

**CACCRAO Staff Development Workshop – Regions 3 & 4**  
**March 20, 2009 – Skyline College**

**A Conversation**  
**About**  
**(Em)Powering Our Way Toward**  
**Equality**

*facilitated by,*  
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## **(Em)Powering Our Way Toward Equality**

Power balance & imbalance can be seen in all interactions and environments. Using power in equitable ways in all our personal and professional interactions is the beginning of creating a more socially just society and empowering all. This interactive session will start with the examination of 2 interactions you have had and engage you in reflecting how these actions could have been more just and empowering for all involved.

To engage in this process we will only need the next page BUT as you think about the process in which we are engaging during the next couple of years I encourage you to look at some of the following pages  
...they might be helpful...

And above all: Put on YOUR oxygen mask before assisting others

"When the oxygen masks deploy, please place the elastic band around your head and pull securely to ensure proper fit. Tug firmly on the end of the bag to begin the air flow. Please ensure that your mask is securely fastened BEFORE trying to assist other passengers, including small children."

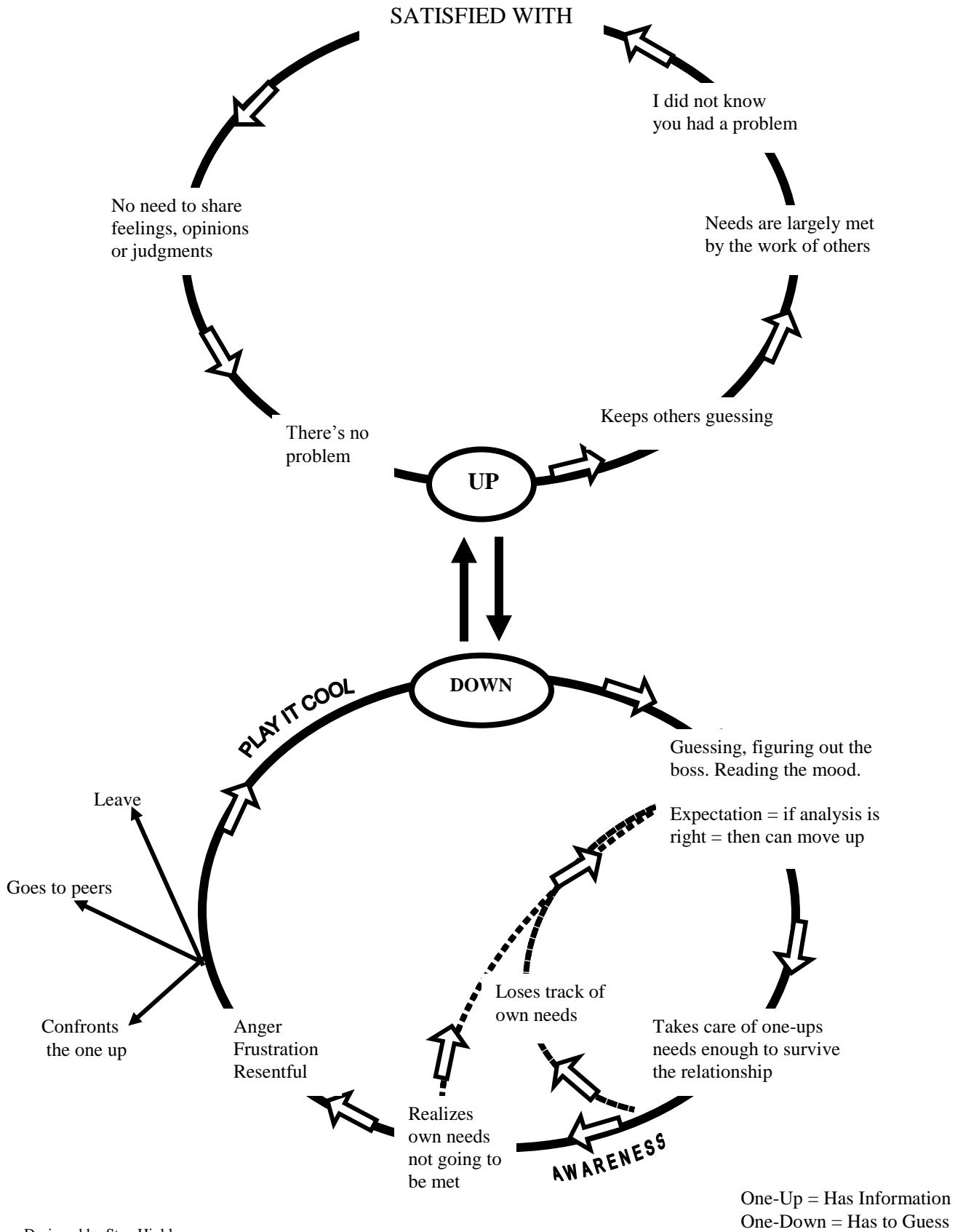
This is one of those real life lessons that people don't always catch. **Put your oxygen mask on first.**

