

AYA Educational Institute

# Intro: Warriors | Healers | Builders



- Personal Development
- Communication Tools
- Conflict Resolution Strategies

This is an introductory personal development course that provides African people with the tools to navigate our relationships with one another. You will learn how to combine your emotions and your thinking for more powerful and successful outcomes. Your feelings are messengers. You'll learn to read those. Oppression has taught us to suppress and substitute one emotion for another. Sometimes our past survival adaptations no longer serve us. You also will learn the power and skill of recognition and storytelling, including how to retell the stories about your life in ways that propel you.

**AYAED.COM**

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**GANGSTAS  
TO GROWERS**

**OCTOBER 14-15, 2020**

## Introduction

Not only do we NOT live in a "post-racial" society, the resurgence of racist brutality contributes to everything from mild irritations and academic distractions to school suspensions, depression, homicide and suicide.

When the headlines scream "*16 bullets,*" "*hands up don't shoot,*" can we continue to pretend? Can we continue to believe that "they" will change or fix it for us? No.

Oppression is real and we need to address it - especially the impact on our families, on our relationships, and on our organizational communication.

This workshop offers you 3 skills and 4 steps necessary to seriously begin to do so.

Our response is especially needed because the old wounds have continued down our family lines. They were adaptations for survival then. Now, they hold us back or, worse, contribute to our own demise. Today, when the old wounds that we've forgotten meet up with "16 Bullets" they show up as apathy, abuses, exaggerated hurts and fears and other adaptations. Adults, youth and children are all affected.

To adequately heal oppression wounds we need to develop a warrior-healer-builder mindset and skill-set.

To this end, AYA Educational Institute offers 3 skill areas and 4 steps. We call this combination - "*The Blacknificent 7*" and are proud to say that for over 20 years it's been helping thousands heal oppression wounds and create stronger families, stronger academic performances, stronger organizations, and stronger personal relationships.



### What You Can Expect:

**Lots of Interaction:** You'll be asked to jot down your thoughts, to share your opinions, thoughts, feelings and questions with each other.

You'll be asked to search deep, and at other times you'll be hurriedly racing around the room to accomplish your task before the bell rings.

### Learning From Each Other:

You will not only learn from the instructor, you'll learn from each other as well.

**Experienced Healing Guides:** Our instructors will not bore you, and will not leave you. They are experienced and will allow your questions to guide them. They will teach from research and from their own experience while using the same concepts, tools, and skills they are teaching you.

Test them!

**Note Taking:** Please take them. Given the time limitations of this workshop, we hope to raise more thoughts, questions and feelings than we have time to process. Your participation and your notes will be key to your applying these tools later.

## Warrior - Healer - Builder



**W**ounded by years of oppression and injected oppression, my daily efforts are compromised.

Wounded, when I try to make friends, they too often become enemies. When I try to build with my people, they fail me, or I fail them. My efforts at love often bring pain or failure, or both. Putting my best foot forward is rarely enough.

To heal oppressions wounds we need a combined  
**Warrior-HEALER-Builder**  
response.

Becoming a warrior alone doesn't heal my wounds; instead I become a wounded warrior. The wounds reveal themselves as alien implants directing me (often against my better judgment) to inflict pain on those that love and trust me. Betrayed, they often feel the pain equal to or greater than that inflicted by the oppressor directly.

Becoming a builder alone doesn't heal me. Instead, I become a wounded builder. The organizations or structures I build often end in the hands of the oppressor, or the process of building re-opens old oppressor-inflicted wounds causing pain, distrust, and dissolution among the very people with whom I'm trying to build.

Wounded, as either a warrior or builder, my responses to those who hurt me - even when it is unintentional- are wildly amplified. I either retreat or explode. My retreat and self deprecation deepens and secretly I beg for a rescue of any kind - even delusional ones offered by the oppressor.

At other times, my response to the one who touched my wound is swift and painful. My explosive light-saber-like response may serve as a cathartic release saving me from the deep valley of self blame and self deprecation, while at the same time it fools me into thinking that I'm powerfully responding to the enemy - when I am not.

Untouched, the real enemy - the one who inflicted the original wounds and those who continue to do so - laughs and grows stronger while the family bleeds and struggles holding to a hope thinner and more illusive than a spider's web.

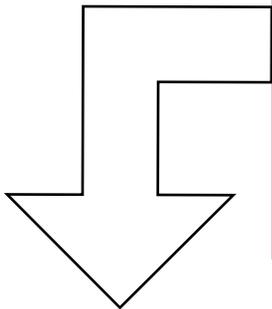
Becoming a Warrior-Healer-Builder starts with our healing ourselves from the old and new wounds of oppression.

