

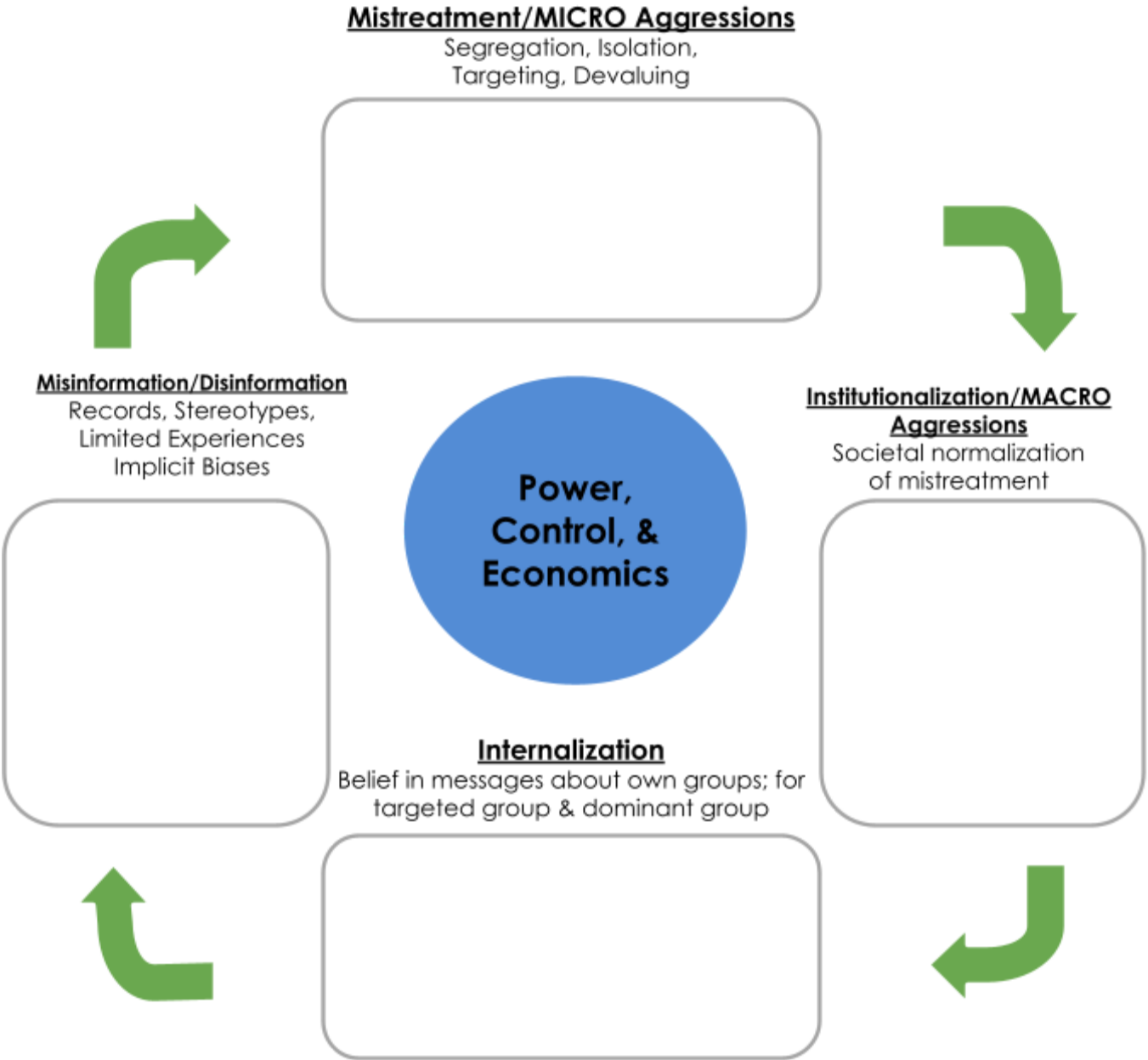
Frame of Reference

What are a few of your significant lenses, and how do they impact how you experience and participate in the world?

What lenses impact you in the teaching and learning environment?

What is a frame that brings you confidence, and what is a frame that brings you challenge, in providing safety and inclusivity to Youth?

The Cycle of Oppression



INTERRUPTING THE CYCLE OF OPPRESSION

- **TRANSFORMING INSTITUTIONS:** implementing sound policies, procedures, and protocols that address systemic inequalities.
- **CULTIVATE RESILIENCE:** take time to evaluate the internalized messages you hold about your groups and practice personal exploration to appreciate the diverseness of your own identities. Actions to cultivate include SOCIAL CONNECTION, INTERNAL REFLECTION, EMOTIONAL ACCEPTANCE, HUMOR, self-kindness, shared humanity, and inspiration - seek out role models for resiliency.
- **BUILDING AUTHENTIC RELATIONSHIPS:** reaching across group lines and developing authentic relationships with people from diverse groups to build a relationship and not tokenizing.
- **POSITIVE COMMUNICATION SKILLS:** interrupting offensive comments, jokes, remarks, and behaviors one-on-one
 - **STOPPING THE BEHAVIOR:** separating the person from the behavior and asking for an immediate change in their behavior.
 1. **Identify the issue/behavior**
 - Separate person from the action
 2. **Articulate the personal impact**
 - Use “I” statements
 3. **Ask for what you would like to be different**
 - **SHIFT PREJUDICIAL ATTITUDES:** non-judgmental, open dialogue attempting to get under the comment.
 1. **Preparation — the ‘I’ in I.Q.**
 - What is under the surface for you?
 - Do you need to vent/be listened to before starting the conversation?
 - Are you ready and open to hearing other perspectives?
 - What are your goals in having the conversation?
 - Is this the right time for both of you to talk?
 2. **Reflect on what feelings may be fueling the behavior/comment.**
 - feelings + misinformation/missing information = X (comment)
 3. **Ask open-ended questions — the ‘Q’ in I.Q.**
 - Approach with genuine curiosity and non-judgment; no shame, no blame, no humiliation
 - This critical inquiry will help you understand the root causes: “You sound upset.... What’s been happening?” “I’m surprised to hear you say that.... What have been your experiences?” “It sounds like you have strong feelings about that, tell me where you are coming from.”
 4. **Listen and continue the conversation**
 - Listen to stay in dialogue (can you ask 5 open questions in a row?)
 - Continue the conversation at another point; shifting an attitude happens over time
 - Remember the inherent goodness of most people — let them surprise you

**Individual and Institutional Strategies for
Building Inclusive Teaching and Learning Environments**

What are the successes and best practices at your school for fostering an inclusive teaching and learning environment?	

Identify challenges, barriers, and opportunities for building an inclusive teaching and learning environment:	

What resources are needed to address the challenges, barriers, and opportunities?	

Identify individual and institutional goals and next steps:	