

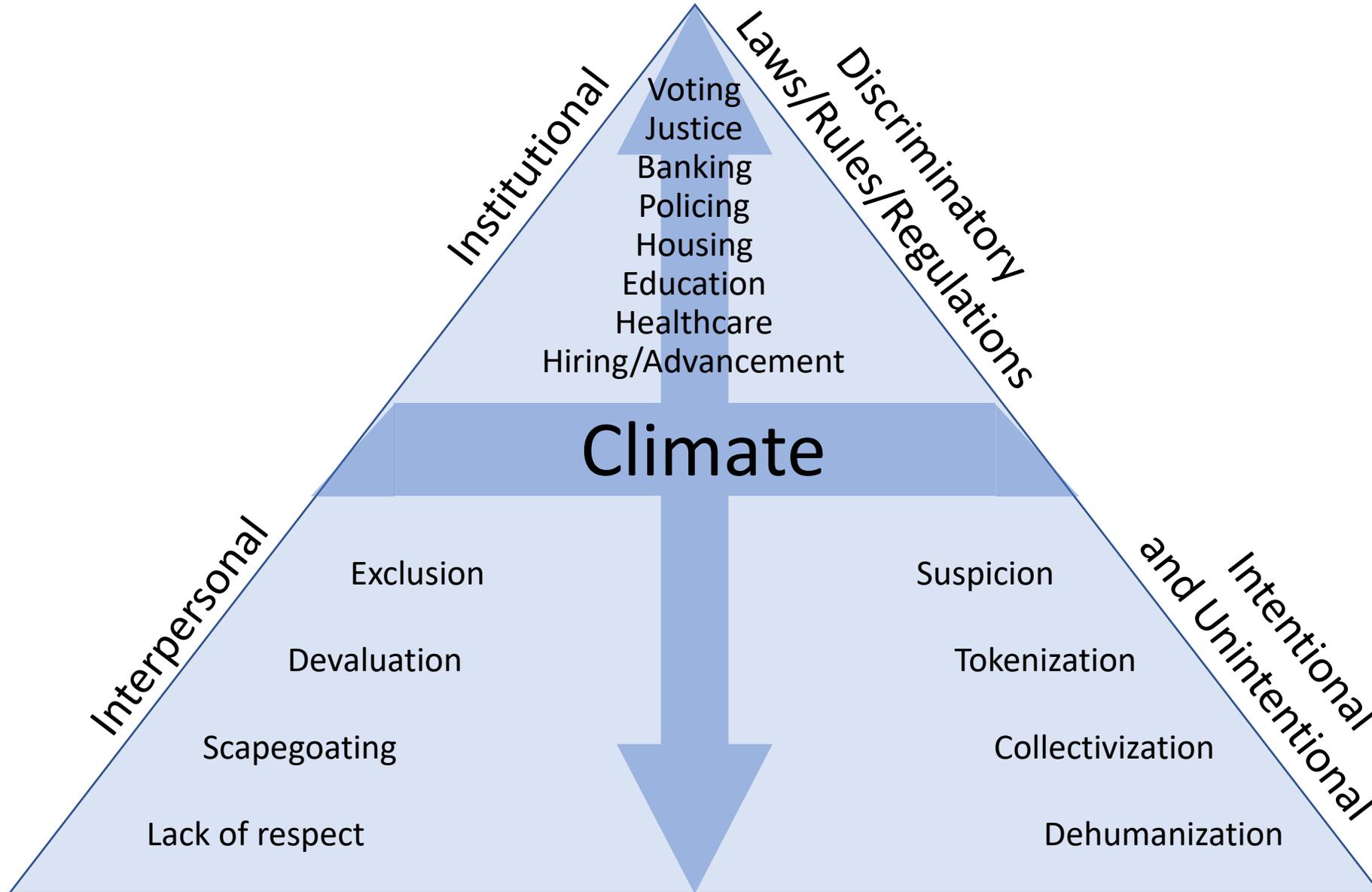
We acknowledge the land we occupy today as the traditional home of the Tulalip, Muckleshoot, Duwamish, and Suquamish tribal nations. Without them we would not have access to this healing, working, teaching, and learning environment. We humbly take the opportunity to thank the original caretakers of this land who are still here.

