



The Impact of Early Messages

SAIS Conference

June 2023

ACT 3 KEY PILLARS

Our work focuses on three key pillars:

ACTIVATE

dialogue
growth
connections

CHALLENGE

inequity
language
bias

TRANSFORM

cultures
systems
ourselves

ACTivator BELIEFS

Prejudice
and Bigotry
can be
Unlearned

Language is
Powerful

Change
Requires
ACTION

Lean into
Discomfort

Listening to
Learn

Recognizing,
Addressing,
Managing
our Biases

Equity
Fosters
Belonging

COMMUNITY AGREEMENTS

- Take responsible risk
- Brave space
- Focus on impact, rather than intent
- Confidentiality (stories stay, lessons leave)
- Give Space, Get Space
- Lean into the discomfort
- Expect and accept non-closure

- OOPS
- OUCH

UNLEARNING



DISCUSSION...

- In general, what is something that you have had to unlearn?

EARLY MESSAGES

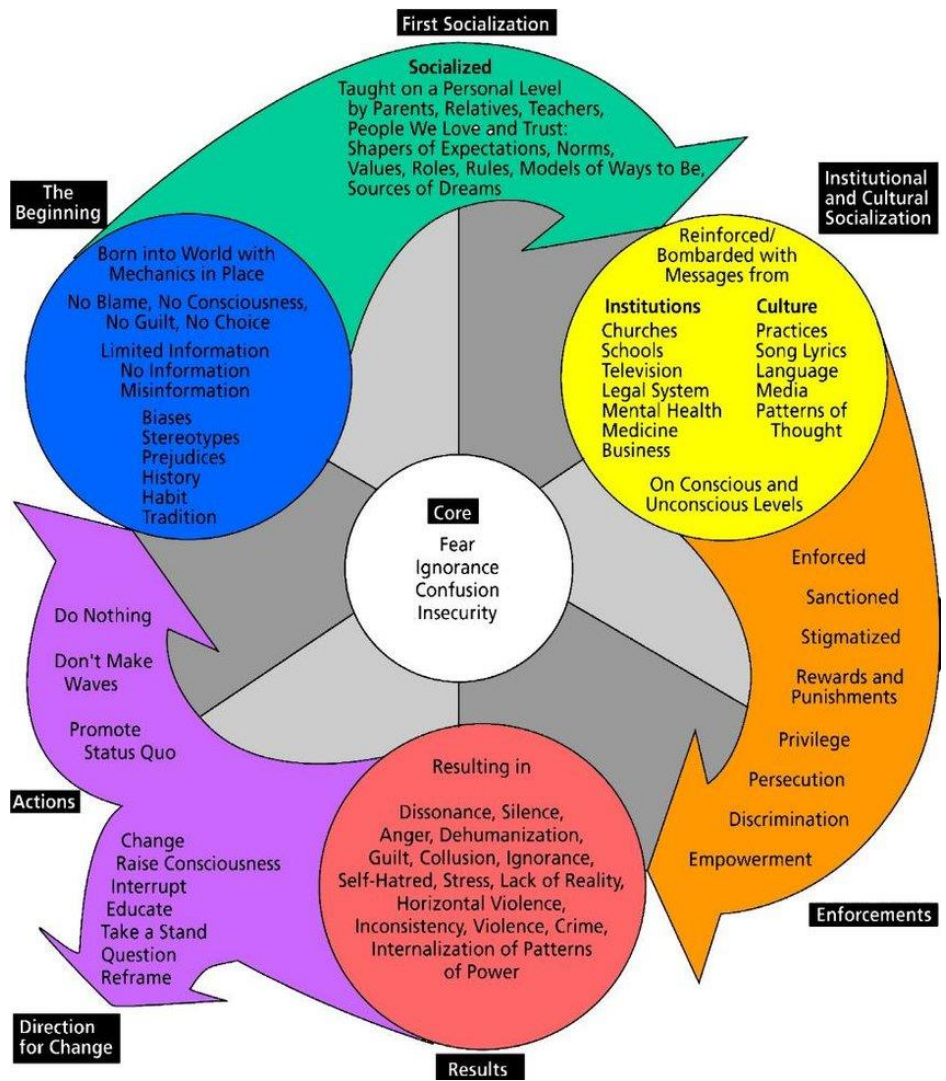
WHAT IS CULTURE?

