



# Our Values & Principles

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An 826 Workshop

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# Our Identities

On your index card, write down one thing about your identity that you wish everyone in the group knew about you.

Do not write down your name unless you don't mind if this information is shared with others.

When you're done, fold your index card into halves or quarters.

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# Objective for this Workshop

Today, we are going to work in a collaborative, constructive setting to create a vision as a safe space for everyone involved.

Along the way, we will explore our experiences and identities, issues of race, class, gender, sexuality, and more.

“Hi, my name is \_\_\_\_\_ and when I am working in a group, I think it’s important to \_\_\_\_\_.”

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# Empathy and Empathetic Listening

- Ask yourself, “How would I feel in this situation?”
  - How else can you try to understand how others feel?
- When you listen to others, make eye contact, don’t interrupt the speaker, and ask follow-up questions.
  - What other behaviors might show someone that you are being an empathetic listener?
- Think about when you talk to your friends—how many “you” questions do you ask compared to the number of “I” statements you make?
  - What can you do to be more attuned to other people’s feelings?

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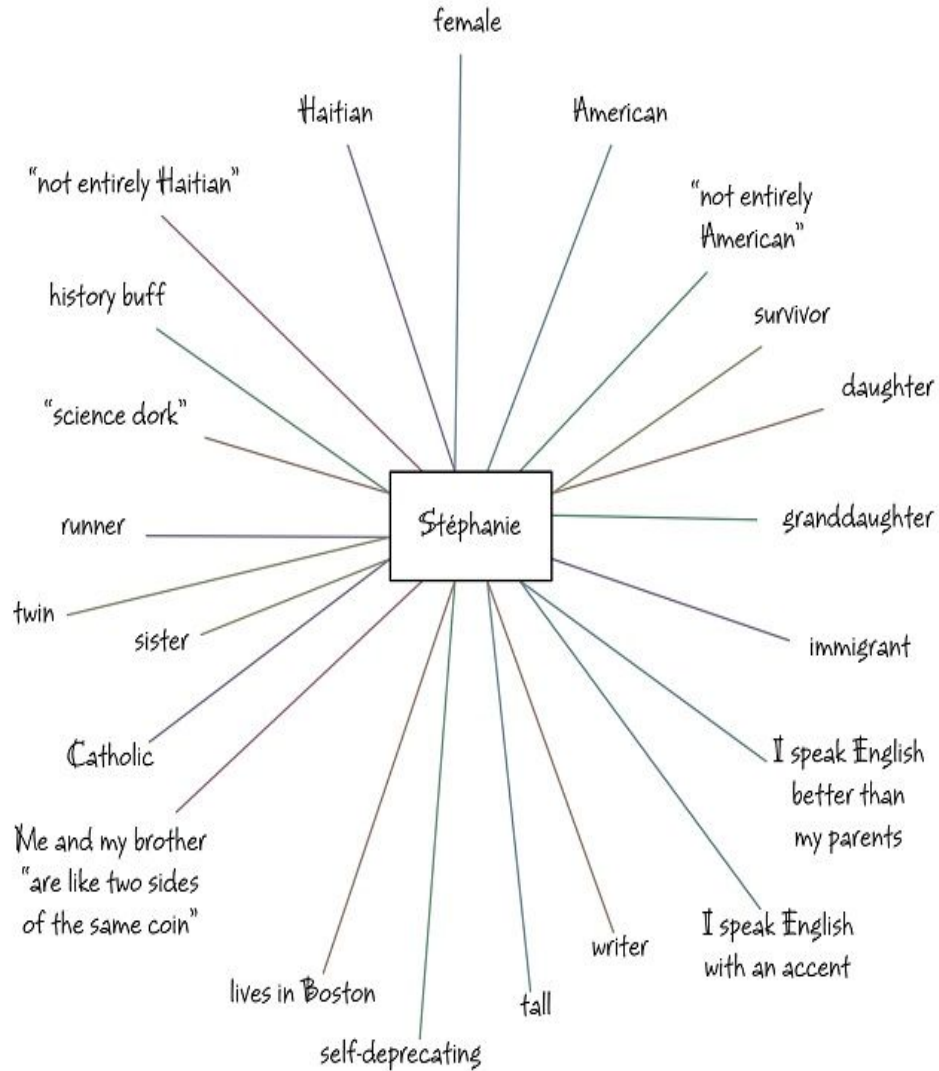
# Empathetic Listening: Character Cards

1. In your pairs, one person is going to read about their character and the other person is going to listen to them without interrupting.
2. Then we'll switch roles: practice being empathetic as your partner tells you what their character is experiencing.
3. Talk with your partner about how they showed empathy toward you, how it made you feel, and anything else you wish they had done differently.
  - a. You may use statements like, "I could tell you were really listening to me because you maintained eye contact with me during the entire conversation, which made me feel like you cared."

