

3. We continually identify barriers to academic and professional success and strive to remove them

Belonging Within Our Walls
Agenda

Fall 2021
Meeting ID: 852 0337 3736 South Puget Sound Community
2011 Mottman Rd SW, Olympia, WA, 98512

Friday, October 15th, 2021, Zoom

1:30 p.m.	**Welcome**
1:45 p.m.	**Introduction to Othering & belonging Framework**
3:00 p.m.	**Break**
3:10 p.m.	**Self-Reflection & Action Planning**
4:15 p.m.	**Conclusion & Reflection**
4:30 p.m.	**Conclude**

Safe House Lyrics

Chorus

Where do wounded birds fly to
When they are trying to survive?
I've wondered for a while
Would i be a safe house?

Verse 1
I see you
with a limp from afar
i see all of you
I am curious about you,
what has brought you this far?
i have time, do you?

Verse 2
I hear you
All these scars from before
I do have some too
Tell me how i can support you
Your story isn't my truth
So what needs have you?

Verse 3
I am with you
as you heal from these wounds
You rekindle my youth
I will journey alongside you
As you grow wings anew
I will soar with you

Communication Tools

Equity Principle #1: We center the people we serve and meet them where they are.

Self-Awareness Tools: Know where I am

A. Who else or what other story is in the room?
B. What are my assumptions about intent, skillset, available resources, shared knowledge, perspective, value, language or expectations that may not be so?
C. What is my greatest concern or need and have I communicated it clearly?

Peer-awareness Tools: Know where they are

A. What do I know about them that is true and positive?
B. How may I have caused hurt or contributed to the issue?
C. Is there a piece of their personal story or historical context I am missing that would be helpful in navigating this situation? How can I find out?
D. What might be their greatest concern and/or need?

Bridging Tools: Know what is needed to meet them

A. Am I willing to hear and consider what is important to them?
B. What do I want them to understand?
C. What are the best time, place and manner to communicate the most effectively?
D. Who/what else might be a resource?

Rumble language

- I'm curious about…
- Tell me more…
- I'm wondering…
- Help me understand…
- Walk me through that…
- What's your passion around this?
- Tell me why this doesn't work for you…

Self-Reflection #1:

Think of a time you felt like an outsider, what contributed to you feeling this way?

Think of a time you were involved in a conflict and made someone feel like an outsider, which one of these tools would have been helpful in navigating the situation more constructively? why?

Self-Reflection #2: Identifying the Outsider

Given the composition and cultural dynamics of your team, who might feel like an outsider at times?

Given your role and the services you provide, who might feel like an outsider at times? (pick one to focus on for the upcoming questions)

How are you going to seek out these voices without making assumptions?

Self-Reflection #3: Representation

How do you currently go about ensuring that the stories, perspectives, cultures, experiences and contributions of historically marginalized members of our community are represented in the spaces you have influence and power?

What one idea do you have for doing it better for this particular "outsider?"

Self-Reflection #4: Visible Support and Care

In what ways do you make support and care visible to people you serve and work with?

What one idea do you have for doing it better for "this outsider"?

Self-Reflection #5: Agency

How do you currently involve those most impacted when making decisions?

What one idea do you have for better involving this "outsider"?

Practice Makes Permanent

How can you make the process of identifying those who experience othering, a habitual process in your workflow? Consider a daily, weekly, monthly, quarterly or yearly practice?

Who are you willing to share this practice with?