# Warriors Healers Builders

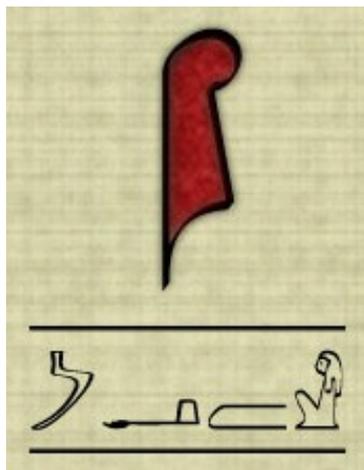
## Guidelines: The Short List

For this workshop  
For your authentic  
Relationship

1. Try On
2. Ok-2-Disagree; not ok attack, or blame
3. Both-And Thinking
4. Self Focus
5. Ask Questions (of self and others)
6. Participate fully
7. Maintain Confidentiality



Truth  
Justice  
Balance  
Order  
Harmony  
Righteousness  
Reciprocity



# Warriors Healers Builders

## WARRIORS

We must become better warriors - challenging the **People, Policies, and Practices** that aggress upon our families, our people and our community. Choose your weapons. Choose your comrades. Choose some battles. You can't choose the war; it's being brought to us everyday.

### Three Ps'

People | Policies  
Practices

## HEALERS

### Heal Ourselves

Old wound are passed down through our family habits while subtle and overt oppression inflict fresh wounds daily. Clearly, we need to call forth the healer in us. We need to become skilled healers - turning fear into confidence, emotion into intelligence, conflict into trust, destruction into stability and creativity. We must heal ourselves.

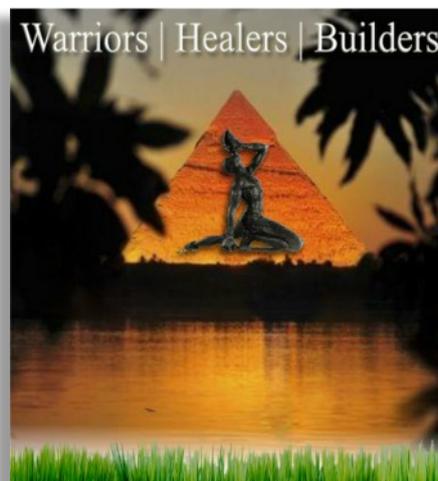
## BUILDERS

While we fight and heal, we are also obligated to build. We must build:

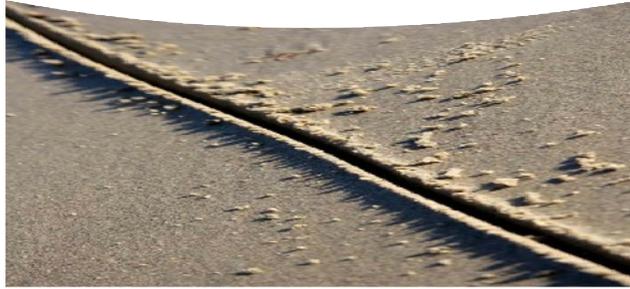
- Families
- Organizations
- Businesses
- Institutions.

### Trust- Builders

Trust-building, unshakeable faith, creativity, and organization are the strengths of the builder.



# 3 Skills



- Circle The Line** - to bend the Superior/Inferior Line that divides us into a circle of trust. Unwittingly, we bring to our relationships and even conversations a sense of who's better/worse, superior/inferior. No matter which side we're on, conflict ensues. Denying it won't make it go away. Compromise and clichés only hide it from ourselves. Only by grabbing the ends of that line and forging it into a circle of trust can we cure the conflicts that often reverberate from our childhood.



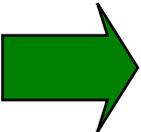
- Crack The Code** - to unlock the emotionally-coded script that causes unwanted conflict and deep distrust. Historic oppression, family habits, school and media socialization conspire to falsify our emotional responses - even to ourselves. I read and respond "38-hot" when I'm actually feeling sad. She cries when she's feeling angry. In either case we read and send the wrong emotional signal. Our behavior is misguided. Authenticity and trust is eroded, so is the intimacy and unity between us. We are no threat.



