

Conversations That Matter: Identity and Allyship

Dr. Rodney Glasgow
Head of School, Sandy Spring Friends School
President, The Glasgow Group



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Four Agreements - *Courage Conversations, Glenn Singleton*

Stay engaged.

Experience discomfort.

Speak your truth.

Expect and accept nonclosure.



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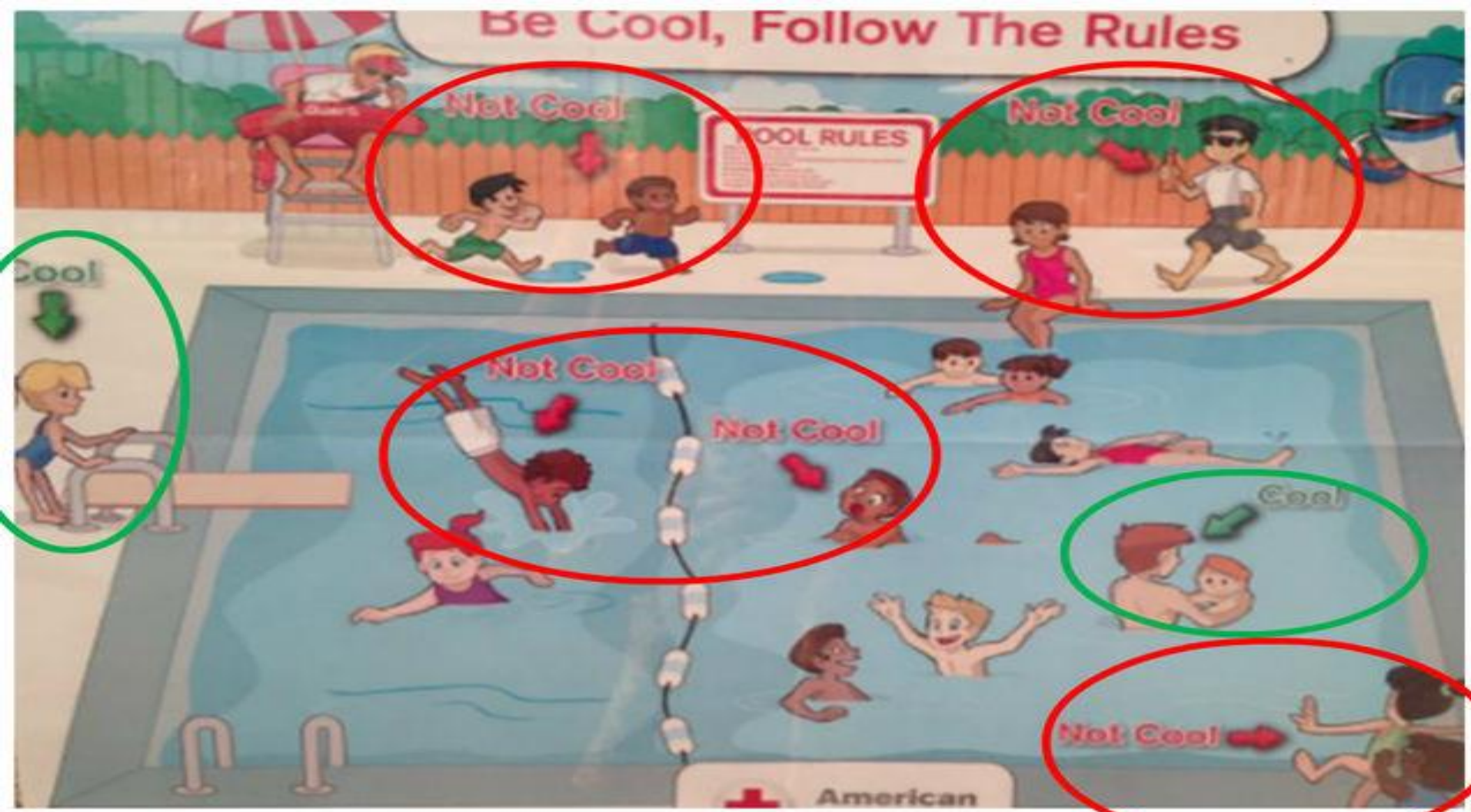
Explorer's Challenge: Draw the picture being described.

