

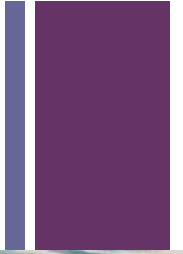


PVPA Board Team Retreat

Angelica Castro, M.A., PCC
Molly Keehn, Ed.D.
September 10, 2023



Tune In





Land Acknowledgment



We would like to begin by acknowledging that those of us in Western Massachusetts are occupying the ancestral land of the Nonotuck people.

We also acknowledge the neighboring Indigenous nations: the Nipmuc and the Wampanoag to the East, the Mohegan and Pequot to the South, the Mohican to the West and the Abenaki to the North. We encourage every member of our community to learn about the original inhabitants of the land where they reside. The impact of settler colonization contributed to the displacement, removal and attempted genocide of Indigenous peoples.

This land acknowledgement seeks to verbalize a commitment to engage in shared responsibility as part of our collective humanity. We urge everyone to participate in action steps identified by Indigenous community based organizations.



Introductions

Angelica Castro (She, They), M.A., PCC, MCC
(R)Evolutionary LOVE Coach
Chief Transformation Officer and
Co-Founder of Castro Collaborative
Diversity, Equity, Inclusion Consultant
CoJourn Program Facilitator

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**Mother, Sister, Social Justice Educator, Bridge of Love & Light,
Connector, Yoga and Meditation Practitioner, Healer, Mermaid**



Introductions



Molly Keehn, Ed.D.

Visiting Lecturer in the Intergroup

Dialogue Program

Mount Holyoke College

Diversity, Equity, Inclusion Consultant

Co-Founder of CoJourn

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**Social Justice Educator, Entrepreneur, Pug enthusiast,
Accordianist, Biker, Swimmer, Runner, Bingo Caller,
Eternal Optimist**



Welcome and Introductions



- Name, pronouns
(ex. she/her, he/him,
they/them, etc.)
- Role and length of time on
PVPA Board
- Something that has
brought you joy lately?





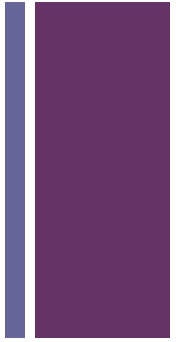
Retreat Goals



- Continue to build trust, community and connections as a Board
- Practice key skills for Diversity, Equity, Anti-Racism and Inclusion
- Increase awareness of ourselves and other board members through sharing important identities
- Deepen understanding of shared language and terminology through dialogue
- Brainstorm priority next steps for continued learning and action which will impact systemic change.