- Solve the Riddle** - "Babies cry for it; grown men and women die for it!" What is it? Solving this mystery leads us to the River of Touches. Learn to manage the awesome power of this river, and how to defend against its misuse. Skilled touches stimulate personal growth, confidence, creativity, peacefulness, cohesive relationships & joy. The River of Touches is the best single defense against the psychological attacks and ploys that manipulate us.

# Skill # I - Challenge The 4 D Script Of The S/I line - Circle The Line Among Us.



 Discount others & Dominate      Discount-SELF & Defer 2 OTHER

## Dominating Scripts:

1. Force
2. Divide/conquer
3. Induce self doubt (standards, authority, fear...)
4. If you can't beat them, join them, then use 3,2,1

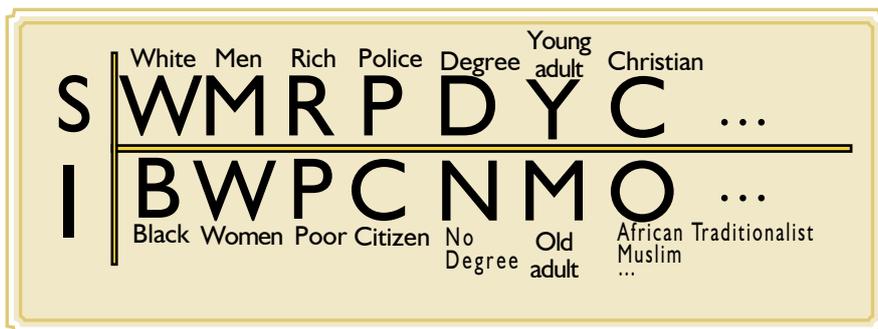
## Injected Oppression Scripts:

1. MSO / STD
2. Compensate to "prove" self worth
3. Displace anger for oppressor on self and group



# Skill # I - Circle The Line

Bending the Superior/Inferior Line that divides us into a circle of trust, then stepping inside.



## The Problem:

Through white brutality and subtle socialization, we have been injected with an alien idea that dominates how we relate to ourselves and each other. This alien implant leads us to limit ourselves and to seek to dominate others - even those we love. We call this alien idea is that relationships are to be constructed on the Superior/Inferior Line.

Eurocentric thinking and action has organized the world of differences into opposing camps. In their system, different races, genders, incomes, positions, etc. mean that one person is more or less worthy, that one is superior and the other inferior.

Be very clear; this is NOT about superior or inferior strength, speed, accuracy at throwing a football, scoring well on a test, or making a cherry pie. This superior/inferior message is about the WORTH of the person or group.

The problem isn't the difference, it's the worth that the dominant society assigns to the difference - better or worse. It determines how others view and treat us, and how we view and treat others.



neheh (nhh)  
"time"



djet (dt)  
"eternity"

For African people "now time" on left above  
And "eternity" on the right are complimentary  
not exclusive concepts.



Bend the line into a circle of trust, then step inside.

Ultimately, it determines how we view and treat ourselves.

Even if we don't consciously believe that we're "better than" or "less than" anyone else, we all - learn to ACT, FEEL, and THINK in superior and inferior ways.

It matters little that the S/I line is farce, it is a power definition and the damage is inflicted and reinforced daily, whether by police brutality, skin bleaching, or the latest episode of Scandal. Our S/I scripted actions and often unconscious beliefs cause conflict, abuse, and self limitation. Fortunately, this isn't the only way for us to relate and communicate with each other. Psychologist, Na'im Akbar, reveals the African concept called TWINNESS or COMPLEMENTARITY where differences, even opposites are not opposing or exclusive. Instead, they complement each other like a hand and a glove. Asians have a similar concept known as Yin-Yang.

Changing how we relate to self and others takes commitment, practice and skill-building. Are you ready?

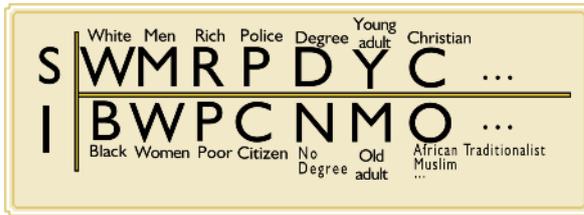
The objective is to learn to bend the line into a circle of trust with those with whom you want to have a cooperative relationship!

## The Solution:

1. Assume the line is there (tension/conflict)
2. Notice which of the differences and the possible S/I messages in self and others may be contributing to conflict or self-limitation
3. Use your experience on the "other side" of the S/I line to better make a bridge to understanding
4. Flip the script to make authentic connections
5. Use authentic emotions (FAM) and the River of Touches to bend the line into a circle of trust.

