Cohort 4
Convening 2:
Liberation & Equity

VISUAL RECAP

Asheville, NC
May, 2018
C2: Goals
Our week began with building community through art making:
An Instagram wall was created for us to update each other and connect.
An affirmation wall was set up for us to give and receive affirmations as a resilience practice.
Day 1: Grounding

Sarah and Cassandra helped us ground in place, providing context of the region.

An overview of the arc of our week together was shared along with resources available to support us: trauma-informed resources, community, care, spirit space, art, healing justice resources, Reiki.

An altar honoring our ancestors was set up
Day 1: Locating self

Part of reconnecting was to locate ourselves, sharing about us and a family, community and/or cultural tradition we are trying to hold on to.
Day 1: Community agreements

Through community agreements we create the equity culture we want to see. Realizing that equity is something that we have to practice in this space, not something that we learn here to do elsewhere.

To create collective understanding of community agreements for our cohort, we broke into small groups to discuss a couple of agreements. After that each small group shared them with the rest of the group via embodiment and discussion presentations.
Day 2: Systems of oppression & liberatory frameworks

SYSTEMS OF OPPRESSION
& LIBERATORY PRACTICES

DISCONNECT
Source
DISTORT
Story
DISASSOCIATE
Emotions
DISTANCE
Body
RECONNECT
Source
RESTORE
Story
RE-ENGAGE
Emotions
RECLAIM
Body

SYSTEMS OF OPPRESSION

LIBERATORY PRACTICES

RACIAL EQUITY & LIBERATION
Developed by Monica Dennis, Rachel分享物, Heidi Lopez
Day 2: Mingle Huddle

Through an exercise called Mingle Huddle we were asked to:

- Share something we are proud of within our work
- What are conversations around race and gender that we are eager to have within our community?
- What is a challenge we’ve faced around equity in our work
- Share a story about a time when we became aware of your race AND gender and their relationship to each other.
- Given the theme for this convening, what are the conversations we want to have with this cohort, this week that will support our work?

In the end, we reflected on our feelings and learnings from the process
MINGLE HUDDLE

FEELINGS
- Free
- Calm
- Welcoming
- Connected
- Shifting
- Nervous about time
- Validated
- Vulnerable
- Supported

NOTICINGS
- Still trying to control space
- Know better/more about each other
- No pressure
- Finding ways to affirm others
- Feeling loved
- Gender/racism question required time to think - multiple things coming up
- Grateful for Q of what's possible
- Hard to see self outside of self

COMMUNITY BUILDING
- Being challenged in safe way
- Honesty
- Sustaining individuals/groups

PROCESS
- Noticings on process
  - Simultaneity formal/informal
  - Staying within boundaries
  - Negotiating with each other
  - Clear instruction to listen/say thank you
  - Equitable sharing of time

- Noticings on container
  - Minimize micro-aggressions
  - Be in our stories: connect with ourselves/other

LEARNINGS
- Work on building trust
- Practice depth of out drowning
- Allowing identities to speak up
- Engage in active listening
- Honoring our voice
- Possibility to connect/get ideas
Day 2: Implicit bias
integrating a class analysis connected to race and gender

**Implicit Bias**
- Baked in
- Subconscious
- Not-obvious
- In between the lines
- Indoctrinated
- Not-born with and...
- Ambiguous / Vague
- Not direct
- Un-named, indirect
- autopilot
- Based on collective understanding

**Project Implicit - Kirwan Center**
- Hard wired into our brains
- Often in direct contradiction to our beliefs, values & morals we hold dear
- Pro-white ➔ Anti-black

**Why Are People Poor?**
- Too many kids lazy
- Not married irresponsible
- No job, unemployed drug addict
- Welfare queen
doesn't close legs to married men ridiculous
- Black lives on the res.
- Taking advantage of my taxes babies having babies
- Can't get a job drop out / uneducated
- Buys too much illegal

**Systems**
- Capitalism, slavery, greed, immigration policy
- Doctrine of discovery, rule of law, gentrification
- Individualism, pass of wealth, survival of fittest
- Patriarchy, no paid family leave, pollution, reproductive injustice, dehumanization, debt
- Lack of education, eugenics, incarceration, language, white supremacy, globalization, racism, sexism, nepotism & transphobia
- Colonialism, imperialism, red lining, fear, Cape, sexual violence, militarization, border, access to healthcare, ableism
Day 2: Power analysis

In small groups we discussed how power shows up in our work.