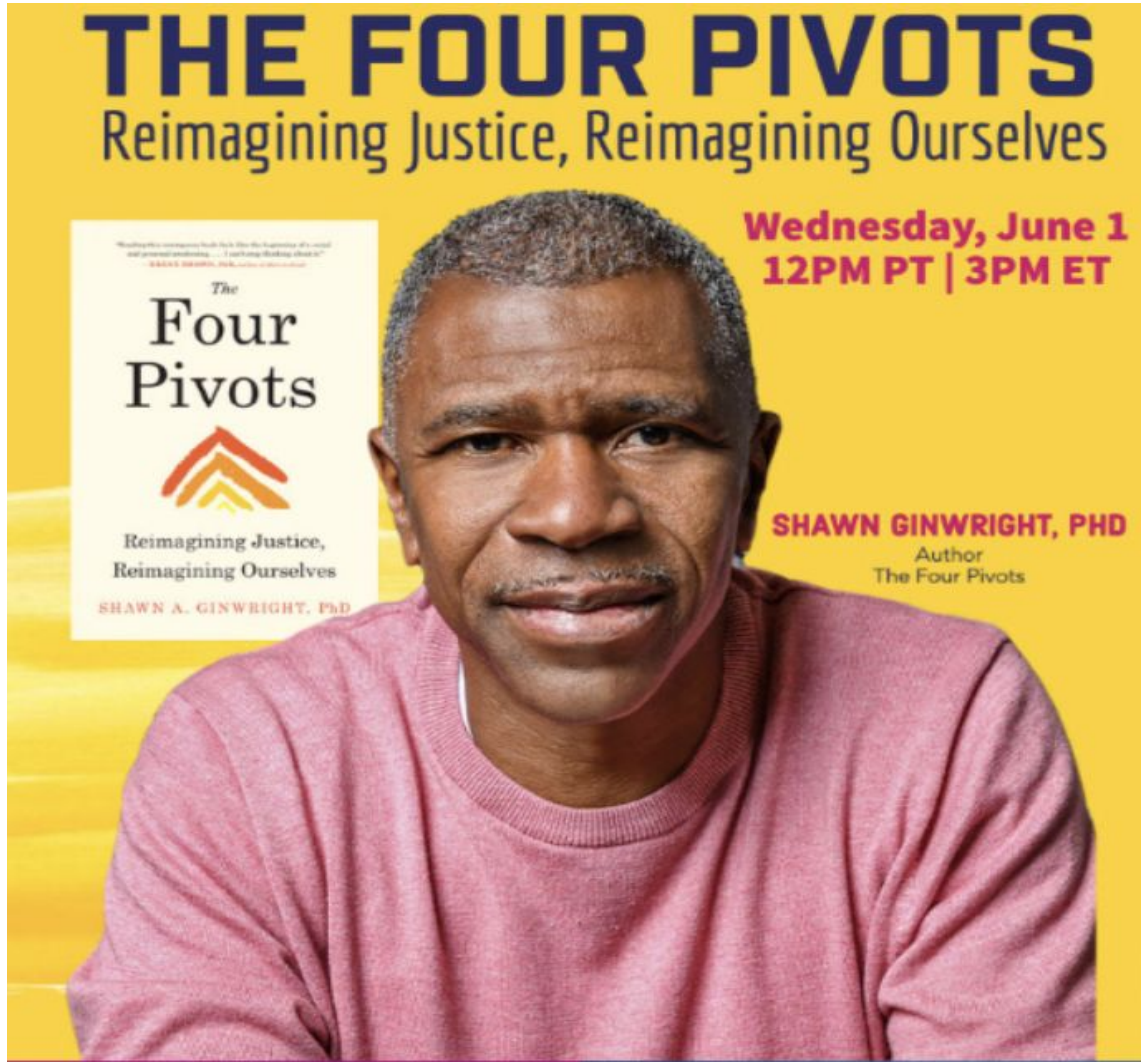
Agenda



- Welcome, Introductions and Setting the Tone
- Review of Key Terminology
- Hopes and Concerns Activity
- BREAK
- Cultural Chest
- Priority Next Steps from Strategic Plan



Framing: The Four Pivots





Framing: The Four Pivots



- 1) **Awareness:** From Lens to Mirror
- 2) **Connection:** From Transactional to Transformative
- 3) **Vision:** From Problem Solving to Possibility Creating
- 4) **Presence:** From Hustle to Flow



Community Intentions



- Use “I” Statements
- Maintain a Brave Space/
Confidentiality
- Move in / Move out
- Challenge your current assumptions
- Use the Parking-lot
- Practice “calling-in” instead of
“calling-out”
- Literacy Moment
- Others?



Terminology Review



Racism
Adulthood Advocate Classism Action
Teach Social Justice Liberation Inspire Sexism
College Students Allyship Learn Diversity
Campus Religious Oppression Collaboration Ableism
Consciousness Social Change Perspective Intersectionality Dialogue
Reflect Student Affairs Accountability
Leadership Citizenship Transgender Oppression
Empathy Heterosexism Community
Voicing Awareness Listening Ageism
Practice Explore



What Is Diversity, Equity, Inclusion, and Social Justice?

Diversity is the collective mixture of human beings and the identities they have co-existing in a space.

Equity means fairness for all regardless of visible and invisible identities.

Inclusion is creating a space where you have welcoming, belonging, respect, and have created an equitable opportunity for people to show up authentically as who they are in a meaningful way.



DEI: The Party Metaphor



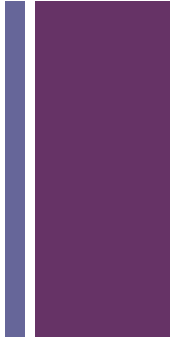
- **Diversity** is being invited to the party
- **Inclusion** is being asked to dance
- **Equity** is being asked to help plan the party and the playlist