# Skill # 1 - Circle The Line

Bending the Superior/Inferior Line that divides us into a circle of trust, then stepping inside.



## The "I" Place

## The "S" Place

### Exercise # 1:

Recall a time in a relationship or interaction, where you found yourself on the "I" or inferior side of the line based on race, gender, income, status, age, religious affiliation, etc.

1. Jot down your feelings and thoughts about yourself and about the other person or group.

2. How did you limit yourself or act differently than when you were not in the "I" place?

3. What little or large thing did they do – intentionally or not – to remind you of your place? If the environment somehow reminded you, what about it directed you to the "I" place?

Recall a time in a relationship or interaction where you found yourself on the "S" or superior side of the line based on race, gender, income, status, age, religious affiliation, etc.

1. Jot down your feelings and thoughts about yourself and about the other person or group.

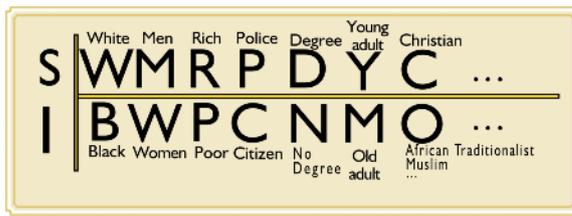
2. How did you expand yourself or act differently than when you were not in the "S" place?

3. What little or large thing did they do - intentionally or not – to remind you of your place? If the environment somehow reminded you, what about it directed you to the "S" place?

Discuss any discoveries.

# Skill # I - Circle The Line

Bending the Superior/Inferior Line that divides us into a circle of trust, then stepping inside.



## Exercise #2:

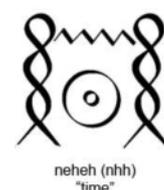
7. Find yourself on as many other variables as you can. Notice both sides of the line. Reflect on your relationships with people to see if this S/I dynamic may have contributed to conflicts or limitations. If so, write a word or two about them here to help you remember later.

8. Also, have you worked to try to insure someone won't see you as superior or inferior? What did you do?

9. Is there something you ever wondered or wanted to ask of or say to someone from "the other side" of the line? If so, say it or ask it below.

## Key Notes:

1. Typically the most frequent goal is to climb or stay on top of the line to "be somebody." This line is inherently competitive, conflicting, and combative internally and externally. On it, to be somebody, you have to dominate somebody. Domination breeds resistance.
2. The next most frequent goal is to avoid conflict and to "be the better person," by not attempting to call out or stop the abuse from the "S" side. This is often a cover for fear and adds self abuse to the external abuse. It erodes trust, and it is the enemy of unity.
3. Another typical strategy is to give charity to the less fortunate while leaving the system intact.
4. **It is not our way - the African way.** That we have come to see S/I as natural and obey it at all, is a wound of white supremacist oppression. It is not a visible wound. We've carried it inside so long; it feels natural. Sometimes, we even embrace it. Problem is that it often leads to very visible wounds from suicide to abuse to homicide to genocide.
5. Trying to "prove" to those in the projected "S" position in society that you are "smart enough," "good enough," "pretty enough," "worthy enough" is not shifting you outside of the S/I prison.
6. Doing "S" better than "S" - blonder hair, bluer eyes, more articulate/smarter/successful than "S" is not a shift from the S/I prison.
7. The power is with you. When you shift positions - outside of the S/I paradigm - the other party's behavior will shift - even if they don't want to. **Caution: If you're shifting just to get "them" to shift, you're still in prison.**



## Skill #2 - Crack The Code

Oppression is en-CODED into our learned emotional responses.



Europeans and European domination has imbedded into our subconscious a code that largely dictates what emotions we are allowed to feel and how we are allowed to show them. This, in turn, directs how we behave and relate to ourselves and to each other.

It is the same code that makes a woman say "I was so angry, I could cry! A man's response to anger would be more like stomping through the house and snatching down curtains.

Oppression is encoded into our learned emotional responses. We must break the code.

*How have we been talked out of the blues?*



To this end we offer an AYA tool called **Feelings As Messengers**.

Feelings as Messengers is a small doorway to find our way back to higher intuition, spirituality and to "intelligence of the heart."

Our "falsified emotional responses" lead to internal conflict and domination over others - usually our own.

Cracking the Code allows us to become authorities in our own lives, authors of our life-stories, and emotionally authentic which centers us in our power and engenders trust between us.

