

BUILDINGENERGY BOSTON

Tools for Connection: Practicing Inclusion in Your Workplace

Iara Cury and Caroline Bruno (A Feel for Justice)

Curated by Joy Yakie (Acadia Center) and Greg Bossie (Rare Forms)

Northeast Sustainable Energy Association (NESEA) | March 20, 2024



Goals For Today



Will Do

Learn about patterns of behavior that promote disconnection and maintain racism

Reflect on the relationship between interpersonal dynamics and diversity, equity, and inclusion work

Make connections with fellow participants

Might Do

Learn about relational, emotional support, organizing, and advocacy skills

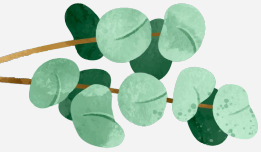
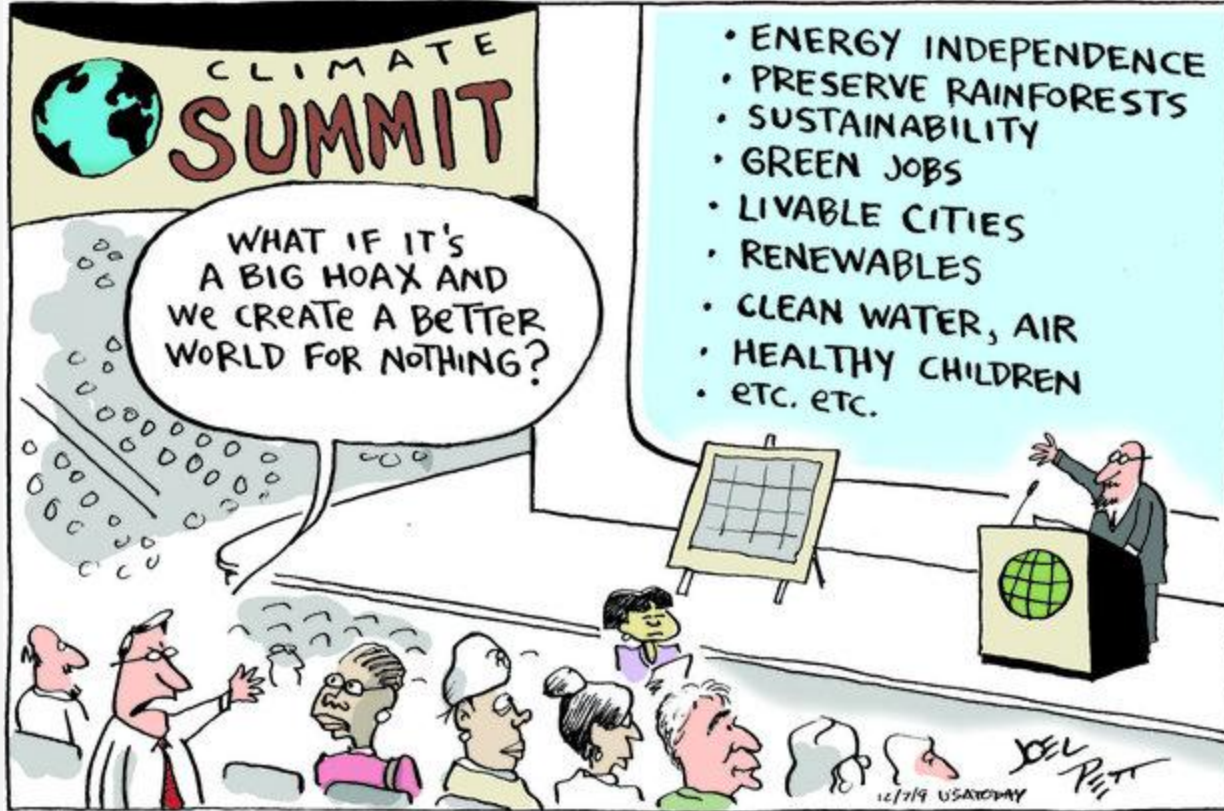
Consider steps you can take to build DEI-focused relationships and communities within your organizations

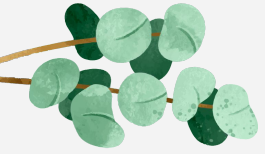
Won't Do

Learn about the definitions, origins, and history of racism in the United States

Role-play scenarios related to racism

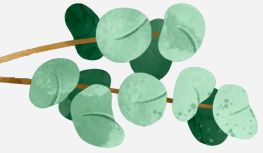
Offer consultation on your specific DEI challenges





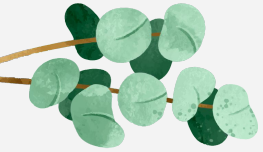
Humans have an innate desire and
set of abilities to connect with
other humans