Outline

- Introduction
 - Institutional and Interpersonal Racism
 - What is Racial Healing?
 - What are Racial Healing Circles?
 - Our Racial Healing Circle Series – details and logistics
- Model Circle



Institutional and Interpersonal Racism



What is racial healing?

Racial healing recognizes the need to acknowledge and tell the truth about past wrongs created by individual and systemic racism and address the present consequences. It is a process and tool that can facilitate trust and build authentic relationships that bridge divides created by real and perceived differences... it is essential to pursue racial healing prior to doing change making work in a community. Because, before you can transform systems and structures, you must do the people work first.



<https://thecircleworks.com/2017/08/28/teaching-peace-and-nonviolence/>



Racial Healing Circles

- Build connections between people
 - Demonstrate that race is a barrier to connection
 - Honor diverse cultures and experiences
 - Acknowledge harm caused by exposure to racism
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Racial Healing Circles

- There are no hierarchies in the circle – everyone is equal
- Circles foster connection through eye contact, proximity to others, and the experience of belonging
- Circles support focus and attention away from distractions
- Provide opportunities to engage with community members in ways that foster self-reflection
- Promote awareness of previously unquestioned assumptions/biases in a non-threatening way

What brief
healing
circles
usually do

- Provide a safe place to begin to talk openly about race, racism and history or individual/personal experiences with racism
- Create a space for cross-cultural truth-telling where individuals feel connected, respected and able to tell their story without tiptoeing around their raw experiences
- Open and grow participants' consciousness about other people's experiences with racism and different manifestations of being "othered" or marginalized
- Lift up the history, personal experiences and knowledge of people whose stories are often untold

What brief
healing
circles
usually do

- Support perspective sharing in a finite timeframe and increase awareness and personal insights
- Humanize other groups by providing windows into others' truths and individual experiences. Feeling safe to be vulnerable with your truth is a powerful connector
- Some circles are capable of delivering immediate increases in empathy, hope and trust, contributing to longer-term willingness, openness and reduced anxiety to form relationships outside participants' own cultures or ethnicities
- Encourage participants to begin taking actions in their communities to bring about positive change

A large, solid orange circle is positioned on the left side of the slide, partially cut off by the edge. It contains the text 'Racial Healing Circles are NOT' in white, sans-serif font.

Racial Healing Circles are NOT

- Anti-racism training
- Undoing structural racism
- Conversations about race





<https://thecircleworks.com/2017/08/28/teaching-peace-and-nonviolence/>

Six sessions of
Racial Healing
Circles – 2
hours each
with Circle
Keeper

1. Holding Space & Bearing Witness
2. Exploring Racial Identity
3. Recognizing Racial Privilege
4. Managing Unconscious Bias
5. Decoding Racialized Microaggressions
6. Racial Reconciliation



Guidelines and Agreements

- Participate only if you want to
- Speak and listen from your heart ❤️
- Honor the Talking Piece. Use your personal talking piece for your turn and maintain the order for each round
- Protect confidentiality: Keep the learning, leave the people
- Take the time you need, mindful that others will also need time
- Stay present--Stay in the Circle with Video On, as much as possible
- Practice self-care: stand, bathroom, ask for pause – at appropriate transition moments
- Expect non-closure