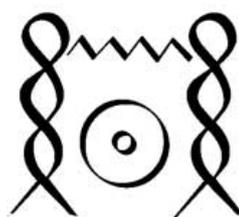


- Authentic (emotion and identity) lead to us becoming
- Authors (of our own life-stories) leads to us becoming
- Authorities in and over our own lives.

# Skill #2 - Crack The Code

Oppression is en-CODED into our learned emotional responses.

*First* get rid of myths and misinformation that lead to you suppress your emotions



neh eh (nhh)  
"time"



djet (dt)  
"eternity"

### Exercise #3:

A. List some statements that you've learned about feelings?



Disney Pixar is learning... See trailer from the movie - Inside-Out.

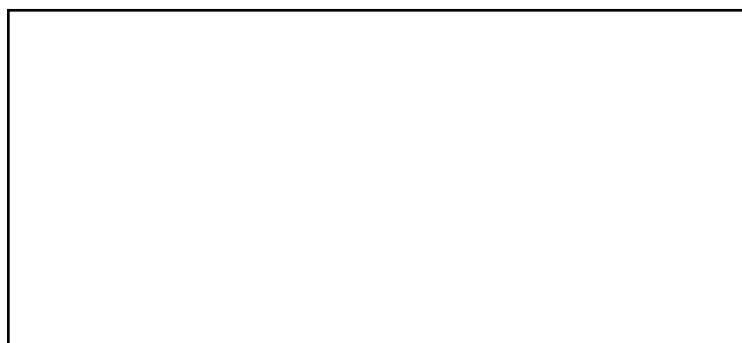


Emory University is learning... Neurologists are discovering that emotions are key to advanced cognition (thinking).

- Truth is... not only are thinking and feeling vital, we can't do anything without both of them. Just like "now" and "eternity," they are not mutually exclusive.

- So stop trying to control your emotions.

- Instead seek **balance** between thinking and feeling by **reading all and responding authentically to** your emotions.



**Exercise #3:** B. Contrast the different messages that boys/men vs. girls/women receive about which emotions they should feel or which they should never show.

## Skill #2 - Crack The Code

**Second**, allow yourself to discover and explore your emotions. Sometimes it's faint, sometimes strong. Sometimes pleasant, other times not. Sometimes alone, sometimes in clusters of other feelings and thoughts. Touch them and see how they are touching you. Where ever you are, whatever your thoughts, you're emotions are there with you. Can't feel anything, or is it jumbled up? Ok this exercise will help.