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Be Cool, Follow The Rules



Implicit Bias is made from our:

Focus - things that you notice very clearly and intentionally (figural)

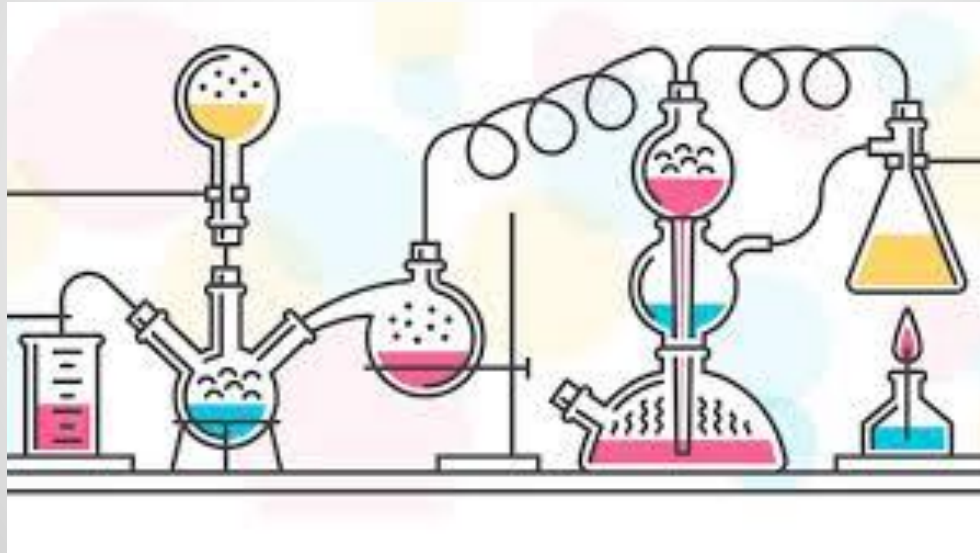
Blur - things you don't notice as clearly or intentionally (ground)

Our implicit biases guide our thoughts, actions, reactions, and interpretations!



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What drives what we listen to and how we interpret dialogue?



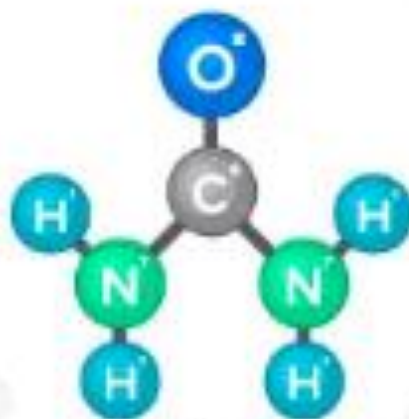
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Baking soda