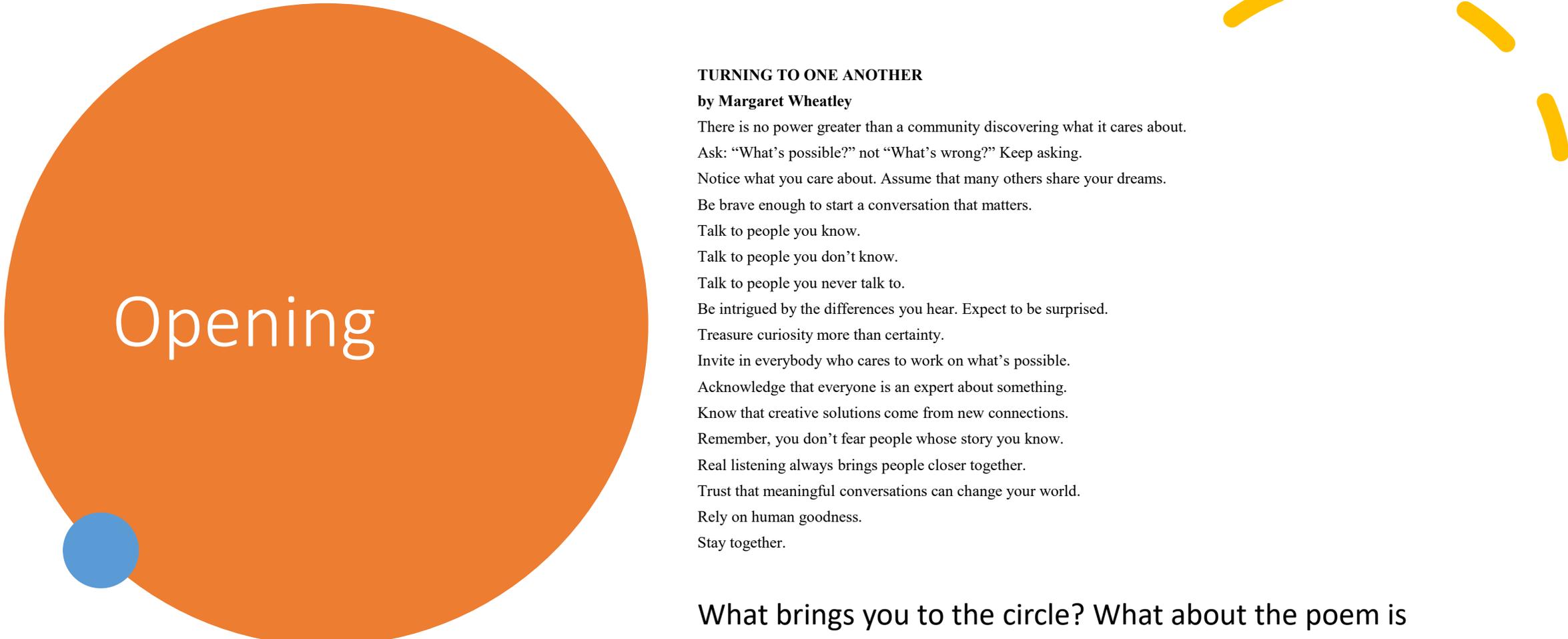
Logistics

- This is a pilot program, will meet every 3 weeks
- Enrollment will be limited – preregistration is required, and we expect to reach capacity
- Sign up for early notice of registration
- Complain if you we oversubscribed, and you can't participate in the pilot
- Circle Keepers are novice volunteers; please be generous and patient
- Need audio and video – it's all about connection



Model Peace Circle for Racial Healing

- Sharona Gordon
- Dana Miller
- Susan Ferguson
- Marjorie Levinstein
- German Rojas
- Kelly Stevens
- Sweta Agrawal



Opening

TURNING TO ONE ANOTHER

by Margaret Wheatley

There is no power greater than a community discovering what it cares about.

Ask: “What’s possible?” not “What’s wrong?” Keep asking.

Notice what you care about. Assume that many others share your dreams.

Be brave enough to start a conversation that matters.

Talk to people you know.

Talk to people you don’t know.

Talk to people you never talk to.

Be intrigued by the differences you hear. Expect to be surprised.

Treasure curiosity more than certainty.

Invite in everybody who cares to work on what’s possible.

Acknowledge that everyone is an expert about something.