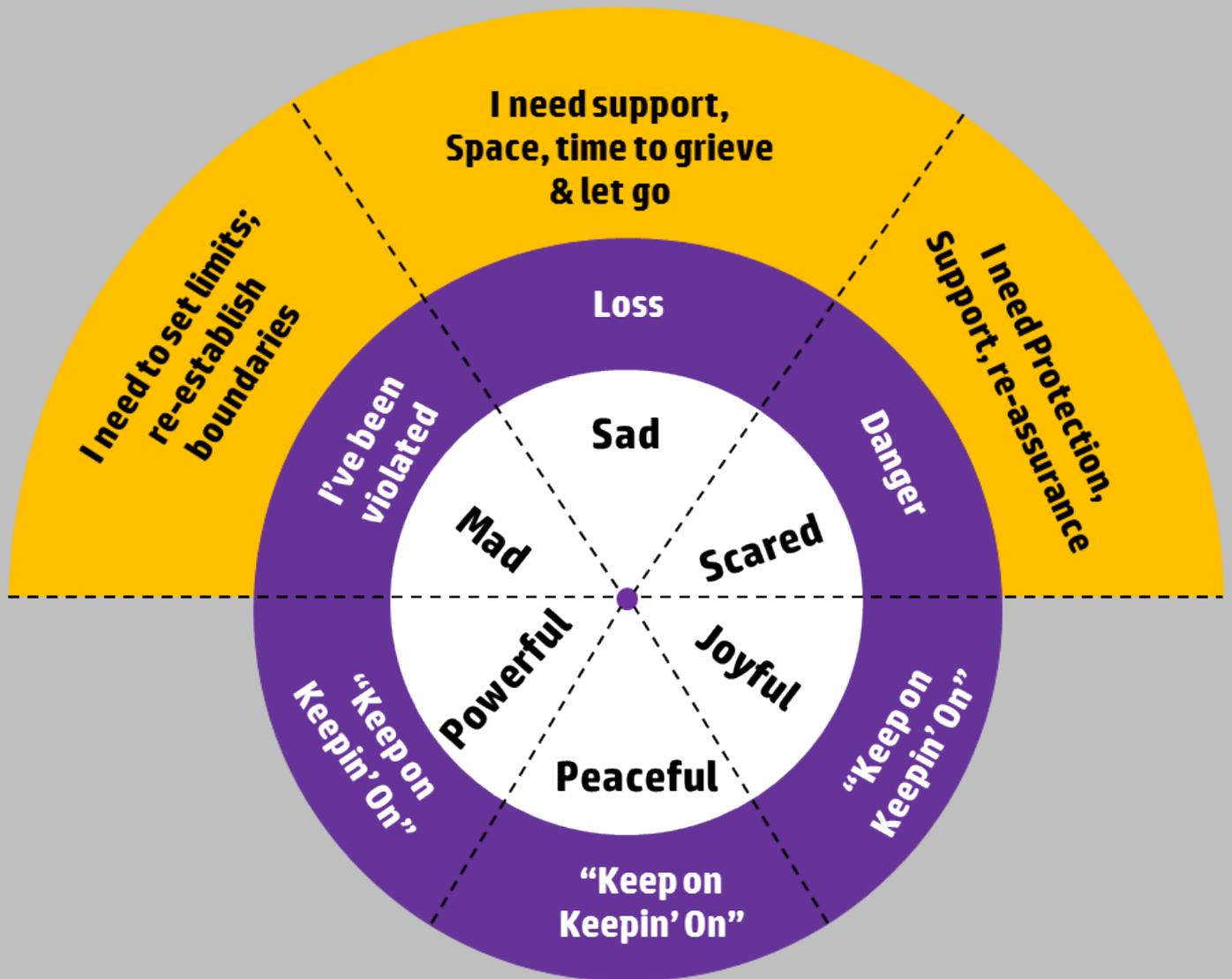
### Exercise # 3

1. Look at the word on your name tag or that you were given when you entered. Think of a time that you felt the emotion written on the card, and explain it to the person next to you. Take turns.
2. Look at the feeling words below to get used to some feeling words. While talking about the situation with your partner from part 1 of this exercise, you may have discovered other feeling words. Once you have found any additional emotions, use the "Feelings as Messengers Chart" (next page) to find what you consider the root feeling family. Write your discovered emotions, and the root feeling family down. I.e. feeling "valuable" would lead me to the roots of joyful, peaceful, and powerful. You have decide which root feeling family "valuable" will lead you to. Again, those root feeling families are on the next



## Skill #2 - Crack The Code

Oppression is enCODED into our learned emotional responses.



1. Tune in, feel, "read" your emotions.
2. For mad, sad, and scared, ask and answer the questions: What's the violation, loss, or danger. Be specific.
3. Proceed to row 3 - the second part of the message - and do what it says - set limits, get support, or protection, etc.

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4. For Joyful, Peaceful, Powerful, feel them, enjoy, and keep on doing what you're doing.



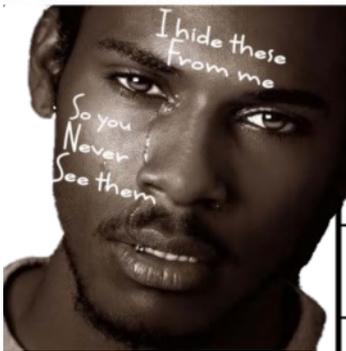
Feeling Families are like families of colors:  
- Lots of different shades and combinations of the core family of emotions.

# Skill #2 - Crack The Code

**Exercise #4:** Our socialization has falsified our emotional responses so we substitute some feelings for other feelings – like mad, when were feeling sad, or even sad, when we’re feeling mad! This chart will help you discover if you substitute and which feelings you’re likely to substitute in different situations. It can lead you to discover your “substitution-survival pattern.”

- Reflect on the situation in when you’re in a leadership position or you are with someone of the opposite gender. See Row 1 in chart below.
- Next move to the middle column and ask yourself, when I’m in a leadership position or with someone of a different gender, which of the six feeling families is hardest (socially uncomfortable) for me to show. Put one or more of those feelings families (mad, sad, scared, joy, peace, power) in the middle column.
- Next, go to column three and name which of those six feeling families are you likely to show instead of the ones in the middle column - the ones it’s hardest for you to show in a particular situation. Repeat for other situations.
- The young girl below is responding to a message that would likely lead her to substitute joy; to fake joy when she’s feeling one or more of the other feelings.
- Complete it. If you discover any substitution or a pattern, please discuss what impact you think this has had on your relationships.