Note, this does not say that you can't help others, or that you should apply your mask and make a beeline for salvation with no regard to others. It simply says, take care of your own NEEDS first. THEN assist others so we can all make it out of this mess in one piece.

Translate that to real life, and it means simply this: Look after your own NEEDS (not wants, desires, agendas, etc) FIRST. Then, by helping the others around you, we can all make it out of this mess (LIFE) in one piece.

(downloaded from the internet 3/15/09 <http://lisamrobbin.com/OxygenMask.aspx>)

# RELATIONSHIPS AND POWER



# A Checklist On Boundaries In A Relationship

## When you give up your boundaries you:

1. are unclear about your preferences
2. do not notice unhappiness since enduring is your concern
3. alter your behavior, plans, or opinions to fit the current moods or circumstances of another (live reactively)
4. do more and more for less and less
5. take as truth the most recent opinion you have heard
6. live hopefully while wishing and waiting
7. are satisfied if you are coping and surviving
8. let the other's minimal improvement maintain your stalemate
9. have few hobbies because you have no attention span for self-directed activity
10. make exceptions for a person for things you would not tolerate in anyone else/accept alibis
11. are manipulated by flattery so that you lose objectivity
12. try to create intimacy with a narcissist
13. are so strongly affected by another that obsession results
14. will forsake every personal limit to get sex or the promise of it
15. see your partner as causing your excitement
16. feel hurt and victimized but not angry
17. act out of compliance and compromise
18. do favors that you inwardly resist (cannot say no)
19. disregard intuition in favor of wishes
20. mostly feel afraid and confused
21. are enmeshed in a drama that is beyond your control
22. are living a life that is not yours and that seems unalterable
23. believe you have no right to secrets
24. commit yourself for as long as the other needs you to be committed (no bottom line)

## When your boundaries are intact you:

1. have clear preferences and act upon them
2. recognize when you are happy or unhappy
3. acknowledge moods and circumstances around you while remaining centered (live actively)
4. do more when that gets results
5. trust your own intuition while being open to another's opinion
6. live optimistically while co-working on change
7. are only satisfied if you are thriving
8. are encouraged by sincere, ongoing change for the better
9. have excited interest in self-enhancing hobbies and projects
10. have a personal standard, albeit flexible, that applies to everyone and asks for accountability
11. appreciate feedback and can distinguish it from attempts to manipulate
12. relate only to partners with whom mutual love is possible
13. are strongly affected by your partner's behavior and take it as information
14. integrate sex that you can enjoy but never at the cost of your integrity
15. see your partner as stimulating your excitement
16. let yourself feel anger, say "ouch" and embark upon a program of change
17. act out of agreement and negotiation
18. only do favors you choose to do (you can say no)
19. honor intuitions and distinguish them from wishes
20. mostly feel secure and clear
21. are always aware of choices
22. are living a life that mostly approximates what you always wanted for yourself
23. protect your private matters without having to lie or be surreptitious
24. decide how, to what extent, and how long you will be committed

# Healing from Hurts

## We try to heal by telling what happened and. . .

### . . .when we are listened to:

- . . .we have emotional release (“discharge”): laughter, tears, talking, shaking, sweating, raging, yawning.
- . . .we are able to free up our thinking and to process the hurtful experiences.
- . . .we reclaim all of our human potential.

### . . .when we are not listened to:

#### 1. . .our thinking stays rigid (in the distress)

- We make decisions about the nature of the world in order to survive; whatever we thought last time “worked” to get us through.
- We do our best to avoid pain by applying patterns of thinking such as denial, avoidance, or amnesia.

