

# Seattle Rep EDI Board Training Handout

## Land Acknowledgement

- Why do we do this?

## Meeting Rules of Engagement

1. Be present
2. Commit to creating a safe space for shared learning
3. Perspective taking
4. Speak from lived experience with “I” statements
5. Step up and step back
6. Assume positive intent **and** be responsible for attending to the impact of your words
7. Willingness to be held accountable
8. You decide what to share
9. Do your work

### Reflection questions

- What would you add or remove from the list that you’ve used to create effective meeting norms or rules of engagement? Why?

## Continuum on Becoming an Anti-Racist, Multicultural Institution

### Reflection questions

- Where do you see Seattle Rep on the Continuum? Provide an example to support your response.
- What are examples of work we need to do to move further down the continuum?

## Engaging in Discussions about Race

1. **Awareness** of your own racial/cultural identity & social positioning in the system of racism.
2. **Acknowledgement and willingness** to admit or explore racial biases & triggers (known and revealed).
3. **Delve into and validate** the feelings/emotions that surface during the discussions (self and other participants).
4. **Clear strategy or framework** to contain the process or flow of the discussion, not the content (i.e. focused topics, rules of engagement, transition to action steps, etc.).
5. **Encouragement and verbal recognition** to participants who speak up or share when it could be perceived as unsafe or when a person makes themselves emotionally vulnerable by sharing personal experiences.

In groups, Use the *We See You White American Theatre Demand Letter – Accountability and Boards* handout: items 1-4, to discuss and respond to the following questions based on your corresponding group number:

- a. What reactions am I having to this demand and why? (If needed, use the *How am I feeling?* handout)
- b. What information do I need to have a different perspective on the lived experiences of BIPOC Artists to change the reactions that I am having? How do I seek or obtain it?
- c. Prepare a 2-minute summary of the group discussion for report out to the plenary group.