The ISS Mary Anne Haas
WOMEN’S SYMPOSIUM

presents

Reflect and Recharge

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Reflect + Recharge

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Let’s check in.
In the chat please add one or two words describing how you GET OR GIVE JOY.
We are here to hit the pause button …
Self-care can be an act of courage – and even rebellion

(From August session)
Self-care can be an act of honoring and remembering.  
(From September session)
Self-care as slowing down in order to be able to “speed up.”
Self-care as closing our eyes to help us be “wide awake.”
We are often surrounded by duality.
A Civil War Political Movement Reawakens — Complete With Capes

In 1860, the Wide Awakes mobilized against slavery and for Abraham Lincoln. A new collective is tapping into their spirit today.
Inspired by the Wide Awakes of 1860, our 2020 AWAKENING takes a cue from this band of abolitionist dreamers and widens the lens. Like them, we’re imagining radical visions into reality. We entered February’s Congress as delegates of For Freedoms and we all emerged Wide Awakes, aiming for liberation and emancipation, insisting on the future, asking big questions—playing an infinite game.
Aim: “to radically reimagine the future and enable self-emancipation.”

And so we created this alternative way to protest, which was protesting through joy. Because I think what we realized was that we also needed it, and we wanted to give it.
During a time of profound stress and crisis, what does it mean to you to be “wide awake”?
Meditate for 20 minutes a day, Unless you’re really busy... Then make it an hour.
Breathe...
Two Things Can Be True At Once

I can be learning, and unlearning
I can love you, and still have boundaries
I can be grieving, and still hold space for joy
I can be in my comfort zone, and still be growing
I can be afraid, and still be vulnerable
ME: I WANT TO DO EVERYTHING

ALSO ME: I WANT TO DO NOTHING
We all hold contradictions. What other ones can you think of?
You can really, really love the work you do, see it as a calling, be super grateful for all the opportunities coming your way, AND still need a break and be exhausted from it.

THE NAP BISHOP

The Nap Ministry
Practice Sleep Hygiene:
Harnessing the positive habits to make it easier to sleep soundly throughout the night and wake up well-rested.
Obtaining healthy sleep is important for both physical and mental health, improving productivity and overall quality of life.

In Chat or Discuss: What routines, tips for rest or sleep hygiene do you have?
7 Types of Rest

01. Time away
02. Permission to not be helpful
03. Connection to art and nature
04. Solitude to recharge
05. A break from responsibility
06. Stillness to decompress
07. Alone time at home
Break-out Groups - From REST to Wakefulness. Discuss: What brings you joy and how might you disrupt systems or processes that are not working by practicing joy, attention, being fully awake and alive??
Reflections on break-out discussions...
Before we check out: how might you inject joy into your week?

Gracias, Merci, Xiè xiè, شكراً, Thanks!

To reach Homa: homatav@growingupglobal.net
We will start at the top of the hour. Please feel free to take a break, get a snack, whatever you need. Or, stay with us to visit until we begin our next section, “Reinforce.”
Reinforce – this is our time to **amplify** experiences, voices, reflections and to grow
Let’s build on the “wakefulness” theme to notice and disrupt patterns we might unwittingly perpetuate.
You might be born with bias and the brain registers human difference within .200 milliseconds but brains neuroplasticity allows for:

- **Cultivating** curiosity
- **Moving** toward the positive (from negative)
- **Growing** in kindness, compassion, and caring
- **Pursuing** transformational thinking
- **Building** new behavior habits
- **Accessing** higher levels of self-awareness
- **Managing** and even overriding networks that interfere with inclusive behavior/actions
We are capable of these demonstrations of high functioning, if...
In the chat or verbally, let’s discuss: How might you model (or how have you seen others model) creating psychological safety?
Implicit bias is not a new way of calling someone a racist. In fact, you don’t have to be a racist at all to be influenced by it. *Implicit bias is a kind of distorting lens that’s a product of both the architecture of our brain and the disparities in our society.*

— Jennifer L. Eberhardt, Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do
INSIDE NEXTDOOR’S ‘KAREN PROBLEM’

Can Nextdoor really be a social network for communities if black people don’t feel safe on it?

By Makena Kelly | @kellymakena | Jun 8, 2020, 1:44pm EDT
Introducing *friction* into the technology can look like this.
Preventing racial profiling on Nextdoor

We want everyone on Nextdoor to feel welcome in their own neighborhood. But there are times when people post messages that cause neighbors to be treated differently based on their race, ethnicity, religion, or other characteristics. By learning how to identify unconscious bias and respond to racial profiling, we can help all of our neighbors feel safe in the places they call home.

As Nextdoor has become one of the places where neighbors talk about how to make their local communities better, it is natural for the issue of race to be discussed and debated. But it’s not acceptable when mentions of race take the form of racial profiling.

Racial profiling runs counter to everything that Nextdoor represents. Over the last year, we’ve made a number of significant changes to our product to address it, including a new racial profiling flag on posts, updates to our member guidelines, and a mandatory warning screen before posting in Crime and Safety.

More recently, we have been testing an entirely new form-based process for how members create Crime and Safety posts. We are proud to report that the most effective combination of forms reduced posts containing racial
Nextdoor’s move to slow people down when reporting suspicious activity capped instances of racial profiling on the platform by 75%...

By learning how to identify unconscious bias and respond to racial profiling, we can help all of our neighbors feel safe in the places they call home.
The most dangerous place for Black people to live is in white people's imagination.

-DL Hughley, Interview on The View 07/11/2016
“We could practice adding friction to our own lives by interrogating ourselves and slowing ourselves down … just being aware when we’re beginning to make stereotypic associations.”

“There is hope in the sheer act of reflection. This is where the power lies and how the process starts.”

— Jennifer L. Eberhardt, Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do
Break-out Groups:

• How can you “slow down” otherwise fast/biased/mindless processes?
• Consider examples at your school and what this can look like.
Power of the pearl

A pearl is formed when a grain of sand slips in between the mantle and the shell of an oyster. This creates an irritation (or friction) to the mantle, and to protect itself, the oyster then carefully coats the grain layer by layer with nacre – also called the mother-of-pearl – a mineral substance that’s used to create the shell. Eventually, with enough layers, a beautiful pearl forms.
Reflections
Thank you...

Please reach out with any questions or suggestions:

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Thank you!

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