

## Diversity Dialogue Reflections 3/19

### Three Comments: What are three things you have learned?

- How to use ZAP when someone stereotypes me. I have learned is be respectful treat everyone equally even if they are different than everyone else. Last but not least I have learned Zias food is very good!
- Numerous resources in Durango, seeing/meeting leaders in the community, more places to get involved
- People in Durango have open minds, I am safe here, everyone is searching
- That I don't see or interfere with many of the populations represented today, that my own upbringing creates guilty feelings when I see how that history impacts others in a negative way, There is an opportunity to bring more diversity into the home and work life
- Waiting and listening can be just as/more generous than speaking, lot of resources and initiatives already belong here
- I have more perceived privileges than I thought,
- There are many problems with diversity in city civics that need to be resolved, the American Dream can mean hope for the future, Many people actually feel very strongly about this work
- Communicate with others, to be outspoken
- Embracing diversity initiative meeting time and place, ZAP, ways to be an ally- the importance of using your voice to identify yourself as an ally rather than not speaking out of fear
- I learned about different peoples culture, the criteria of this presentation, how society runs with different cultures and how we are comfortable as an ( not sure what this word is)
- Just how privileged white men in our society are, more places to look for diversity in our community, there are always additional layer of assumptions to discover
- The American Dream is the American Hope, that ZAP technique that helps narrow/ understand a stereotype aimed towards you, The perspectives of an immigrant, or rather the ideas the American media puts out there in the world
- There are a lot of voices in the area that don't feel heard, The UU community seems to be a very valuable ally in the movement towards equality, There are a lot of incredibly valuable contributions to our larger community that aren't always recognized
- To realize we have all been through something positive/negative concerning racial differences, It is best to listen to each other despite age, race, gender etc., Try to walk in someone's shoes
- New folks in town with strong voices, I can make a big difference- Ruthie, Strongly touches the heart
- To be more open minded, to be more proactive
- Just to be here and see who of all ages is here, how many programs and organizations are here working on diversity
- Most people are unaware of these issues until much later in their lives, Everyone is stereotyped based on their hair, skin, eyes, physical and mental disabilities and everything about them, Every person has completely different experiences

- That there is so much work to be done, There are lovely people in this town, There are great things happening in this community already
- Involve me and I will understand, Oops and Ouch, ZAP
- Continue community interaction, Stay involved
- How to ZAP stereotypes, Diversity is so interesting!
- Many criteria for privilege, diversity in Durango, Childhood memories of diversity
- There is a larger community of allies than I previously thought, There needs to be more people of color involved, A lot of people are afraid of fear rejection in their movement
- There are many opportunities in this community to support and foster diversity, This community is diverse even if the percentage of diverse people seems small, Oops and Ouch
- That I am part of a community, I can make a difference
- I learned you have to leave assumptions out of the way (culture skit), everyone comes from different backgrounds but that doesn't define them, Not stereotyping a person for who they are
- It costs \$40,000 to get a VISA to the US if you are from Argentina, There are some cultures where women are in charge so they get to sit on the ground, I make assumptions all the time that are mistaken
- Be inclusive no matter who is in the circle, Be respectful of ALL people and ALL cultures, Be open to others and how we may be able to help each other
- ZAP, more community members, This can be an all day workshop
- To listen, to wonder, to understand
- Reminder of the invisible diversity in people all around me, ZAP tool for shifting my stereotypes, resources for educating myself VS depending on people of diversity to educate me at a basic level
- Meeting new people, Hearing new perspectives, learning more about Durango
- Acknowledging steps/ actions I've taken is a good idea, Step back to get perspective, I am at a point in my life where I don't fear making Oops as much as I used to
- I have plenty of room for growth, I like making new/different friends, Things improve very slowly if we work at it
- ZAP skills, Dialogue tips- open-mindedness, ROPES- framework for how to facilitate a communication regarding diversity
- How the American Dream is for some people, Parents from other backgrounds using the same techniques to teach kids, although it may seem bleak we can make a difference
- Do not prejudge- get the context/facts first, I have taken several diversity classes and this has been the best by far
- Some perspectives of immigrants, Cultural assumptions are often voiced by the most outspoken, the media needs to be challenged
- There are many people who share a commitment to social justice, Prejudice is embedded in our culture and will for a life long journey to recognize confront and change, part understanding of young and old and multiple formats of diversity makes for an amazing learning outcome
- Native American community building in school system, "who" is not focusing on diversity in our area, What PEAT is

- Try not to make assumptions- don't make judgements, in regards to bringing up- step forward and back/ emotional to see how we are affected, There are many advocates in our community, made some connections
- Title 7, Ropes, ZAP
- Friends have tried to define how one participant should be within her own group, Be open and avoid preconceived, there was a city resolutions to adopt Indigenous Peoples Day

**Two Comments: What two things will you use in the future?**

1. ZAP
2. ROPES
3. Standing up to Bullying
4. Standing up to racism
5. El Centro/EDI – would like to partner with Fellowship of Durango (Katie Kamelarian-Morris)
6. Lead with love & forgive
7. Challenge stereotypes of racism directly
8. Be open to other's differences
9. Start a new club at school with the support of existing groups
10. The contacts made
11. Ways to find an ally
12. Each one teach one
13. Share with others
14. Curiosity rather than persuasion
15. Brevity
16. PEAT
17. CRC as a resource
18. Representation from diverse people
19. Acknowledgement for the impact prejudice has on others
20. Emotions during the discussions causing more awareness of one's own biases
21. The confidence to respond to racial insults
22. Storytelling
23. Trying to catch myself in prejudice
24. Sharing experiences to others to continue building social capacity in our community
25. Upcoming events
26. Connecting to others in the community
27. Oops + Ouch
28. Different lens activity
29. Lesson about withholding judgment
30. Staying active
31. Questioning everything
32. Concentric circles
33. Crossing the Line
34. Making myself present
35. Title 7
36. Cultural awareness

37. Active listening
38. Awareness of my privilege
39. Reflecting on how we want to change our communities and schools
40. Listen more
41. Practicing concise presentations
42. Ideas for future workshops
43. Speaking up/not being silent
44. Mindfulness
45. Positive comebacks to racial/prejudice language
46. Access to local opportunities
47. ACT

**One comment: What one question do you still have?**

1. What is the American dream?
2. Can Durango resist the trends from outside
3. How can I help uplift others?
4. How can our work connect with people who aren't yet open to confronting injustice in our community?
5. How can we expand this diversity dialogue even further
6. How does this activity impact different cultures
7. Can seniors/elders be more included in our community
8. How can we ensure proper legislature + community commitment to allow all people opportunity and peace
9. Why can't we all just get along?
10. How can we do more outreach and extend more to the community
11. Will this community service diversity
12. What is the next step?
13. How much of our success is due to individual assets vs. ethnicity
14. How can I get better connected to those already doing this type of work in the community?
15. How can PEAT be expanded to include the elementary schools
16. How can we get the community more involved in environmental issues that affect us all directly
17. How often does diversity dialogue occur
18. Who will do 1-2 diversity dialogues to my office this year?
19. How to de-escalate a situation safely and effectively
20. How can we recruit more people to join Edi
21. How can we get more financial resources?
22. How can we measure success?