DISCUSSION ON RACE
CULTURE, DIVERSITY, & INCLUSION – ECCO NEIGHBORHOOD EVENT
7-21-20

CLOSED CAPTIONING IS AVAILABLE: HERE
Joe Wehri is in executive development at Target Corporation where he primarily facilitates, coaches and designs onboarding & programmatic experiences for senior leaders across the enterprise. Joe graduated from the University of Michigan in Ann Arbor with a B.S. in Biopsychology and Cognitive Science and holds a Graduate Certificate from Georgetown University's Leadership Coaching Program in Washington, D.C.
Dr. SooJin Pate is an educator, writer, and DEI (Diversity, Equity, and Inclusion) professional. As a former professor, she taught courses on U.S. history and culture through the lens of race, class, gender, and sexuality at various colleges and universities in the Twin Cities area. As a DEI professional, she helps companies embed equity into their systems and processes. She is the author of From Orphan to Adoptee: U.S. Empire and Genealogies of Korean Adoption.
GUARDRAILS OF INCLUSION

Ask questions.

Use “I” Statements. Honor your truth.

Being willing to be open and vulnerable with each other is a gift. Respect the gift.

Suspend judgment. Maintain a Judgment-Free Zone. Embrace all perspectives.

Listen for understanding vs. listening with intent to respond. Listen courageously.

Focus on the message/content vs the delivery

Intentions matter but so does the impact. Impact is more important than intentions.

Please don’t mistake comfort for safety. Learning and growing requires discomfort.

Recognize that each of us are at different points in our journey regarding racial justice.

Perfection is not the goal. Sincere engagement with the content, materials, and each other is.
PRE-WORK

Video

Race in America

a HOLY POST video
GUIDED Q&A

1. There is a lot of data being shared in this short video. What surprised you about the information that was shared? Is there anything in particular that was striking?

2. What has historically been the treatment of white people in our country based on the laws and policies passed?

3. What has historically been the treatment of Black people in our country based on the laws and policies passed?

4. What accounts for the stark racial disparities between white people and Black people in every aspect of life (e.g., the ability to travel and move freely, to own a home, to go to a well-resourced school, to get a stable job that pays a livable wage, to party and have fun, to get good medical care, etc.)?

5. A racial reckoning is taking place in our city and in our country. Here are some definitions of reckoning: an accounting for things that have been done; a settling of accounts based on an amount owed or due; the avenging or punishing of past misdeeds or mistakes. What role can you play in this moment of racial reckoning?