

WELCOME, DIVERSITY CHAMPIONS!

JUNE 2, 2020: 10:00 A.M. – 11:00 A.M.

**USING AN AWARENESS OF INTERSECTIONALITY
TO SERVE EXTENSION CLIENTELE**



**Oregon State
University**

WELCOME, JANE!

Jane Waite is OSU's senior associate for Social Justice Learning & Engagement, and director of the Social Justice Education Initiative. Many faculty and staff have taken her courses aimed at expanding their understanding of social justice and issues of race, diversity and inclusion.

Jane has been serving the people of Oregon in various leadership roles and capacities for many years: as a public employee, a community member, and as a private consultant. A resident of Lane County, Jane previously served as the Equity and Diversity Specialist at Lane Education Service District, supporting educational equity for 50,000 students in 16 school districts.

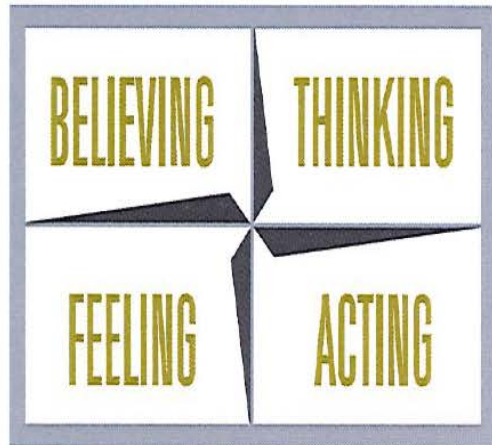
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COURAGEOUS CONVERSATION ABOUT RACE PROTOCOL

Courageous Conversation protocol utilizes the four agreements, six conditions, and compass in order to engage, sustain, and deepen interracial dialogue about race.

THE COMPASS



THE CONDITIONS

1. Focus on what is personal, local and immediate
2. Isolate race
3. Normalize social construction and multiple perspectives
4. Monitor agreements and conditions. Establish parameters
5. Use a “working definition” for race
6. Examine the presence and role of “Whiteness.”

THE AGREEMENTS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure

UNDERSTANDING INTERSECTIONALITY

PART 1:

What might be some factors that are impacting the clients that you serve, today, in June 2020? Please list as many as you can imagine could be present.

Example:

- 1. Loss of employment, current or impending*
- 2. Experiencing acts of racism in their community*

UNDERSTANDING INTERSECTIONALITY

PART 2:

For *each* entry in your previous list, brainstorm some possible services that could alleviate that particular factor.

Example:

1. *Loss of employment, current or impending*
 - a.
 - b.

UNDERSTANDING INTERSECTIONALITY

PART 3:

Was it challenging or satisfying to maintain boundaries between the factors, why or why not?

If we consider ALL of the factors simultaneously, much as our clients need to do in order to navigate their lives, what changes?

Might we achieve better IMPACTS from our excellent INTENTIONS for our clients by considering their lives through a lens of intersectionality?

NEXT CONVERSATION: TUESDAY, JULY 7, 10:00 AM

Expanding Access: Join us next month for a conversation about OSU resources available to help us work towards an Extension Service that is equally accessible to all.

Homework: Read Chapter 8: *Keeping Us All at the Table*

If you have any questions or need additional one-on-one conversation, please don't hesitate to reach out!