#### 2. . .our behavior stays rigid (distress patterns):

- We make decisions about how best to act in order to insure our survival: however we acted last time “worked” to get us through.
- We then use patterns of accommodation and rehearse socially sanctioned behaviors.

3. . .we also continue to try to heal by trying to tell our stories & by “dramatizing” the earliest hurtful events of oppression. In these early events there were two roles we re-enact or dramatize.

<b>Oppressor (Perpetrator/Non-Target) Role</b>	<b>Oppressed (Victim/Target) Role</b>
<ul style="list-style-type: none"><li>• Mistreating others</li><li>• Trying to be in power</li><li>• Hurt those in a weaker position</li><li>• Fatalism about oppression</li><li>• Self-serving &amp; narrow behavior</li><li>• Denial</li></ul>	<ul style="list-style-type: none"><li>• Self hurt</li><li>• Powerlessness-victimization</li><li>• Giving up on allies</li><li>• Self-serving and narrow behavior</li><li>• Rehearsal of invalidation</li><li>• Acceptance of mistreatment &amp; despair</li></ul>

## Ways of Using Listening that Encourage Emotional Release and Clear Thinking

<b>Light Thinking</b>	<b>Light Emotion</b>	<b>Heavy Emotion</b>
To process information better & for better mental clarity	To clear the air: 1) for better immediate group & personal functioning & 2) for better immediate relationships	For long-term human growth & mental freedom
<p><b>Planning and Changing Goals, Actions and Behaviors</b></p> <p>...which encourage better thinking, better feelings stronger relationships &amp; long-term human growth &amp; freedom.</p>		

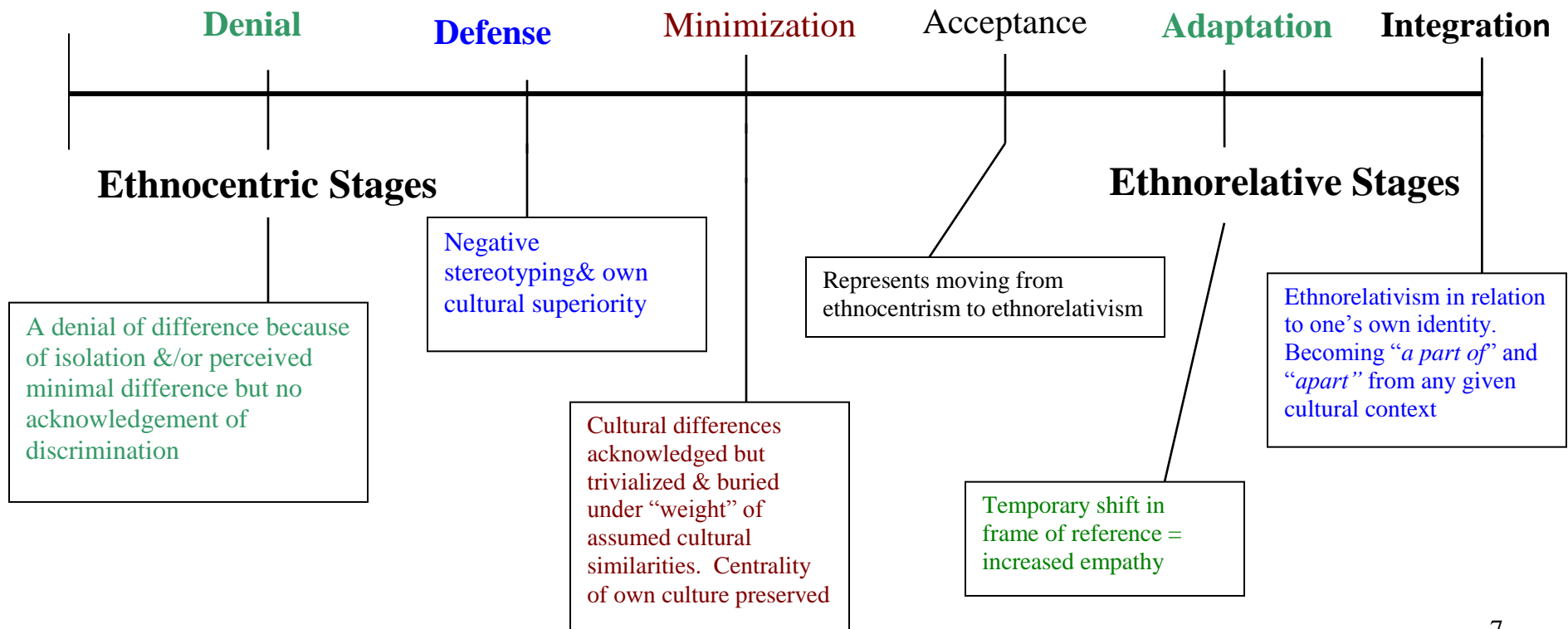
# Developmental Approach to Multicultural Training