POWER ANALYSIS

DEFINE POWER

HOW IS POWER USED

WHAT ARE THE EXAMPLES OF SYSTEMIC POWER IN OUR PRESENT DAY
Day 2: How racism came into being

Race Prejudice + Power = Systemic Racism

1790

Caucasus - Caucasoid - White

Mongolia - Mongoloid - Yellow

Australia - Australoid - Red/Brown

Africa - Negroid - Black
Day 3: (re)Imagining gender

Created gender collages and as a group we discussed:
• What felt easeful?
• What brought me to my edges?
• Where did I feel fear?
• How do my privileges show up?
(re)imagining Gender

Felt Easeful
- Media & advertising make it easy to highlight some genders
  binaries
- Notice what wasn't
- Triggering memories
- Highlighting expectation from family
- Easier to see my people vs. 20 yrs ago... and still some folks missing
- Realizing how my gender identity connection evolved over time
- Remembering how anti-black family was
- Being pushed to be a girl
- Feeling that things/identity needs to be contained
- Made to feel not beautiful
- Having my femininity shamed & limiting for the future for trans POC
- Community protecting my gender as a girl/woman... but not other genders particularly trans
- My physique as acceptable to white people
- System being gender-affirming
- Being able to choose between feminine & masculine energies
- Assigning gender & ability to give birth is exclusionary in a gender justice lens

Felt Fear
- Surviving love in a community of violence
- Expectation that relationship means violence
- Reclaiming too much attention from old men as a kid
- Being able to choose between feminine & masculine energies
- Assigning gender & ability to give birth is exclusionary in a gender justice lens

How Can We Reframe & Reimagine Gender, as Connected to Land?

How Privileges Show Up
- Black church where I've found aggression & release + incorporation of what being women means
- Childish in my family - trying to access who I was as a kid

Facilitated by: Transvisible CB Brown & Spirit Montyre
Definitions and manifestations of Internalized Racial Superiority and Internalized Racial Inferiority (IRI) were introduced.

Faculty, through storytelling, shared how IRI & IRS has shown up in their lives.

We then caucused into racial and ethnic affinity groups - Black, Latinx, Afro-Latinx, Asian, Indigenous Peoples
Day 3: Internalized racial oppression (IRO)
THE AIR WE BREATHE

- Xenophobia
- Ableism
- Dominant Culture
- Internalized Racial Superiority
- Transphobia

- Hetero Patriarchy
- Capitalism Slavery
- Christian Hegemony Islamophobia
- Colonialization Genocide
- Orientalism War

- Systems of Oppression
- Liberatory Practices
Day 3: Stance & IRO in the body

IRO in THE BODY

NOTICINGS

WHAT DID YOU FEEL/SENSE

WHAT THOUGHTS CAME UP FOR YOU...?

WHAT DID YOU NOTICE IN THE OTHER PERSON...?

WHAT WAS THE COST TO MYSELF, BODY, SPIRIT, COMMUNITY...?

Embodiment of IRO and practicing shifting to liberated stance
Day 3: Talking about race...

**Talking about race w/ others**
- Defensiveness
- Opting-out
- Judgement
- Not worth it
- Anger
- Guilt/Shame
- Overwhelm
- Resistance
- Denial

**Talking about race w/ movement**
- Identity/Oppression Olympics
- Using the "right" terms
- Keeping it rational
- Maligning/pushing folks out of "micro" groups
- Diversity of thought
- Discarding folks
- Fear
- Rage
- Wanting/Needing resolution
- Emotional labor
Day 3: Reflections on IRI & IRS
Day 3: Reflections on IRI & IRS
Day 4: Cohort led conversations

Using open space principles we convened the conversations that we wanted to lead as a cohort.
Day 4: Cohort led conversations
Day 4: collective discussion

COMMON GROUND

Feeling disillusioned by process this week

What do we mean by movement in this space?

As a trans woman I don’t get something to stand on to facilitate or even protect. Gender doesn’t end there. Delivered by trans non binary

Feel the yearning for connection + feeling we are not taking the opportunity

We are knowing how to stand up + be in the space. With all the ways we’re being asked to do them

Sharing is a part of loving even when we shape terms that are alarming and we need to affirm each other that this is a safe space so we continue to come back + take actions to correct

Not knowing if there will be perpetuation to our conversation + needing clarity on what happens to information

Other thoughts...