Chloroform



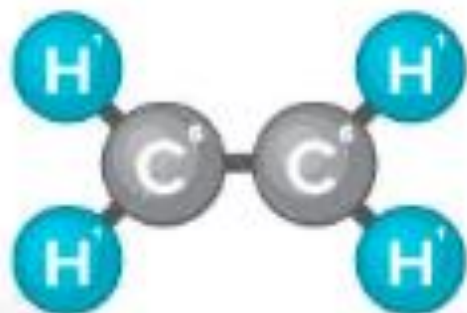
Urea



Ammonia

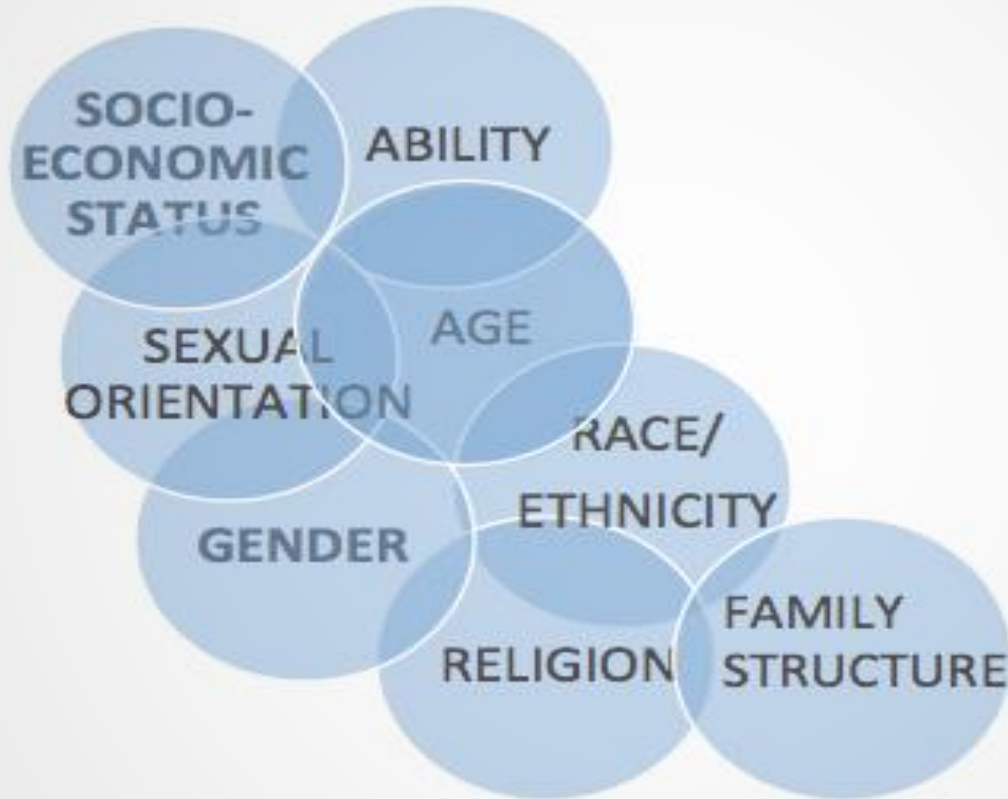


Hydrocyanic acid



Ethylene

Core Cultural Identifiers:





So How Does Your Identity Molecule Form?



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Identity Development



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"The Bump"

- "The Bump" – An experience, event, moment, or person that challenges the normality of a core identifier(s), including, but is not limited to race, religion, sexual orientation, socioeconomic status, gender, age, ability, or other elements of culture and identity.
- "Ouch" "Oh" "Ooh"





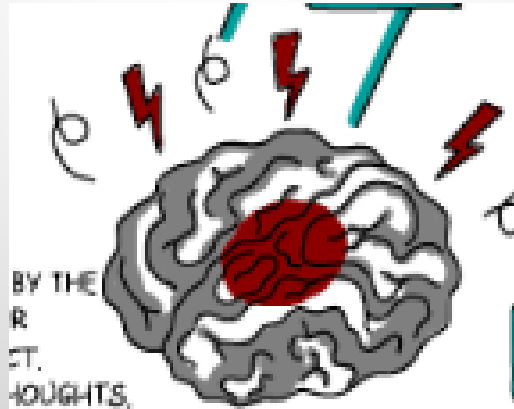
2 minute
journal:
When did you
experience
The Bump?



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Cognitive Dissonance

- A psychological discomfort produced by the combined presence of two thoughts or experiences creating internal conflict. Resulting in a need to change one's thoughts, feelings or behavior to increase internal consistency.
- What do I do with this?



Exploration/Questioning

- An investigative period. Seeking answers, clarification and understanding.
- Why did this happen to me? What do I need? What will I do next time? Who can understand how I feel about this? How do I feel about this?



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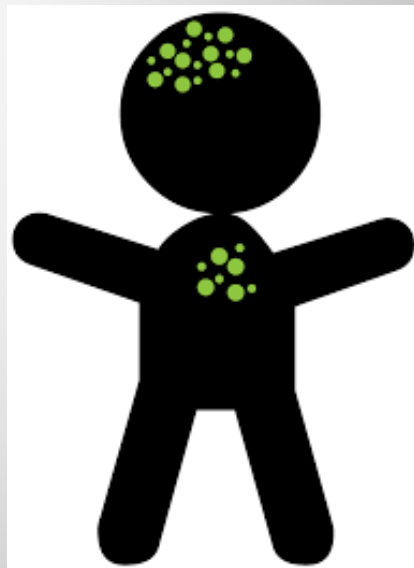
Immersion/Affirmation

- Period of immersion, where one seeks connections and affirmation from those with shared identities. Often focused on the desired core identifier(s).
- Where are other people who have experienced this?



Ownership/Internalization

- An understanding of one's identity in relation to self, community, and society both publicly and privately. Can articulate how the core identifier is important and necessary to their experience.
- Because I am...I need to...



Empowerment

- Seeks opportunities to affirm and validate others with a shared core identifier and stand in support of others' journeys around identity development.
- Because I am...I can...



