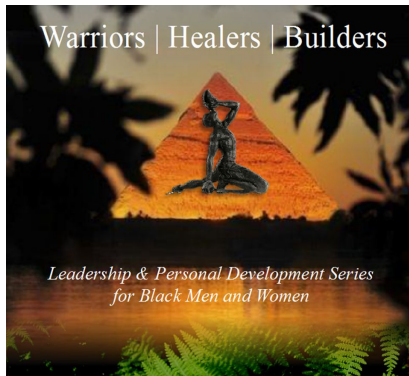




AYA Educational Institute Training Agenda

Healing Inside to Win the Battle Outside: Warriors-Healers-Builders for Black Educators and Community



For WHB Training

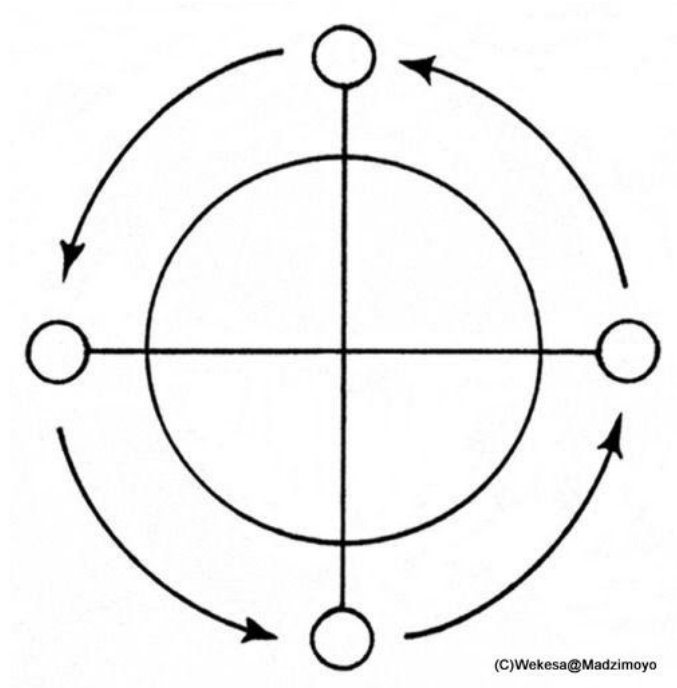
Day 1: (4 Hours)

- Welcome and vision by local sponsors
 - Introduction to AYA and the facilitators
 - Why Warriors - Healers - Builders? How similar and how different from most training of this sort?
 - Why Now?
- What Wounds?
 - Overview of “The Blacknificent 7” truncated WHB toolset for this training
 - **Tool:** Introduction to Oppression, The Levels of Oppression, the S/I Line and 4 D Scripts
 - **Eliminating / Challenging The 4 Ds of the S/I Line.** Understanding and managing the dynamic of oppression/injected oppression

Break-Out Group Primers:

- When Caring is not Carrying!
- When I am and we are the oppressor?
- A couple more pronouns: “We” vs. “They”
- Mike Tyson: “Everybody’s got a plan until they get hit!”
Preparing for the hit and the hit-back!
- Application Small Group Work (Q and A)
 - Personal
 - Familial

- Community
- Professional (Accounting for COVID-19)
- Bonus topics:
 - Adaptive Stress Response vs. Chronic Stress
 - Oppression and inter-racial families
 - How to teach about oppression without depressing
- General Q&A (30min)
- Closure



Day 2: (4 Hours)

1. **Emotional Authenticity For Healing, Better Decisions-Making, and Communication.**
Oppression has falsified our learned emotional responses so that our intra-personal and inter-personal communication often leads to conflict and distrust.

Tool: Feelings As Messengers helps us get to our authentic emotions so that our thinking and feeling combine for healing and power.

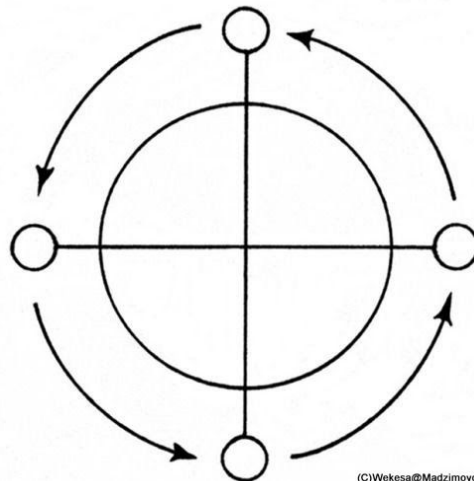
2. Emotional Literacy vs. Emotional Authenticity
3. How oppression has falsified our learned and expressed emotional responses from captivity to today.
4. “Substitution” and the impact on communication, relationship building, family building, and interaction with those in the dominant social group.
 - a. Application Small Group Work
 - i. Personal
 - ii. Familial
 - iii. Community
 - iv. Professional (Accounting for COVID-19)

5. **Tool: Using “The River of Touches”** to heal and unleash the power of authentic recognition. Dominant culture “touches” have been abusive to us. We have “caught” that we are worthless or certainly “not enough” - not good enough, intelligent enough, moral enough, etc. As a result, we abuse ourselves and each other or seek to compensate for this misperceived lack by imitating or seeking approval of the abuser - at exorbitant costs.