Social Justice



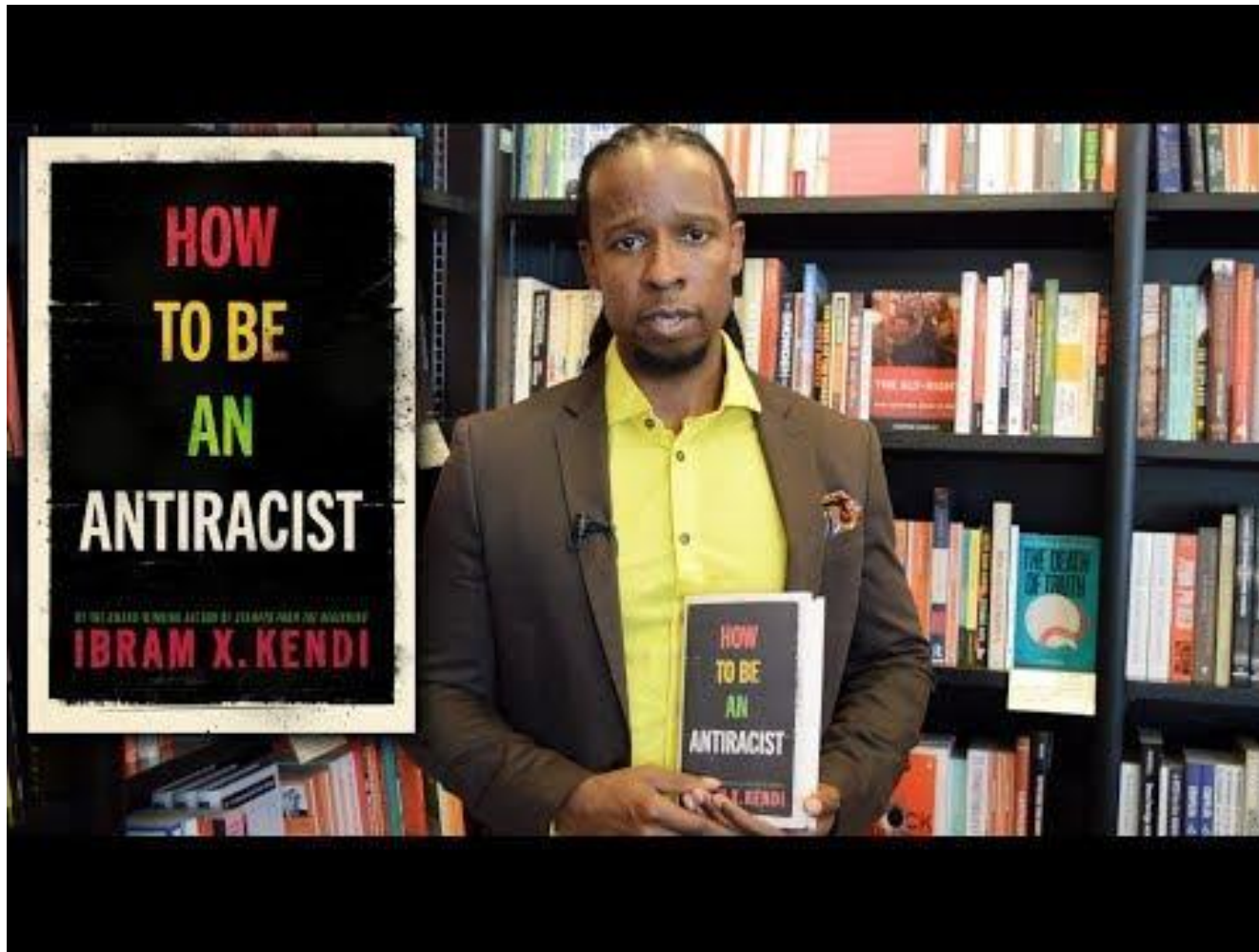
- **Goal:** Full and equal participation of all groups in a society that is mutually shaped to meet their needs. Includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure.
- **Process:** The process for attaining the goal of social justice, should also be democratic and participatory, inclusive and affirming of human agency and human capacities for working collaboratively to create change. (Love, Teachings for Diversity & Social Justice, 2017)



What is Anti-Racism?

Anti-racism refers to the conscious decision to make frequent, consistent, equitable choices daily.

These choices require ongoing self-awareness and self-reflection as we move through life.



+ Different Modes of Communication

Debate
“right or wrong”

In debate, winning an argument is the goal. Implies fixed positions.

Discussion
“examination”

In discussion, the more perspectives the better. Breaking issues apart, seeing its elements. Persuade, give and take.

Dialogue
“developing shared meaning”

In dialogue, understanding is the goal. Based on listening, respect, appreciation, inquiry.



Dialogue is a Process that Values...