CONTACT/ENCOUNTER

AN EXPERIENCE, EVENT, MOMENT, OR PERSON THAT CHALLENGES THE NORMALITY/STABILITY OF A CORE IDENTIFIER(S), INCLUDING, BUT IS NOT LIMITED TO RACE, RELIGION, SEXUAL ORIENTATION, SOCIOECONOMIC STATUS, GENDER, AGE, ABILITY, OR OTHER ELEMENTS OF CULTURE AND IDENTITY

COGNITIVE DISSONANCE

A PSYCHOLOGICAL DISCOMFORT PRODUCED BY THE COMBINED PRESENCE OF TWO THOUGHTS OR EXPERIENCES CREATING INTERNAL CONFLICT, RESULTING IN A NEED TO CHANGE ONE'S THOUGHTS, FEELINGS OR BEHAVIOR TO INCREASE INTERNAL CONSISTENCY

EXPLORATION/QUESTIONING

AN INVESTIGATIVE PERIOD, SEEKING ANSWERS, CLARIFICATION AND UNDERSTANDING

EMPOWERMENT/DISEMPOWERMENT

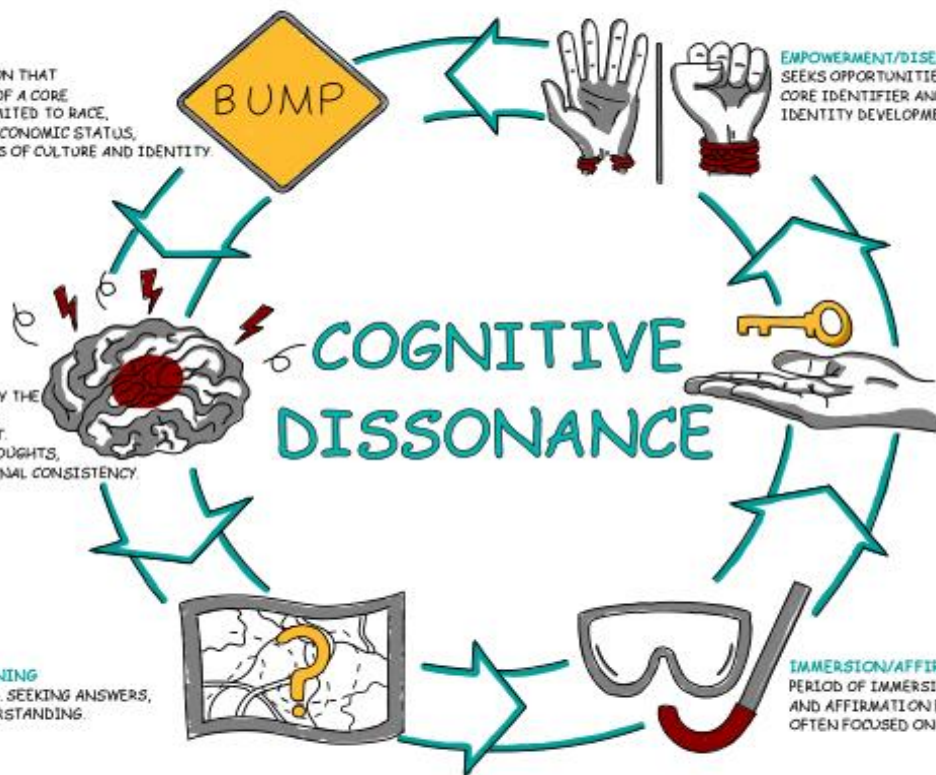
SEEKS OPPORTUNITIES TO AFFIRM AND VALIDATE OTHERS WITH A SHARED CORE IDENTIFIER AND STAND IN SUPPORT OF OTHERS' JOURNEYS AROUND IDENTITY DEVELOPMENT

OWNERSHIP/INTERNALIZATION

AN UNDERSTANDING OF ONE'S IDENTITY IN RELATION TO SELF, COMMUNITY, AND SOCIETY BOTH PUBLICLY AND PRIVATELY, CAN ARTICULATE HOW THE CORE IDENTIFIER IS IMPORTANT AND NECESSARY TO THEIR EXPERIENCE