(Milton Bennett)

Experience of Difference



Development of Intercultural Sensitivity



## About Jackie (Dr. Jacquelyn Valerie Reza)



**Jackie Reza** was born and raised in San Francisco. She was educated at various universities including **Ahmadu Bello University in Nigeria** (1979), where she received a **Bachelor's of Science** degree in Zoology - emphasis in Ornithology. At **San Francisco State University**, where she completed a **second Bachelor's** degree in **La Raza Studies** (1979) and a **Master's of Science in Rehabilitation Counseling** (1981). During this time Jackie became a licensed **MFT (Marriage, Family Therapist)** in California and set up a small private practice. After 10 years working in the field of counseling and teaching in higher education Jackie went back to earn her **Doctorate in International and Multicultural Education at the University of San Francisco** (1995).

Currently, Jackie works full time at De Anza College where she counsels and teaches a variety of courses including Human Sexuality, Women's Studies and Intercultural Studies. She is also an adjunct faculty at the University of San Francisco, Department of International and Multicultural Education and consults.

During her tenure as a faculty member, Jackie has served as **President** of her College's Faculty Senate and on the **State Executive Council** of the California Community College Faculty Senate. In that capacity, she **Chaired the Affirmative Action/Cultural Diversity Advisory Committee** and served on the **California Community Colleges State Chancellor's Diversity Advisory Committee**. Jackie has been an active member of the **Latina Leadership Network of the California Community Colleges** since its inception in 1987 and in 1993 served as the organization's **President**. Most recently Jackie was **President of De Anza College's Multicultural Staff Association** (2005). She has **testified before the California State Legislature regarding the needs of minority and first time to college students** and has helped draft state policy mandating the special qualifications counseling faculty need to acquire in order to effectively work successfully with diverse student populations.

Jackie's consulting practice has grown from working with students, staff and faculty in the K-12 system, to Higher Education, to national and international levels. One particular program, dear to her heart, has been her involvement in a **multi-year project in Curriculum Transformation and Social Justice that has taken her to many Eastern European Block countries**, where she has trained and **continues to mentor national educational leaders, educators, community activists and parents Healing the Heart of Social Justice**. For the last 5 years she has been working with faculty at City College of San Francisco as the lead consultant of their **Multicultural Infusion Project (MIP)** and is entering her third year working with the **California College of Arts** as the lead consultant for their **Fostering Creative Citizenship Across Cultures (FCCAC) Faculty Project**.

Publications include several articles on **Latina Leadership in Higher Education, Latina identity and Self-Transformation through Critical Literacy, Reflections and Actions**. She has **written a book** for the Open Society Instituted: **Anti-biased Curriculum for the Heart**, which has been translated into 22 languages of the Eastern Block European countries.

Most recently Jackie was nominated by a student for the 8<sup>th</sup> edition of the **Who's Who among America's Teachers** (2004). In 1994, Jackie was **honored** by the **Northern California Chicana Scholarship Foundation** for her leadership within the Latina/Chicana communities and in 1993 she received the **Golden Torch Award** from San Francisco State University's Alumni Association. She has also been the recipient of the **Women Leaders in Education Award from the Santa Clara County Women in Education Association** (1991), the **National Woman of the Year Award** (1991) and the **National Outstanding Young Woman of America Award**, (1987). Jackie is listed in **California's Who's Who, the International Who's Who of Professional and Business Women and the 2,000 Notable American Women, Men & Women of Distinction and Women of Today** reference books.

**A couple of other facts that are important for you to know about Jackie is that she was an EOP special admit student at SFSU, is the mother of Antonio, loves to garden and read trash novels.**