We are born with an amazing
capacity for communication,
empathy, and care

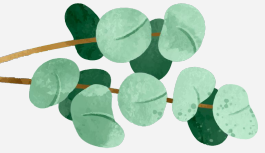




Warm and Attentive Listening

- Assume there is a smart, interesting, likable person sitting across from you
- Show your attention with your body language (eye contact, posture, movement)
- Listen without offering advice or commenting

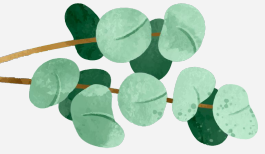




Meaningful Sharing

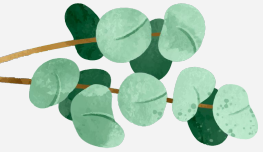
- During your own turn, use your time to share something personal and meaningful
- Be genuine and show yourself; this can feel hard and vulnerable, but it paves the way for stronger connections





Who were you most connected
with growing up?

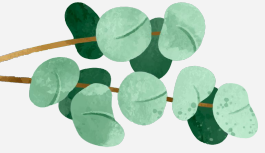




Potential Barriers

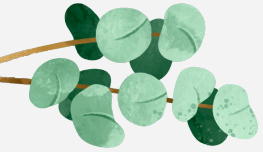
- Difficulty listening or paying attention to others
- Difficulty working together with others
- Difficulty managing intense feelings
- Tendency to criticize, attack, blame, or punish
- Increased feelings of shame, guilt, fear, or insecurity
- Fear of making mistakes and difficulty repairing mistakes





Accumulated social and emotional
blockages make us vulnerable to
identity-based messages and
behaviors like **racism**

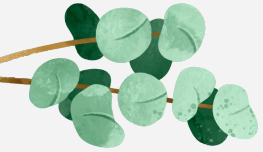




Social and emotional blockages maintain **racism** by generating:

- Numbness and detachment
- Unawareness and confusion
- Insecurity about connecting with people of color
- Paralyzing guilt, shame, or fear of making mistakes
- Feelings of powerlessness and discouragement
- Rigidity, defensiveness, and harshness

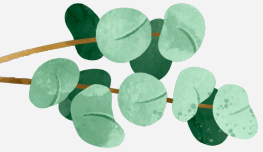




Warm and Attentive Listening

- Assume there is a smart, interesting, likable person sitting across from you
- Show your attention with your body language (eye contact, posture, movement)
- Listen without offering advice or commenting

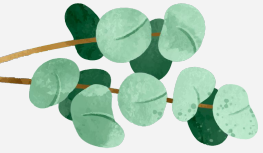




Meaningful Sharing

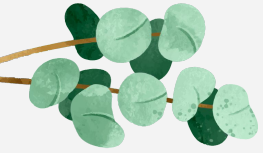
- During your own turn, use your time to share something personal and meaningful
- Be genuine and show yourself; this can feel hard and vulnerable, but it paves the way for stronger connections





How do you see experiences from
your childhood affecting how you
relate to people as an adult?

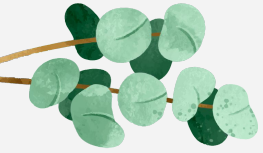




Restoring our inherent abilities:

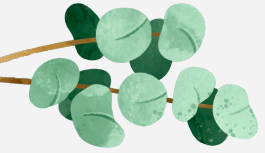
Our empathy, curiosity, cooperation,
resourcefulness, and commitment to each
other's well-being





Re-learning to connect is the foundation for effective and enduring Diversity, Equity, and Inclusion changes

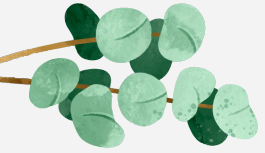




Tool #1: Attitudes to Remember and Practice

- I am an excellent human, with a whole history, unique perspective, and fabulous abilities
- You are an excellent human, with a whole history, unique perspective, and fabulous abilities

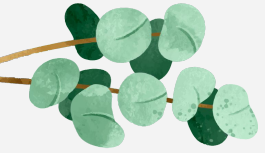




Tool #1: Attitudes to Remember and Practice

- There are a lot of reasons for me to like you
- There are a lot of reasons for you to like me
 - We have much to learn from each other
- We can make a difference in each other's lives

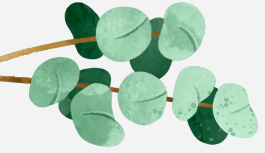




Tool #1: Attitudes to Remember and Practice

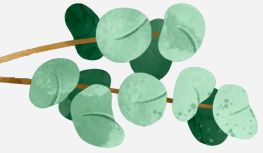
- It's common to feel anxiety or awkwardness during opportunities for connection
- I can correct the mistakes I make while learning
- I can and will get better at connecting with people on a personal level