## Substitution Patterns



Situation	Feeling-family that hardest for me to show	Feeling-family that I'm likely to show instead
In a leadership position		
In a subordinate position		
W/ someone who is white		
W/ a Black person		
W/ someone of a different gender		
W/ someone of the same gender		
Other		
Other		

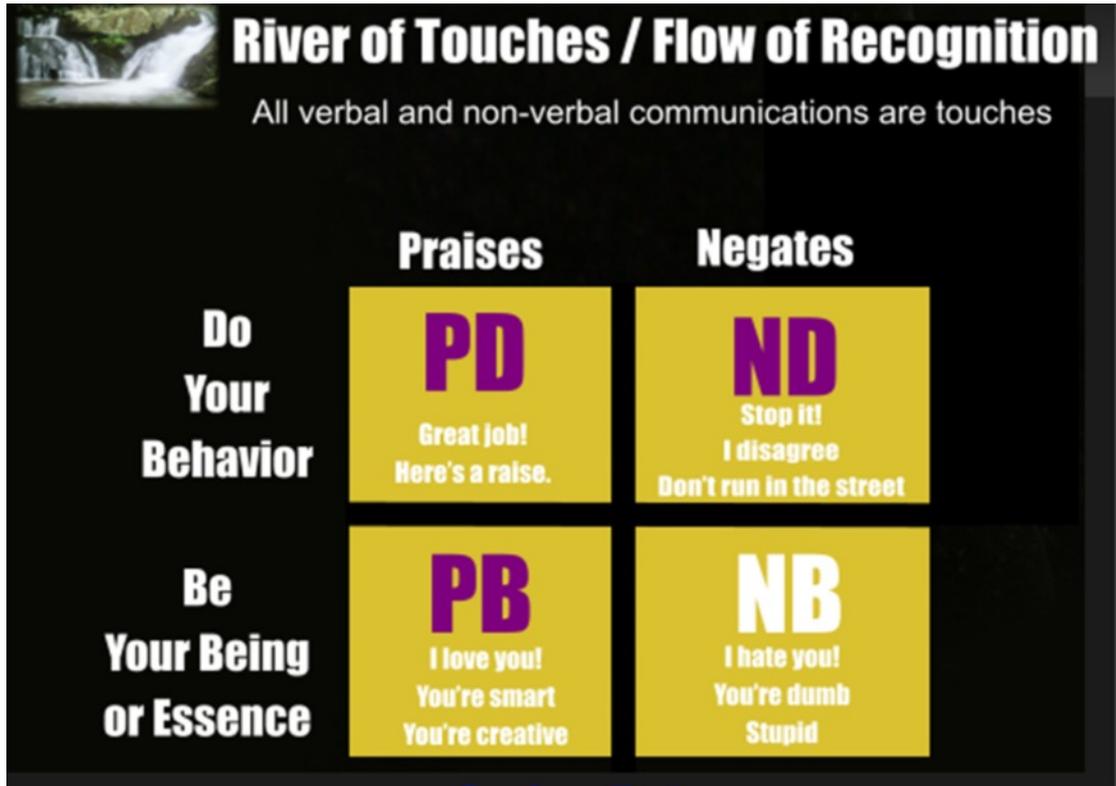


This substitution leads to emotional illiteracy and a lack of authenticity. That leads to manipulation by the S/I line - oppression. If you want to be in an authentic relationship, start using your authentic emotions in those situations.

# Skill #3 - Solve the Riddle

## Learning and Managing Your Own River of Touches

Babies cry for it; grown men and women die for it. What is it? Of course - it's attention, love, touch. We call this the River of Touches. Come on in. The water's fine.



**River of Touches / Flow of Recognition**  
All verbal and non-verbal communications are touches

	<b>Praises</b>	<b>Negates</b>
<b>Do Your Behavior</b>	<b>PD</b> Great job! Here's a raise.	<b>ND</b> Stop it! I disagree Don't run in the street
<b>Be Your Being or Essence</b>	<b>PB</b> I love you! You're smart You're creative	<b>NB</b> I hate you! You're dumb Stupid

# Skill #3 - Solve the Riddle

Learning and Managing Your Own River of Touches

Babies cry for it; grown men and women die for it. What is it? Of course - it's attention, love, touch. We call this the River of Touches. Come on in. The water's fine.