- Voicing, listening, inquiry, and self-awareness
- Different perspectives, opinions, experiences, and histories
- Creating new, shared understanding
- Emotions as well as thoughts
- Building relationships



The 6 Building Blocks of Dialogue

- Deep listening
- Respect
- Suspension of judgment
- Identifying assumptions/biases
- Voicing
- Reflection and inquiry





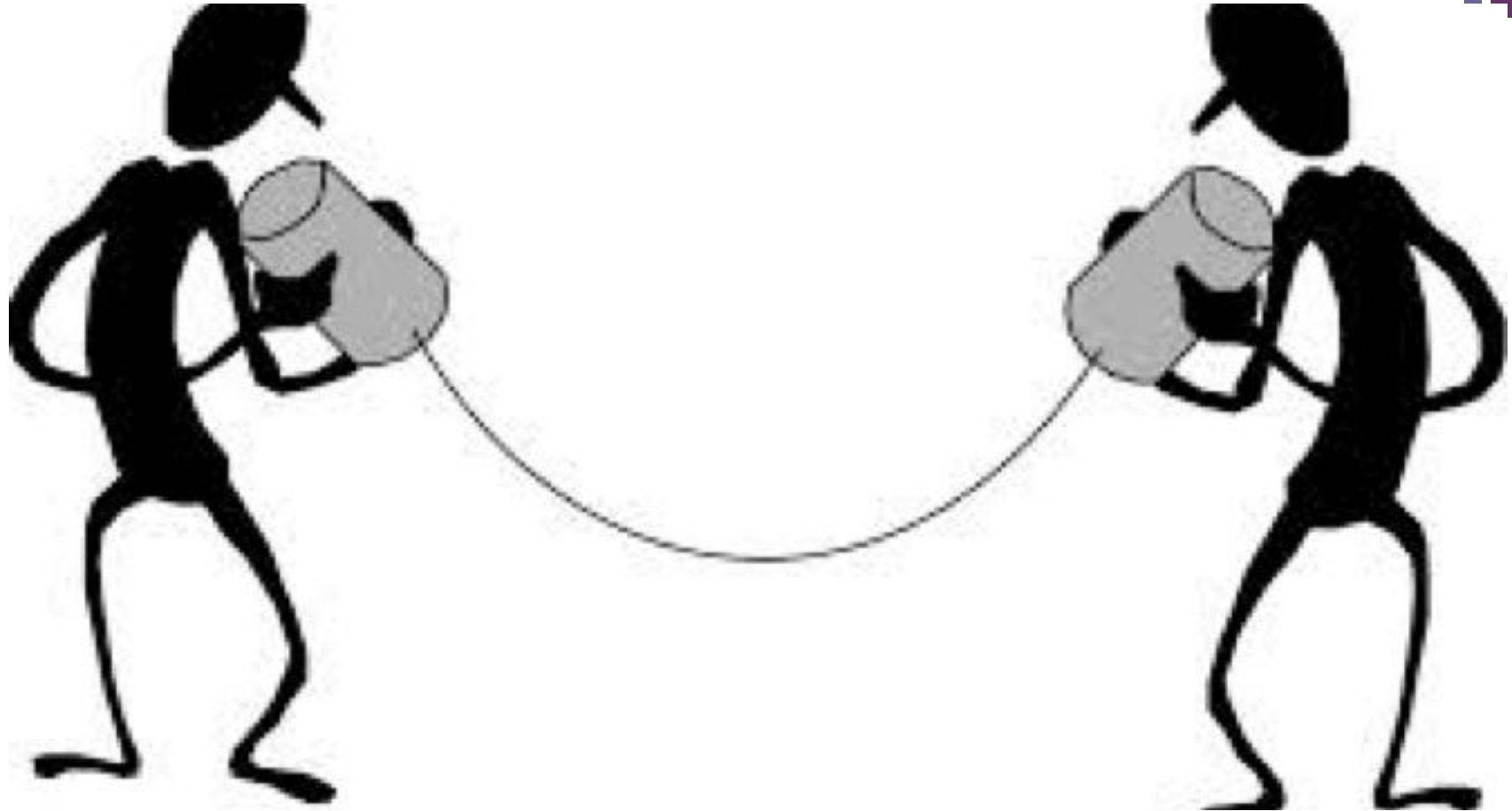
Hopes & Concerns



Please reflect on one hope and one concern that comes up for you about today's retreat, and ongoing Diversity, Equity, Anti-Racism and Inclusion work for the board this year in connection to what is outlined in your Strategic Plan

+

Generous Listening Activity





Generous Listening



Generous Listening – Listeners focus their attention entirely on the speaker using authentic curiosity. This requires turning off our own internal voices and leaning in to what the speaker is saying with genuine interest.