Know that creative solutions come from new connections.

Remember, you don’t fear people whose story you know.

Real listening always brings people closer together.

Trust that meaningful conversations can change your world.

Rely on human goodness.

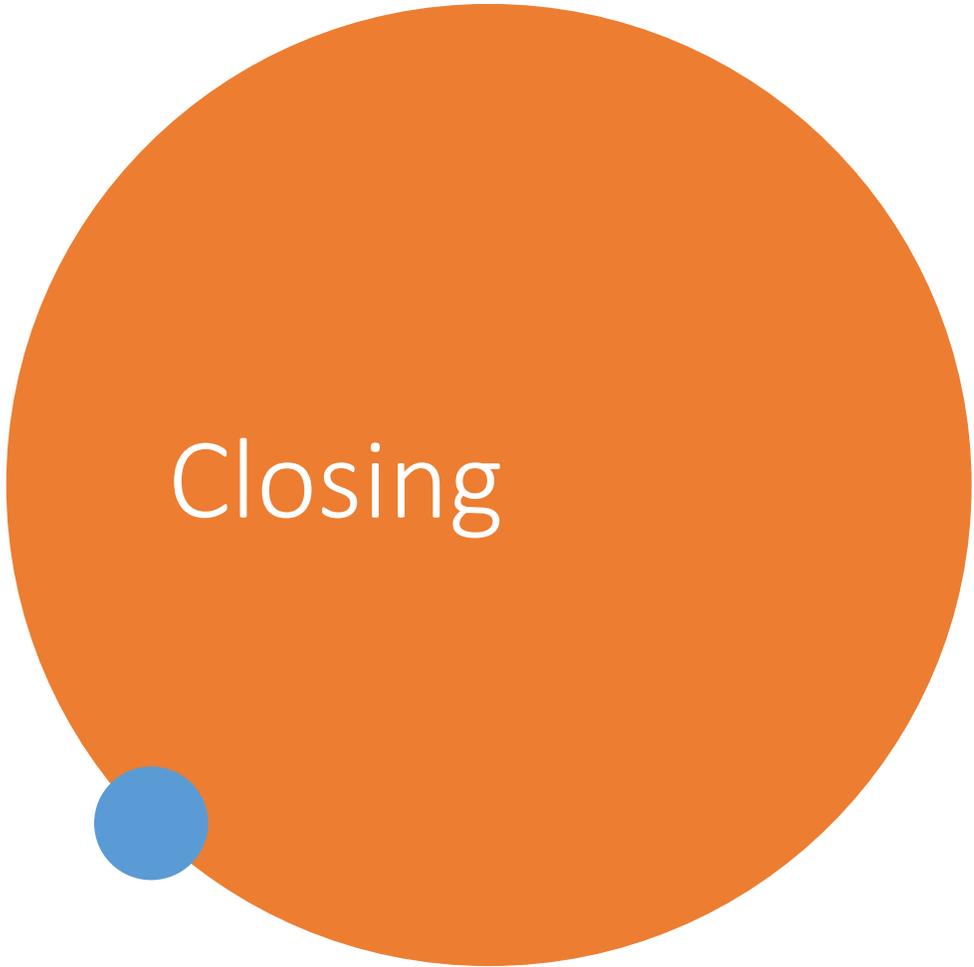
Stay together.

What brings you to the circle? What about the poem is meaningful to you?