## Manage The Flow of Recognition, The Touches That You:

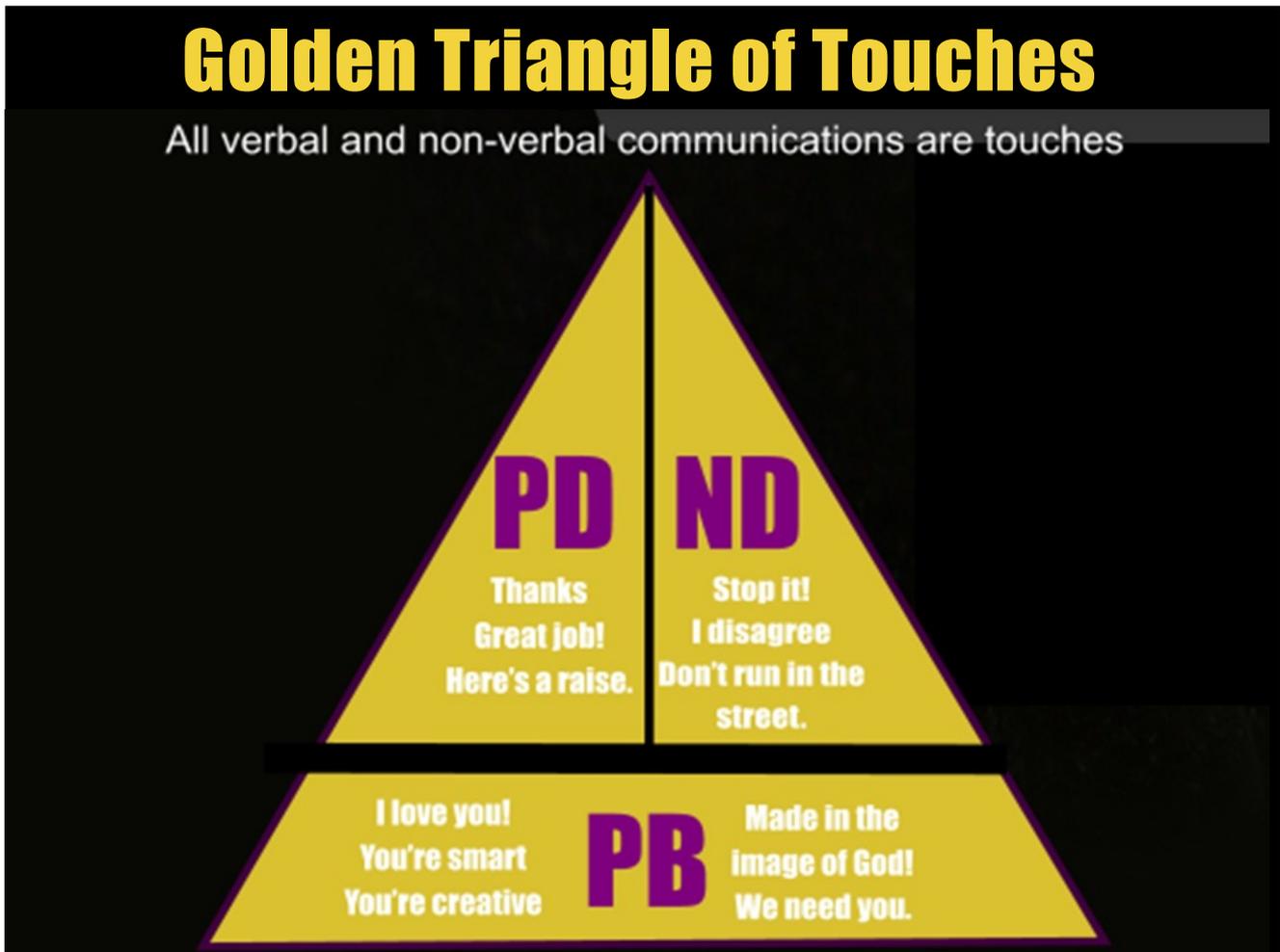
1. Give to others
2. Give to self
3. Take in
4. Ask for
5. Reject

Praises	Negates
<b>PD</b> Great job! Here's a raise.	<b>ND</b> Stop it! I disagree Don't run in the street
<b>PB</b> I love you! You're smart You're creative	<del><b>NB</b> I hate you! You're dumb Stupid</del>

## Skill #3 - Solve the Riddle

Use the Golden Triangle of Touches.

Note: There is no negate-being option. All of our communication comes from the 3 sections below



# Notes

# Warriors | Healers | Builders



- Personal Development
- Communication Tools
- Conflict Resolution Strategies

## Leadership & Personal Development

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