Listening Practice Activity



- **What does it feel like to hear the hopes and concerns of the group?**
- **How does it connect or resonate with your own hopes and concerns going in?**



Break



Take a Stretch Break

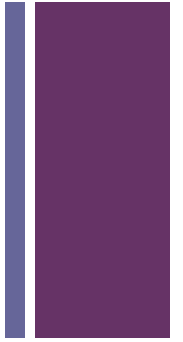




Cultural Chest Activity



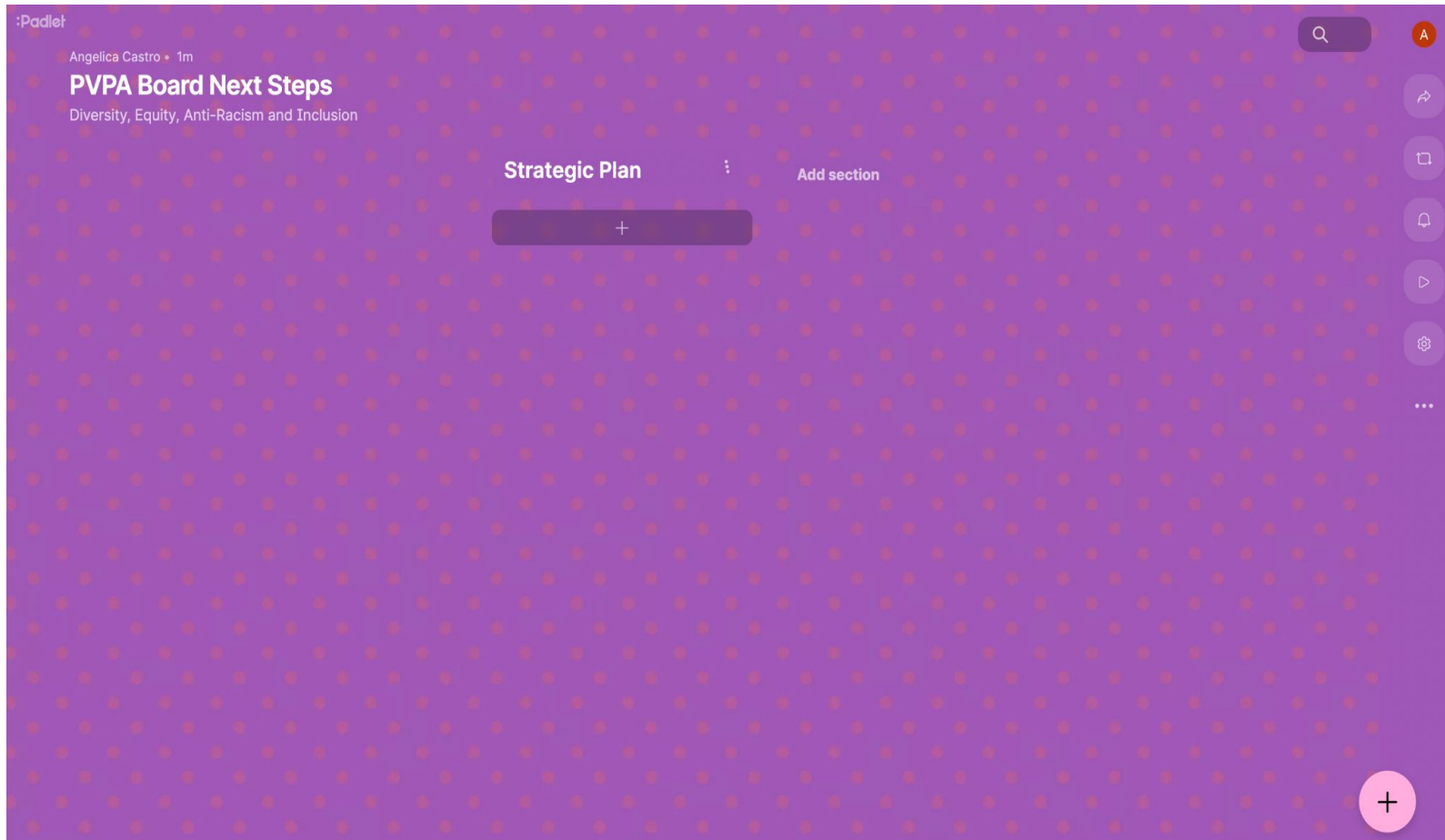
+ Priority Next Steps as a Board



In light of what you heard and have learned so far today, and your pre-work looking at the Strategic Plan...

What do you see as the key priorities for work for the Board this year in relation to Diversity, Equity, Anti-Racism and Inclusion?

+ Priority Next Steps as a Board



<https://padlet.com/angelica201/pvpa-board-next-steps-8mrt6yo1thmel5bb>



Closing: Questions and Gratitude