Feeling the complexity + singularity of feelings about being led by WOC / POC (forTexParameteri)
Day 5: closing + what’s next

**What’s Next & Coming Up**

**Organizational Development**
- Coach Connection
- Boosters (You & Colleagues)
  - Gift Conference (July)
  - Conference for Social Justice Fundraising/Dpas & Grassroots
  - Possibility to Convene to Integrate, Sense Make Together After
- Managing to Change the World (Centering Equity) (November, D.C.)

**Regional Workshops**
- Power Building (Bay Area)

**Other Ways to Connect**
- Aligned Media Conference (Mid-June, Detroit)
  - Day-long Network Gatherings Day Before Conference
- Resonance: Workshop the World View (June, MU)
- National Sexual Assault Conference (Bay Area, August)
- Facing Race (November, Detroit)
- Economic Policy Regional Meeting & Other Regionals (Details from Konya) - Oct/Nov
- Agroecology in the Northeast Learning Through Violence & Gender Justice (Sept. 28-30)

**$2,500 Movement Building Grant - To Use To Keep Connected**
- You’ll Receive Feedback Form
- Reimbursements - You’ll Get Form
- Next Convening in Southern California in October
- International Convening in Guatemala/Mesoamerica - February (2 Weeks)
<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Afua Addo</td>
<td>Saida Agostini</td>
<td>Sarah Curtiss</td>
<td>Ne’Cole Daniels</td>
</tr>
<tr>
<td>Tanisha (Wakumi) Douglas</td>
<td>Rufaro Gwarada</td>
<td>Monica James (MJ)</td>
<td>Tonya Lovelace</td>
</tr>
<tr>
<td>Nadiah Mohajir</td>
<td>Monique Nguyen</td>
<td>Robina Niaz</td>
<td>Isa Noyola</td>
</tr>
<tr>
<td>Ana Orozco</td>
<td>Deleana Otherbull</td>
<td>Cassandra Overton Welchlin</td>
<td>Anisah Sabur</td>
</tr>
<tr>
<td>Mily Treviño-Sauceda</td>
<td>Cristina Tzinzún</td>
<td>Kabzuag Vaj</td>
<td>Isa Woldeguiorguis</td>
</tr>
<tr>
<td>Kristen Wyman</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**C2 team & staff**

**Facilitation team**

<table>
<thead>
<tr>
<th>Maura Bairley</th>
<th>Monica Dennis</th>
<th>Claudia Lopez</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEV</td>
<td>MEV</td>
<td>On The Right Mind</td>
</tr>
<tr>
<td>Ana Perez</td>
<td>Heidi Lopez</td>
<td>Eb. Brown</td>
</tr>
<tr>
<td>MEV</td>
<td>Liberation &amp; Equity Team</td>
<td>Transvisible</td>
</tr>
<tr>
<td>Trina Greene</td>
<td>Rachael Ibrahim</td>
<td>Spirit McIntyre</td>
</tr>
<tr>
<td>MEV</td>
<td>Liberation &amp; Equity Team</td>
<td>Trans*visible</td>
</tr>
</tbody>
</table>

**MEV team:**

<table>
<thead>
<tr>
<th>Priscilla Hung</th>
<th>Patricia Torres</th>
<th>Jesenia Santana</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>NoVo Foundation</td>
</tr>
</tbody>
</table>

**Healing Support:**

<table>
<thead>
<tr>
<th>Lisbeth White</th>
<th></th>
<th></th>
</tr>
</thead>
</table>
4 AREAS OF KNOWING

- I KNOW WHAT I KNOW
- I KNOW WHAT I DON'T KNOW
- I DON'T KNOW WHAT I DON'T KNOW
- I THOUGHT I KNEW BUT I WAS WRONG
Juicy Conversations

1. How might we care for ourselves as POC/Native folks?

2. How do we hold the simultaneity of “no quick-fix” and responding to urgent needs?

3. How might we center the most marginalized AND hold multiple centers in our movements?

4. How might we account for cissexism and transphobia have had on trans/gnc folks and our movement?

5. What are the values we bring to this work?

6. What do we understand about “womanhood” w/ simultaneously...
VISUAL RECAP and
Graphic facilitation by: Claudia Lopez
claudia@ontherightmind.com