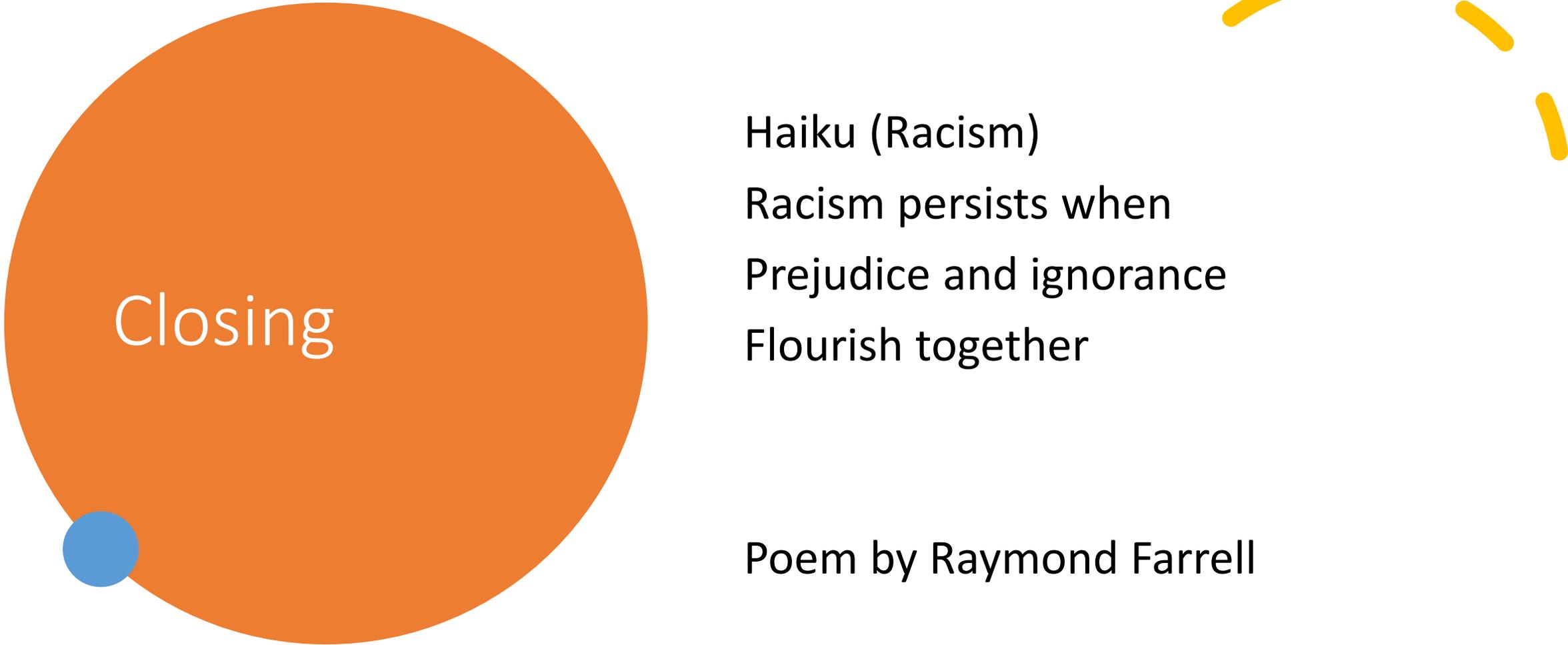
Learn & Reflect

- 
- <https://vimeo.com/396225186?fbclid=IwAR3GzWSH1gcpF18ChvuicoazmcMUbnT8ndFIG-7OmPh68HxnCHCz7ExLGVg>
 - What do you take from the video?



Closing

- What are you going to carry forward from this circle in the next weeks?
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Closing

Haiku (Racism)

Racism persists when
Prejudice and ignorance
Flourish together

Poem by Raymond Farrell

What brief
healing
circles rarely
do

- Unpack all of the ways in which systems devalue people of color
- Fully heal interracial traumas
- Foster deep understanding of the roles of culture, art and ritual as necessary for individual and collective healing
- Explicitly integrate lessons from the past with contemporary systemic injustices to maintain a sense of urgency to make progress

What brief
healing
circles rarely
do

- Identify ways to heal intergenerational wounds
- Create or sustain a movement that supports leaders, fosters reflection and growth, and promotes people being interconnected long-term
- Help measure systemic transformation
- Engage people in conversations about intentionally noticing, shifting and journaling about their own reactions and/or coming back to the group to be held accountable for shifting