

# Welcome!

## DO NOWs:

1. Please change your Zoom name to include pronouns/pronunciation
2. Please review the prompts for today and think about what story from your life you'd like to share today

## **BECOMING AN ANTI-RACIST AND ANTI-BIAS EDUCATOR**

**ESSENTIAL QUESTION:** What does equitable teaching and learning look like, sound like, and feel like in a CPS classroom?



# Prompts

- Tell a story of a **moment/experience that changed your life.**
- Tell a story of an **embarrassing moment from when you were younger.**
- Tell a story of a **time when you felt despair and eventually found hope.**
- Tell a story of a **powerful, vivid moment in your memory.**
- Tell a story about a **meaningful moment you have experienced during the Covid-19 pandemic.** Your story can be anchored in joy, pain, connection, hope, fear...
- We are all subject to struggles in our lives and in our culture. Our personal struggles come in many forms: a struggle against laundry; a struggle against a partner, parent, or friend; a struggle with yourself; a struggle with your environment; a struggle in your community; a struggle against intolerance, faith, etc. Tell your own **personal “struggle story”** – a time when you were at odds with...



# SPECIAL GUESTS

**Ashley Pinciaro**  
*Northeast Regional Manager*

Narrative 4  
ashley@narrative4.com

**Kini's back!!!**

**Kini Udovicki**  
*Youth Advocacy Specialist*

Office of Equity, Inclusion, and  
Belonging (OEIB)

she / her

**Danielle Lantos**

*Recruiter*

Narrative 4

# 5 PRINCIPLES OF HEALING CENTERED ENGAGEMENT (CARMA)

1. **CULTURE:** Values and norms that connect us to a shared identity and community.
2. **AGENCY:** The individual and collective power to act, create, and change personal conditions as well as external systems.
3. **RELATIONSHIPS:** Transformational relationships where we are vulnerable and transparent in our interactions, share pieces of our humanity, and work toward sustaining healthy relationships within our community.
4. **MEANING:** Profound discovery of who we are, why we are, and what purpose we are meant to serve.
5. **ASPIRATION:** Capacity to imagine, set, and then accomplish goals both for personal and collective advancement.

## **AGENDA:**

- 1. What is Empathy?**
- 2. Community Norms**
- 3. Partner Share**
- 4. Story Exchange**
- 5. Debrief**

**Session Objective:**  
Create space to experience empathy and understanding that can result from sharing stories and perspective taking.




**What comes to mind  
when you think of empathy?**



# What is Empathy?



 SEE  
THEIR WORLD

 APPRECIATE THEM  
AS HUMAN BEINGS

~~JUDGEMENT~~

4 ELEMENTS  
OF EMPATHY

    
UNDERSTAND  
FEELINGS

 COMMUNICATE  
UNDERSTANDING

CC Michael Sahota 2012



# Empathy is *not*

- Pity
- Liking everyone
- Agreeing with their perspective or behavior
- Actually living someone else's experience



# Empathy is *risky*

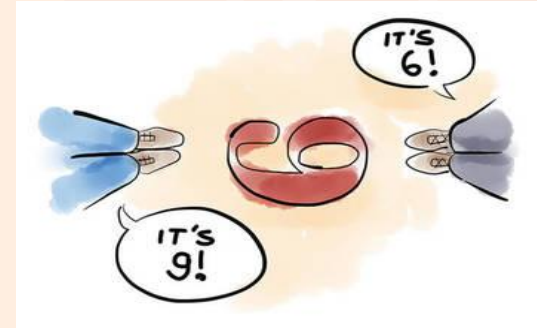
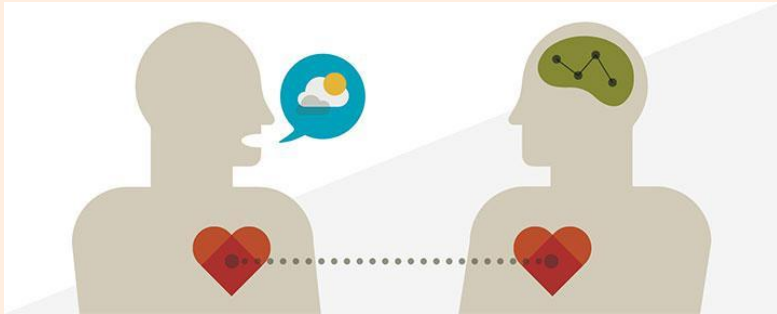
- Requires vulnerability
- Can feel unsafe
- Can feel uncertain
- Can elicit strong emotions



# What practices can increase empathy?

## Practice #1: *Perspective-taking*

e.g. role-play; imagine how someone would feel



## Practice #2: *Media, including Storytelling and Narratives*

e.g. learning about lives of others

**The Story Exchange is unique because it uniquely *combines both practices.***

# Community Norms

- Be present and engaged - minimize distractions around you.
- Be muted, when you're not talking :)
- Be respectful — take space, make space.
- Speak from the heart.
- Be trustworthy—respect the privacy of the stories and keep them here (stories stay, lessons leave).
- Be open to new stories and new learning (hold multiple truths).
- Be human—we're not perfect.



