CAN·I

CREATING & NURTURING INCLUSIVITY

Creating and Nurturing Inclusivity C.A.N. I.

Information Sheet

What is *CAN I?*

The "*C.A.N. I.*" training series is built on this theoretical question, *"Can, I"* work to create and nurture an effective culture of inclusion within my community?" Through this series, your team will gain the requisite awareness, knowledge, and skills for building a stronger and more inclusive educational experience. Participants of this series will experience the first of three-levels; designed to develop a clear practice of introspection and critical consciousness around inclusion. Utilizing equity and justice-based frameworks, *C.A.N. I.* will allow individuals and groups to examine their current engagement with inclusive behavior and define clear growth opportunities.

Through this series, your community will develop a shared language and understanding of inclusivity as a collective unit. This innovative approach will also develop individual and collective practices to nurture a more equitable experience within your community.

What is each Session About?

Each *C.A.N. I* session is built with session *1.1 Creating a Shared Language Around Inclusivity* as the foundation and anchor to the remaining sessions. While 1.2-1.4 can stand alone and be presented in any order, session1.1 serves as the perquisite conversation that each session can refer back to during the training. All sessions are can be facilitated in-person or in a virtual setting and can support any group size. At minimum, sessions are designed to be facilitated in a 2-hour timeframe and can be extended to 4-hours as needed.

Should you elect to also participate in the train-the-trainer, your team will be provided the necessary tools to facilitate the content effectively while also receiving additional content knowledge needed to fully understand and teach concepts to your larger community.

1.1 Creating a Shared Language Around Inclusivity
Without a shared language it is impossible to develop a shared vision. One of the major obstacles that communities face as they think through a collective vision for their equity and inclusion efforts is that they do not agree on basic terms. This training will serve as the cornerstone inclusion training for this level and the entire *C.A.N. I.* series. Through this session, participants will gain a basic understanding of the terms connected to inclusivity and work through a broad understanding of frameworks that will be used during the subsequent trainings. Participants will also engage in practices of introspection and mindfulness to equip them for the conversations during the following sessions. By equipping our community with a shared language, we increase our ability to move toward a more effective, equitable, and inclusive space.

> **In this session participants will:**
> 1. Learn key terms connected to inclusivity.
> 2. Develop a basic understanding of frameworks that will be used during the subsequent trainings.
> 3. Engage in practices of introspection and mindfulness to be prepared to holistically encounter the *C.A.N. I.* program.

1.2 Privilege & My Place in the World

Privilege is a term that is often immediately associated with race. This session will discuss how various areas of privilege intersect with power and create systems of oppression for marginalized identities. Attendees will look at their own experiences as allies and determine if they have unknowingly contributed to systems of oppression or have effectively supported oppressed groups through their perceived allyship.

In this session, participants will:
1. Be able to define power and privilege.
2. Be able to describe the influence that systems of power have on privilege.
3. Understand the staples to being an effective ally.

1.3 Who am I? Who are you? Why Does it Matter?

Intersectionality is a platform in which to identify a problem and to ask questions about who is missing from the conversation. Kimberlé Crenshaw, a professor at UCLA School of Law and Columbia Law School, coined the expression "intersectionality" in 1989 in her article, "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics." It is Crenshaw's belief that race, and gender are not mutually exclusive and cannot be treated as such when discussing and analyzing experience (Crenshaw, 1989). If we broaden this philosophy to encompass multiple marginalized identities, which people will we find missing from the conversation?

In this session, participants will:
1. Be able to define power and privilege.
2. Be able to describe the influence that systems of power have on privilege.
3. Understand the staples to being an effective ally.

1.4 Microaggressions, Bias, and Stereotypes O' My…

When we consider the ways in which we interact with others, we have to dig deeper into understanding why our biases and stereotypes exist and how they then are represented through our behaviors, or microaggressions, toward others. This session discusses the three types of microaggressions, defines bias and stereotypes, while asking participants to be reflective of their own biases they carry.

In this session, participants will:
1. Define microaggressions, bias, and stereotypes.
2. Understand the effects of bias latent behaviors on daily interactions.
3. Process and practice effective tools for interrupting unhealthy behavior.

If you are interested in bringing *C.A.N. I* to your organization, please contact:

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