# Identity Chart

We are going to create identity charts like the one on the right.

Consider who you are, how you define yourself, and what parts of your identity are important to you.



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# Identity Chart

Circle which parts of your identity have *always* been there.

List the top five parts of your identity that feel the most *salient* to you.

*Salient: noticeable or important*

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# Racism

Racism is any action or attitude that *subordinates* an individual or group based on skin color or race. It can be enacted internally, individually, or institutionally.

*Subordinate: to make lower*



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# Individual Racism v. Systemic Racism

Individual, or interpersonal, racism can be shown by examples like racial slurs, bigotry, hate crimes, and racial violence.

Systemic racism is when a society is structured to give privileges to certain racial groups while disadvantaging others—it is a system designed to maintain inequality.

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# Pronouns

*Pronouns are words that function in the place of a noun*

My brother Steve is coming to pick me up in Steve's car and we are going to Steve's favorite restaurant.

OR

My brother Steve is coming to pick me up in his car and we are going to his favorite restaurant.

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# Gendered Pronouns

In English, pronouns are typically gendered in two ways:

- She/her/hers typically refer to women
- He/him/his typically refers to men

But this system assumes that there are only two gender identities and that's not true! Some people are gender neutral, others are gender fluid, and others choose not to be categorized.

If an individual does not fit the binary, they can choose to go by they/them/theirs.

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# Assumptions about Gender Identity

When you talk about someone, you may assume that you can tell from looking at them which pronoun they would like to go by—but this is not the case. We should **never** assume someone's gender identity.

So how can you know what someone wants to be called? Just ask.

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# What Happens if You Misgender Someone?

- Apologize and correct yourself.
  - Example: “And I was saying to someone that he’s a really good, sorry, she, that she’s a really good painter.”
- Do not over-apologize.
  - Over-apologizing can sound like, “Oh gosh, I am SO, SO sorry, I really am. I know it’s wrong and this must be happen all the time! Pronouns are so difficult!”
  - When you over-apologize, you’ve made the moment about yourself and how bad *you* feel—not the person whose identity was just invalidated.

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# How Can We Be Allies?

- Correcting someone in the moment.
- Use the correct pronoun when you speak next.
- Directly address the issue.

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# Totally Us

1. Identity a letter that you all have in common in your names.
2. Come up with a characteristic or quality starting with that letter.
3. Work independently to fill out the rest of their names with qualities about themselves.

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# Totally Us, Continued

1. Work together to answer the following questions:
  - a. How are we alike?
  - b. How are we different?
  - c. Was it difficult or relatively easy to find what we had in common?
  - d. Did any of our “unique” traits end up being similar with others in our group?
  - e. What surprised us about what we learned about each other?





## ZERO TOLERANCE FOR INTOLERANCE

This is a safe space for people of all identities. Where **love and equality** are supported, and ableism, cissexism, classism, faithism, heterosexism, racism, sexism, and any other -ism will not be tolerated. Thank you for understanding.



We are committed to embodying and practicing justice, liberation, and peace in our engagements with one another.

We are committed to acknowledging, respecting and celebrating difference(s) and commonalities.

COMMITMENT  
&  
PASSION

GETTING  
THE JOB  
*Done*  
PERIOD

*Honour Every*  
STAKEHOLDER

HUMILITY  
GRATITUDE  
— AND —  
APPRECIATION  
IN ALL ENDEAVOURS

WE  
*thinking*  
WE  
*acting*



**DIVERSE  
INCLUSIVE  
ACCEPTING  
WELCOMING  
SAFE SPACE  
FOR EVERYONE**

We are committed to practicing empathy; we engage comrades with the intent to learn about and connect with their contexts.

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1. Who are we?
  2. Why are we here?
  3. What do we believe?

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1. What are our overarching ideas?
  2. Where do we agree?
  3. Where can we build something new together?
  4. Is there anything left out?