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# Content Warnings

- Please check in with your partner **before** you start to tell your story. Let them know about any **potential content warnings** in your story.
- **Ask them** if they are comfortable hearing a story that contains content related to “xyz.”
- If they say no, please **accept that no**, and give yourself a moment to think of a **new story** to tell.
- We are all made of a multitude of stories, so you are not being a burden if you ask someone to tell a different one.

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# Partner Directions

- **20 minutes** together
- Each partner shares a **5-7 minute** story from their life
- **Listen to understand**, not to respond
- You may take **notes**
- You may ask **clarifying questions** after your partner has told their story



# About Narrative 4

Narrative 4 is a global organization driven by artists, shaped by educators and led by students.

Our core methodology, the story exchange, is designed to help students understand that their voices, stories, actions and lives matter, and that they have the power to change, rebuild and revolutionize systems.





## OUR REACH

Narrative 4 is working in:



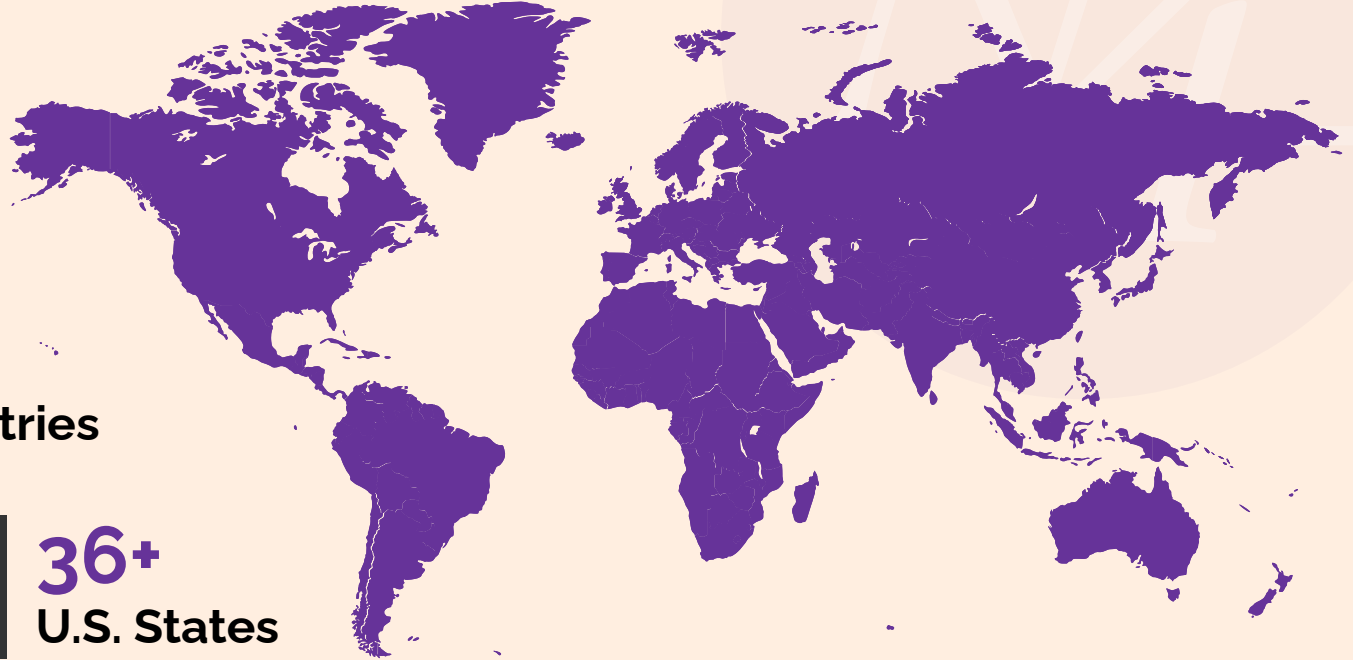
**4+**  
Continents



**16+**  
Countries



**36+**  
U.S. States



# Reflection/Next Steps

## Session Feedback

- I used to think...now I think...
- I used to think...now I wonder...
- I used to think...now I think that..., only more so!

I commit to trying...

**Before next class:** Please listen to this podcast - [Antiracism and UDL](#)

# Want more?



NARRATIVE 4

## BECOME A NARRATIVE 4 FACILITATOR



1. Participate in a Narrative 4 story exchange!
  - a. The exchange can be hosted by CPSD or Narrative 4.
  - b. N4 exchanges happen live, multiple times a week. You can register at [www.narrative4.com/live](http://www.narrative4.com/live)
2. Complete the Narrative 4 facilitator training
  - a. <https://narrative-4.teachable.com/p/virtual-facilitator-training-supplemental>
  - b. Use special code CPSD to access the training for free
3. Connect with your Narrative 4 advisor for coaching, support, and additional training resources
  - a. The CPSD N4 advisor is Allison Lerman-Gluck.
  - b. Reach out to Allison by emailing: [allison@narrative4.com](mailto:allison@narrative4.com)