Tool #2: Listening Exchanges

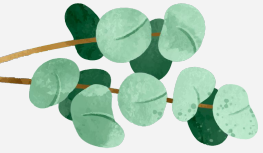




Warm and Attentive Listening

- Assume there is a smart, interesting, likable person sitting across from you
- Show your attention with your body language (eye contact, posture, movement)
- Listen without offering advice or commenting



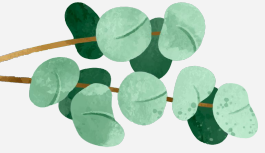


Meaningful Sharing



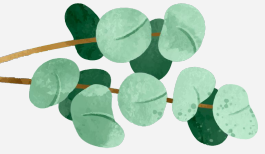
- During your own turn, use your time to share something personal and meaningful
- Be genuine and show yourself; this can feel hard and vulnerable, but it paves the way for stronger connections





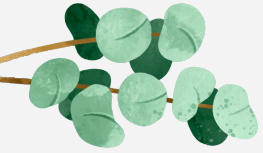
Tool #3: Expressing Appreciation





Connection-Oriented Model of Diversity, Equity, and Inclusion Work





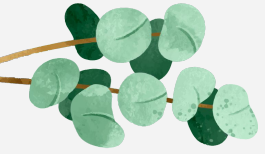
**Don't forget to pick up our article
or Download it Here**

Iara Cury and Caroline Bruno

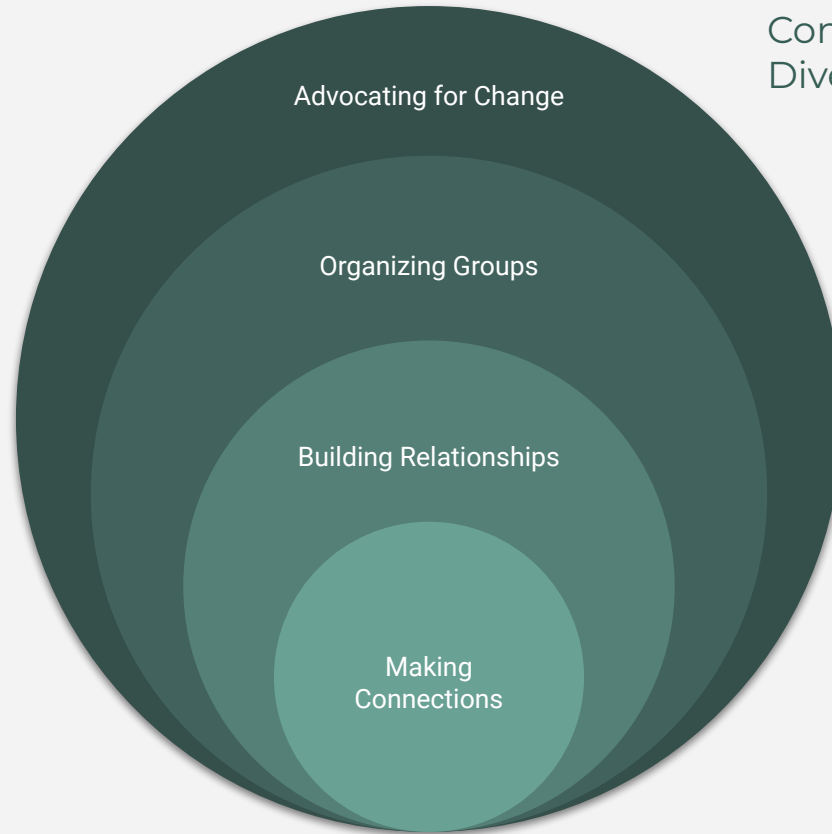
www.afeelforjustice.com

afeelforjustice@gmail.com





Connection-Oriented Model of Diversity, Equity, and Inclusion





A Connection-Oriented Model of Diversity, Equity, and Inclusion Work

Making Connections

Connection-oriented attitude

Acknowledging people

Using listening exchanges to build affinity and trust

Warm and attentive listening

Meaningful sharing

Appreciations

Building Relationships

Getting to know people's life stories

Learning how to best support them

Developing reciprocal relationships

Expanding our emotional support skill set

Making space for honest feedback

Organizing Groups

Creating an ongoing Support+Action DEI Group

Learning effective and uplifting facilitation skills

Developing new leaders

Practicing navigating conflicts and disagreements

Advocating for Change

Working together towards individual and shared DEI goals

Changing workplace culture and policies

Diversifying organizational/client base and leadership

Expanding the scope of DEI advocacy to industry level activities