- a. Application Small Group Work
 - i. Personal
 - ii. Familial
 - iii. Community
 - iv. Professional (Accounting for COVID-19)

Day 3: (4 Hours)

1. **Tool: Storytelling From The Inside-Out -** Healing Broken Stories. We're not a broken people; we just have broken stories. As educators, we know the power of narratives. Here we turn that power to heal, motivate, and propel us forward without delusion.
2. Chinua Achebe: What's Literature Got To Do With It?
3. Storytelling as therapy for the teller and the listener
4. Strategies and Applications
 - a. Application Small Group Work
 - b. Personal
 - c. Familial
 - d. Community
 - e. Professional (Accounting for COVID-19)
5. General Q&A
6. Closure: Appreciations, Take-Aways, Follow-up





AYA Educational Institute Training Agenda

Healing Inside to Win the Battle Outside: Challenging-Healing and Creating Equity for Ally Educators and Community



For **CHC (Challenging, Healing and Creating Equity) Training**

Day 1: (4 Hours)

- Welcome and vision by local sponsors
- Introduction to AYA and the facilitators
- Why Challenging - Healing - Creating Equity? How similar and how different from most training of this sort?
- Why Now?
- Healing The Helpers - The Allies
Overview of truncated “CHC” for this training
- **Tool: Introduction to Oppression**, The Levels of Oppression, the S/I Line and 4 D Scripts
 - The difference between knowing the levels and intricacies of systemic oppression and the preparation to refuse to take part in it, and to take action to challenge oppression (Rev. Martin Luther King)
 - Mike Tyson: “Everybody’s got a plan until they get hit!” Preparing for the hit and the hit-back!
- **Oppressor, Oppressed, and Ally: The 4 Ds of the S/I Line.**
Understanding and managing the dynamic roles instead of denying them.

- How ally wounds morph the ally into an oppressor and what you can do about it?
- What happens when the oppressed's vision for equity is greater than the ally's
- Navigating the intersection of oppressed and oppressor in interpersonal and institutional efforts.
 - Application Small Group Work (Q and A)
 - Personal
 - Familial
 - Community
 - Professional (Accounting for COVID-19)
- Bonus topics:
 - Adaptive Stress Response vs. Chronic Stress
 - Oppression and interracial families
 - Conflict of Minds by Jordon Ngubani
- General Q&A (30 min)
- Closure



Day 2: (4 Hours)

6. **Emotional Authenticity For Healing, Better Decisions-Making and Communication.**
Oppression has falsified our learned emotional responses so that our intra-personal and interpersonal communication often leads to conflict and distrust.
7. Primers -
 - a. What happens when your help doesn't help?
 - b. What happens when your help is rejected?
 - c. Instead of chastising the white child for asking about captivity, how to teach the Black child to answer?
 - d. When I discover or admit to myself that my job is dependent upon me being a part of the system of oppression?
 - e. When "they," the oppressed, have "hurt" me or my family personally?
 - f. What about my group? We've been oppressed, too!

Tool: Feelings As Messengers helps us get to our authentic emotions so that our thinking and feeling combine for healing and power.

8. Emotional Literacy vs. Emotional Authenticity
9. How oppression has falsified our learned and expressed emotional responses from captivity to today.
10. "Substitution" and the impact on communication, relationship building, family building, and interaction with those in the dominant social group.
 - a. Application Small Group Work
 - i. Personal
 - ii. Familial

- iii. Community
- iv. Professional (Accounting for COVID-19)

11. **Tool:** Using “**The River of Touches**” to heal and unleash the power of authentic recognition. Dominant culture “touches” have been abusive to us. We have “caught” that we are worthless or certainly “not enough” - not good enough, intelligent enough, moral enough, etc. As a result, we abuse ourselves and each other or seek to compensate for this misperceived lack by imitating or seeking approval of the abuser - at exorbitant costs.

a. Application Small Group Work

- i. Personal
- ii. Familial
- iii. Community
- iv. Professional (Accounting for COVID-19)

12. Report Outs

13. Q&A

14. Closure: Appreciations, Take-Aways, and Followup



Day 3: (4 Hours)

5. **Tool: Storytelling From The Inside-Out -**
Healing Broken Stories.
 - a. Finding and creating white stories of pride that are not born of the oppression of others.
 - b. Ally success and future-focus: 5 years from now what's the story of you as an ally
 - c. What's the story of your growth and power?
 - d. What's the story of your accomplishments as a challenger, healer, and building of equity in spite of oppression?
 - e. As educators, we know the power of narratives. Here we turn that power to heal, motivate, and propel us forward without delusion.
 6. Chinua Achebe: What's Literature Got To Do With It?
 7. Storytelling as therapy for the teller and the listener
 8. Strategies and Applications
 - a. Application Small Group Work
 - i. Personal
 - ii. Familial
 - iii. Community
 - iv. Professional (Accounting for COVID-19)
5. Q&A
6. Closure: Appreciations, Take-Aways, and Followup



