



**Share Your Story and
Build Authentic
Connections with Others**

Show Up!

My Why



What's your why?

Is your workplace one in which all guests, clients, and employees feel completely seen, heard, and understood?

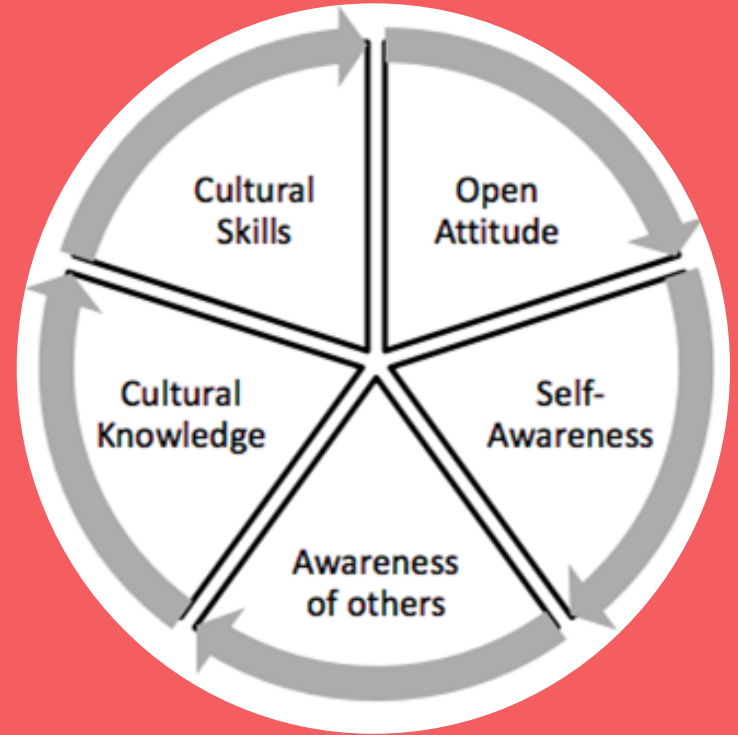
Can everyone see themselves reflected in the physical space, events, exhibitions, and resources available?

Who's missing from the picture?

What's missing from the picture?

Building Cultural Competence

For a more inclusive workplace



Graphic from: [CultureVisionCulturalCompetenceLearningGuide.pdf](#)

Brave Space Guidelines

- What is said here stays here; what is learned here, leaves here
- Be fully present through active listening and courageous conversation
- Participate at your own comfort level, but push yourself to stretch
- Notice the range of your reactions and attempt to use these reactions as entry points for gaining deeper self-knowledge.
- It's ok for us all to be at different places with the things we discuss today.
- Show respect for one another's beliefs, values, and experiences. Strive for humility.
- Share air time
- Be aware that reactions may be caused by triggers, past experiences, and trauma
- *Adapted from a session with Dr. Sandra Chapman*

Purpose of our session...

1. Start thinking about creating an even more inclusive environment by building our own individual cultural competency
1. Self-recognition - recognize and articulate our personal intersectionality
1. Make connections with people in the room and learn about differences in our experiences

Proximity is a pathway through which we learn the kind of things we need to know to make healthier communities.”

— Bryan Stevenson

Sharing Our Stories

Today we will be sharing our stories through the lens of our own personal identities.



Today we will:

1. Get comfortable developing our own identity awareness
2. Give every attendee an opportunity to share their own truth in the way they would like to share it
3. Practice active listening skills
4. Build empathy and understanding about colleagues' lived experiences
5. Begin truly getting proximate with one another
6. Challenge our assumptions
7. Build a comfort level talking about identity so that we can have these conversations in other circles

Identity Map

1. Which identities most influence the way you move through the world? How so?
2. Which identities are foremost on your mind daily?
3. Which do you think of infrequently?
4. Which identities are you most proud of?
5. Are there any identities of which you are ashamed or afraid to share in your workplace?

Interests
Appearance
Ethnicity



Socioeconomic status

Birth Order

Religion



Height

Ability

Gender



Race

Sexual Orientation

Age

Profession

My Identity Map



Privilege - Some parts of our identities hold benefits, advantages, or power and others do not.

Which parts of our identities fit into the imaginary box and make it easier for us to move through the world?



Our Identity Stories

“In our traditional way of life, we believe that I don’t tell you who you are. You tell me who you are, and that is who you are.”

~ a Cherokee saying printed in the opening of *Tell Me Who You Are* by Winona Guo and Priya Vulchi

Culture is something that unites people.

— ANASTASIYA O., RUS



Your turn! It's time to share who you are.

The Guidelines:

1. Take 10 minutes to write or draw notes.
2. The speaker will speak for 2-3 minutes uninterrupted.
3. The listener will listen attentively and save all comments until the end of the 2-3 minutes.

Tell us your identity story.

Who is your family?

Where did you grow up?

What experiences shaped you into who you are today?

Which of your identities guide or impact your daily behavior/interactions?

Which identities most impact the way you see yourself and the ways other see and interact with you?

Has the intersection of your identities played a major role in landing in your profession?

How do your identities enhance or limit your ability to fully show up?

What do you wish your colleagues knew about you that would help them understand you better?



My Identity Story



Reflection

1. Give one adjective that describes how it felt to share your identity story with this group.
2. What did you learn?
3. Did you have any surprise connections with anyone?
4. Did anyone have an experience different from yours that you want to learn more about?
5. **How can getting to know people's cultural stories impact climate and culture in your workplace?**
6. What are some *easy* ways people can share a bit about themselves?

My Favorite Resources

1. The work of Dr. Sandra Chapman and The Perception Institute
2. The work of Diversity Directions training seminars
3. The work of Rosetta Lee, Seattle Girls' School
4. *Tell Me Who You Are* by Winona Guo and Priya Vulchi
4. *This Book is Anti-Racist* by Tiffany Jewell

BOOKS ATTENDEES HAVE FOUND MEANINGFUL

1. *Waking Up White*
2. *Blind Spot*
3. *Whistling Vivaldi*
4. *Nice Racism*
5. *We Were 8 Years in Power*
6. *Small Great Things*
7. *Raising White Kids*
8. *Dear White Women*