

# Transformative Practices

- reflections on EDI AET process 4.24.24

Getting prompts to consider without being directive has really showcased an authentic EDI experience so we can start from where ALSO is now

Authentically showing up

Curious, open-minded observation and conversation

Safe space, respect, fellowship

Homework to ensure we don't fall into group think

Introductions or ice breaker activities in the beginning to get acquainted

Doing the work and letting it feed you and change you graciously

Methodical

Utilizing graphics

Encouraging and fostering personal growth and adapting new lenses to view and interact in the world

Leaving space for silence and processing questions

Use of an agenda

Welcoming, inclusive, gracious in-depth conversations and encouragement of growth

Jamboards to produce a stream of consciousness style that can be articulated clearly later

Examine things from opposite perspectives - playing "devil's advocate" helps us to fully develop our thoughts and articulate better

Commitment to attend regularly even when absent

Unpacking, demystifying language

Each week built on the previous week

Respect the learner and move at the pace of learning

Fearless

Review to get everyone back in the mindset of the work

Validation for different perspectives and experiences

Space to consider alternative perspectives and additional thoughts

Create a level of comfort necessary for the work - sharing personal stories

Generous and attentive listening, not defensive, but honest

Being present when here

Processing time - encouraging different forms of learning

Balance of sharing and listening

Space for individuality and continued collaboration toward common goal

Clear, respectful, and effective communication is crucial

Giving the time to foster trust, build community and support understanding - it will take the time it will take

Time to feel safe, have a foundation and level set of knowledge

Fellowship

Strictly adhering to the timeline does not equate to reaching understanding and fostering growth - rushing to the deadline becomes the trophy - transformation should be the trophy

Check for understanding, validate perspectives, give others permission to have their experiences and grow when misunderstanding occurs