Greetings! We’ll begin about 5 minutes after the scheduled start time

Please be on **MUTE**

have your **CAMERA ON** as you are able

You will need **SOMETHING TO WRITE WITH** and on
WHO IS IN THE ZOOM?

Trainers /
- Self + You

THE PLAN

Topics + Flow /
- Check In
- Shared Meaning
- Identity + Culture + Patterns
- Closing
## Objectives

### TODAY

- Create shared meaning about critical concepts, definitions + distinctions
- Practice noticing, naming and navigating the culture of NASAA
## What This Is/Isn’t

<table>
<thead>
<tr>
<th>TODAY</th>
<th>NOT TODAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centered Around Work</td>
<td>Not Case Making to Prove Inequities</td>
</tr>
<tr>
<td>Opportunities to Engage</td>
<td>Not Legal Compliance / That is Bare Minimum</td>
</tr>
<tr>
<td>Increase Self Awareness</td>
<td>Not Trauma Healing / We Can Recommend</td>
</tr>
<tr>
<td>Goals, Asks, Offerings</td>
<td>Not Reinforce Binary, Either/Or, Thinking</td>
</tr>
</tbody>
</table>
Protocols We Invite You To Try Today

1. Notice + Name / Be Clear
2. Learn From Your Reactions; Decouple “Comfort” from “Safety”
3. Assume Adults Are Doing What They Need to Do to Be Present
4. We Will Hold The Space Today
Let's Tackle Jargon
Intercultural Capacity

1. My current ability to
2. Successfully and consistently
3. Shift perspective and behavior
4. Across lines of difference
5. That make a difference —
6. In order to achieve my goals
Diversity  Equity  Inclusion
Diversity

The mix present + absent
The fact of human difference
Differences making the difference.

Ask: “Diverse in what way?”
Equity

Not a level playing field

Identity currently predicts outcomes

Equity over equality

Who is the “norm” and who is not?
Inclusion

Not about being invited to the table, about the **power to influence what happens at the table**!

Measured through **self-reporting** / my needs, ideas, requests were or were not valued
How have you heard the word CULTURE get used at work?

• What is culture being used to describe?
• Who is being discussed?
• What is not being said?
CULTURE HAS THREE IMPORTANT ELEMENTS:

Shared patterns / That we use to make meaning / To determine what is and is not appropriate
How Culture Works

We experience patterns + jump to meaning making and policing

There is more below the water line than above

Different communities build and retain their patterns for different reasons
Where did/do we learn our patterns? Who taught us? How did they teach us / show or tell?

1. Place on the PLANET
2. NEIGHBORHOOD
3. Where you SLEPT + TOOK MEALS
4. GROUPS to which you belong
5. Your ROLES
Example: Patterns of Communication

How do you prefer to communicate?
Where did you learn this pattern?

What is in and out of pattern re: communications at NASAA, currently?
Context + Pain Points
Next Steps

→ What QUESTIONS have emerged from today?

→ What are our next steps?
Gratitude + Commitment