IMMERSION/AFFIRMATION

PERIOD OF IMMERSION, WHERE ONE SEEKS CONNECTIONS AND AFFIRMATION FROM THOSE WITH SHARED IDENTITIES, OFTEN FOCUSED ON THE DESIRED CORE IDENTIFIER(S)



CONTACT/ENCOUNTER

AN EXPERIENCE, EVENT, MOMENT, OR PERSON THAT CHALLENGES THE NORMALITY/STABILITY OF A CORE IDENTIFIER(S), INCLUDING, BUT IS NOT LIMITED TO RACE, RELIGION, SEXUAL ORIENTATION, SOCIOECONOMIC STATUS, GENDER, AGE, ABILITY, OR OTHER ELEMENTS OF CULTURE AND IDENTITY



EMPOWERMENT/DISEMPOWERMENT

SEEKS OPPORTUNITIES TO AFFIRM AND VALIDATE OTHERS WITH A SHARED CORE IDENTIFIER AND STAND IN SUPPORT OF OTHERS' JOURNEYS AROUND IDENTITY DEVELOPMENT



COGNITIVE REWARD

A STATE OF PSYCHOLOGICAL COMFORT WHERE YOUR SOCIAL COGNITION AND BEHAVIOR IS AFFIRMED AND ALIGNED WITH YOUR VISION OF YOURSELF AND THE WORLD AROUND YOU. IT TRIGGERS YOUR BODY'S REWARD SYSTEM, RELEASING CHEMICALS ASSOCIATED WITH PLEASURE AND MOTIVATION THAT REINFORCE COGNITION AND BEHAVIOR.



COGNITIVE REWARD



OWNERSHIP/INTERNALIZATION

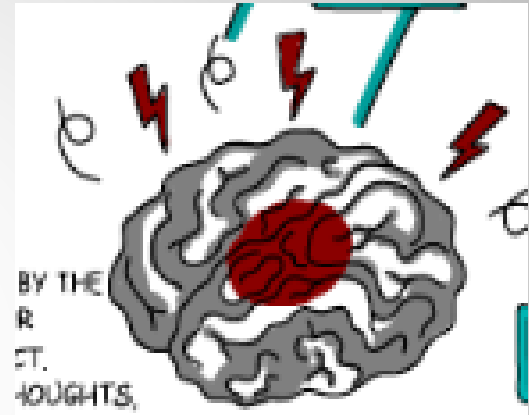
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IMMERSTION/AFFIRMATION

PERIOD OF IMMERSION, WHERE ONE SEEKS CONNECTIONS AND AFFIRMATION FROM THOSE WITH SHARED IDENTITIES. OFTEN FOCUSED ON THE DESIRED CORE IDENTIFIER(S)





Let's look at a real life bump...**Think about what you would notice if you were at this restaurant scene.**



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What kinds of questions are cognition shifters?



- Open-ended and requires deeper thought than “yes” or “no”
- Non-judgmental; Is framed in personal language - “I” “You” “We” - without being attacking of the person
- Comes from a place of genuine interest in trying to understand the person’s point of view more clearly
- Challenges from a place of clarity about the person’s perspective; reflects that person’s point of view back to them as it challenges



Responding to Highly Charged Moments

- INTERRUPT - “Can we pause for a second?”
- NOTICE - “I see that you have some strong opinions.”
- VALIDATE - “I also think this is important to talk about, and I want to continue this conversation.”
- OPEN - “Can you tell me more about how you’re seeing this?”
- LISTEN (Actively!) “OK.” “I see.” “Interesting.”
- VERIFY “So, I’m hearing that you think...”
- EXPRESS “I see your point, and...” “Would anyone like to respond?”



What does it mean to be
an ally?



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Allies respond in the moment. They don't wait until after the incident to ask if you're okay.



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Allies believe us when we tell them we were targeted or treated unfairly.



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Allies don't just jump in front of us. They stand behind us and beside us. They empower us to solve our own issues.



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Allies don't always ask us to teach them. They take time on their own to learn about others' experiences.



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You should be tired
from running through
my head all day.

your  cards
someecards.com

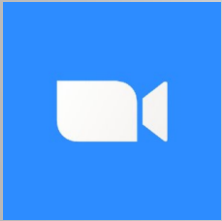


Allies don't wait until
something happens to
give us their support. They
support us every day by
showing us that they see
us, hear us, and are here
for us.



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What is one thing you learned today that will change something for you tomorrow?



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