Call to Action – Think Small Small Talks responses to Implicit Bias discussion 12/3/19

From Sticky Notes placed on “Call to Action” boards:

- My call to action is to become less “colorblind” and be open to difficult conversations
- Continue to discuss this with leadership (even when uncomfortable!)
- I will not allow westernized concepts of time, family, masculinity, sexuality, and relationships to dictate the way I live my life
- To offer a land acknowledgement at events I host or initiate
- Read materials provided; think about my own biases; talk with others about my experiences
- Look up Me & White Supremacy; thank or express gratitude (affirm) to programs that are doing something effective against implicit bias
- Continue my focus on healing work
- Question the narrative, never stop
- Add new “Accountability Partners” to my professional life
- Read original documents that explain laws and policies that have impacted communities where I live and work
- Challenge myself to recognize the biases I have
- Promote FaCET
- Ask: “Who flourishes because I have power” and “How do I begin to disrupt this so that power in white privilege structures begin to be disrupted”
- I will not be inhibited by “Minnesota Nice.” It’s time to be OK with being uncomfortable and allowing others to be uncomfortable, too
- Add anti-bias early education discussion into each staff meeting
- Gather data to use in advocacy
- Spend 1 hour a week being uncomfortable (both in new environments and conversations)
- Change my mindset to realize this is a life-long journey and this commitment is going to change me fully
- I will bring this topic of implicit bias in early child education to my classroom
- Have courageous conversations with my early childhood staff
- Engage the difficult conversations with staff
- Intentional thought about how “Minnesota Nice” is burdening me/holding me back in these spaces; then take action to break that burden
- I’m going to connect bias trainings received by front line staff and leadership at my organization
- Start one difficult conversation on implicit bias
- Craft conversations that balance bravery in facing discomfort with the support to avoid burn-out, especially for staff of minority identities
- Open a conversation; invest time weekly in the next year to become an “anti-bias” advocate
• Acknowledge my position/role; Be open to the uncomfortable feelings; let my guard down; talk respectfully
• Add equity/implicit bias work to Board position description
• Be comfortable with the uncomfortable & be open to dialogue
• Learn where I can challenge the beliefs of the system
• I will call a colleague to talk about a recent incident that made me concerned. I will face the uncomfortable conversation!!
• I am very comfortable and have grown up in a family where these conversations happen regularly and encourage these conversations within my adult family. I will work to bring these questions up in everyday life
• I will chip away at my own “Minnesota Nice”
• I will start an uncomfortable discussion that will bring conversation
• I will continue to work on implicit bias within myself and my organization
• Continue conversations begun with colleagues
• To work to improve diversity in our Board and on our leadership team
• I will educate co-workers about white fragility
• Learn the names of people I meet of color and build more relationships with them
• When I read or see something that makes me uncomfortable, I will write it down and find at least one person to say it to – the same day! Keep the kettle boiling!
• Learn FaCET; Make a support group list; Find a place where I am uncomfortable, outsmarted & not in charge! Conversing in difficult conversations about implicit bias; self reflection on my own biases
• Speak up!!
• Commit to reviewing practices WITH the families that the policies impact
• Learn more about the various cultures of those who live in my community
• I will engage in conversation with my leadership to move our vision and philosophy to become “lived” in actionable ways
• I am going to challenge my organization to acknowledge the native homeland our center stands on
• Implement the FaCET tool at least one conference
• Start speaking to what I see when I see it!
  Seek uncomfortable situations
• To not assume negative intent from my white counterparts & continue to understand our history
• I will Do More; Do Better; Be Humble
• Encourage my child’s early learning environment to use the FaCET tool