- Culture means **the patterns and characteristics of human behavior**. Culture is one collective term of religion, beliefs, social norms, arts, customs, expectations and habits that we possess.

EARLY MESSAGES

- Who were your first socializers?
- Who were your role models? Was there representation of your identities? Which ones? And which parts of your identity lacked representation?
- Some things you were encouraged and discouraged to believe about the people in YOUR cultural group.
- First contact with or awareness of people in a DIFFERENT cultural group other than your own.

CYCLE OF SOCIALIZATION



QUESTIONS TO CONSIDER

- How do these early messages impact your work in schools or in the community?
- What are some things you still need to unlearn?
- What early messages have you passed on to the next generation?

ACTion Steps

ACTIVATOR

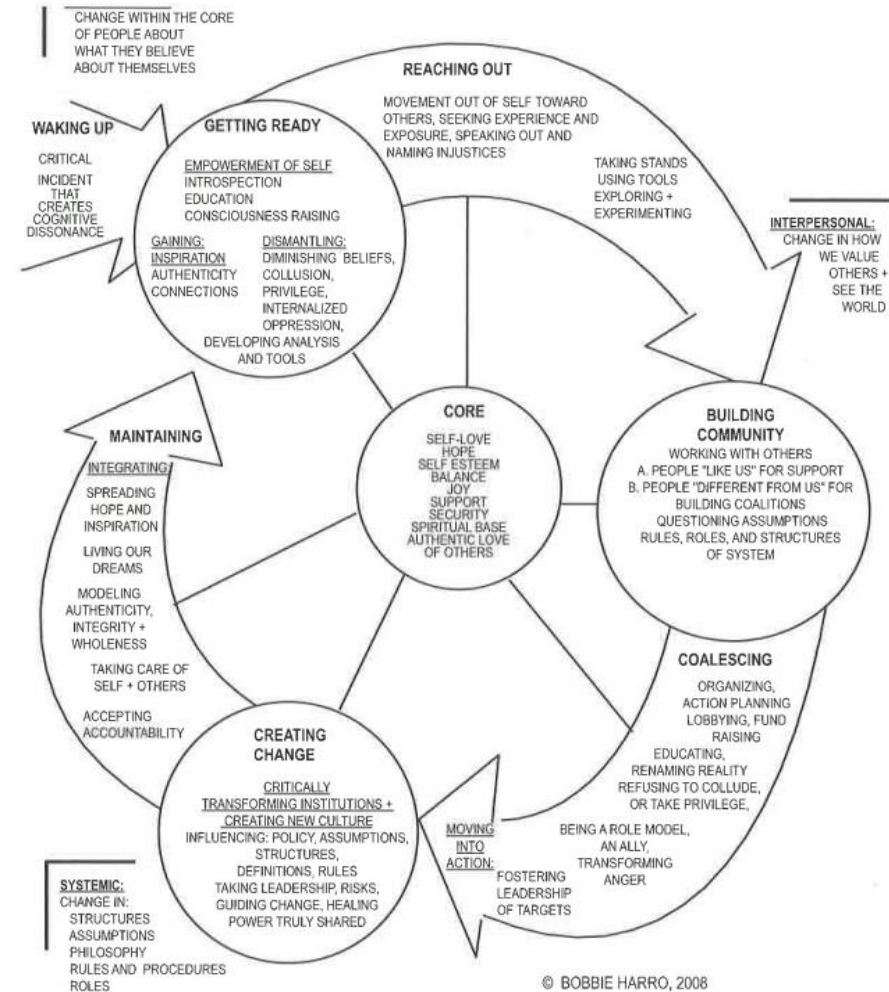
ACTIVATOR

Utilizes mirror, windows, and lenses. Stands **publicly** with individuals while working to dismantle the systems of oppression.



CYCLE OF LIBERATION

- Cognitive Dissonance
- Getting Ready
- Reaching Out
- Building Community
- Creating Change
- Maintaining



ADDITIONAL RESOURCES

July 20 2-3 ET





Thank you.

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