



INCLUSIVE LANGUAGE AND ENERGY EFFICIENCY FOR A SUSTAINABLE FUTURE

November 2023

LINK TO THE VIDEO



WELCOME

BIENVENIDOS





INTENTION FOR TODAY

- Microaggressions, extraction and tokenism.
- Targeted universalism, changing personal habits and behaviors, building relationships responsive to others' needs.
- Creating safer space guidelines, professionally and personally.

COMMUNITY AGREEMENTS

In this space, everything is centered in race and humanity, and we value relationships. We commit to follow and hold ourselves and others accountable to these community agreements.

This looks like:

Speaking up if someone breaks a commitment, following up when you have caused harm, and being accountable for what you will do differently in the future. We integrate cultural practices. We listen to understand instead of listening to respond.

COMMUNITY AGREEMENTS

I commit to

- Center race; recognize my own privilege
- Take responsibility and be accountable for my words and my behavior
- Assume best intent and attend to impact
- Focus on personal, local and immediate
- Experience discomfort and be open to it
- Stay engaged with intention, curiosity, vulnerability, and come to share not extract
- Keep our stories and lived experiences confidential
- Show up as my authentic self
- Be willing to do things differently
- Give direct and honest feedback
- Expect and accept non-closure

COMMUNITY AGREEMENTS

- It's okay to be emotional – let yourself feel
- It's okay to express yourself using the following statements:
 - What you said/did hurt me
 - I messed up/I am wrong
 - I just heard an idea/term that I don't know – can you explain it?
 - I need time (a minute or a day) to reflect and/or respond

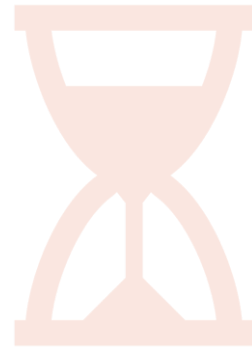
Sources:

- Kheoshi Owens (Empress Rules), Victoria Lara (Lara Media) and Ayomide Njo (Ubuntu Services)
- Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools (2006).
Glenn E. Singleton & Curtis Linton

WHY DO WE DO COMMUNITY AGREEMENTS?

- To create ground rules for how to work together effectively and respectfully.
- To help center those harmed and support them in healing.
- To help lay the groundwork for more robust, deep conversations on complex topics like race, class, gender, privilege, and power.
- And much more.....

CHECK-IN QUESTION



Think back to the last time you felt safe; what contributed to making you feel that way?



ACTIVITY: CREATING SAFER SPACES

PSYCHOLOGICALLY SAFE SPACE BENEFITS

- Increased engagement
- Higher creativity and innovation
- Improved collaboration
- Greater job satisfaction and retention
- Enhanced diversity and inclusion
- Improved communication
- Increased productivity



VOCABULARY:

WHAT DOES RACIAL
EQUITY IN ENERGY
EFFICIENCY MEAN?

DEFINITIONS

RACIAL EQUITY

Treating people of all races and ethnicities fairly and justly, without any bias or discrimination. It involves removing the barriers that have created disparities and ensuring that everyone has equal access to opportunities and resources.

DEFINITIONS

ENERGY EFFICIENCY

Using less energy to do the same job, without sacrificing performance or comfort. It involves using technology and practices that reduce energy waste, lower costs, and minimize greenhouse gas emissions.

DEFINITIONS

RACIAL EQUITY IN ENERGY EFFICIENCY

The fair and just distribution of the benefits and burdens of energy efficiency programs and policies across all races and ethnicities. It aims to eliminate the disparities in access to and participation in energy efficiency programs that disproportionately affect low-income communities and communities of color.

DEFINITIONS

TARGETED UNIVERSALISM

A concept in public policy and social justice that aims to achieve universal goals or outcomes by specifically targeting and tailoring interventions to address the unique needs and barriers faced by different groups or communities. It recognizes that not everyone starts from the same place and that some groups may require more focused and tailored support to reach the desired universal goals.

john a. powell



ACTIVITY: TARGETED UNIVERSALISM



MICROAGGRESSIONS & MACROAGGRESSIONS

MICROAGGRESSIONS & MACROAGGRESSIONS DEFINITION

coined by Harvard psychiatrist Charles Pierce in 1970, Dr. Ibram Kendy

MICROAGGRESSIONS

The constant verbal and nonverbal individual abuses racist White people unleash on BIPOC people wherever they go, day after day

MACROAGGRESSIONS

Racist violence and policies applied to a group of people of a certain race, culture, gender, etc.



MICROAGGRESSIONS & MACROAGGRESSIONS ACTIVITY

Inclusive Language and Energy Efficiency for a Sustainable Future



INSTRUCTIONS: PT 1

- READ EACH STATEMENT IN COLUMN A
- THINK CRITICALLY ABOUT HOW A PERSON COULD INTERPRET THE STATEMENTS AS A “PUT DOWN.”
- DRAW A LINE CONNECTING THE STATEMENT TO WHAT YOU BELIEVE IS THE BEST POSSIBLE INTERPRETATION FROM COLUMN B
- BE READY TO EXPLAIN EACH CHOICE

INSTRUCTIONS: PT 2

REWRITE THE STATEMENTS SO THAT THEY DO NOT CONTAIN A HIDDEN OR NEGATIVE MESSAGE

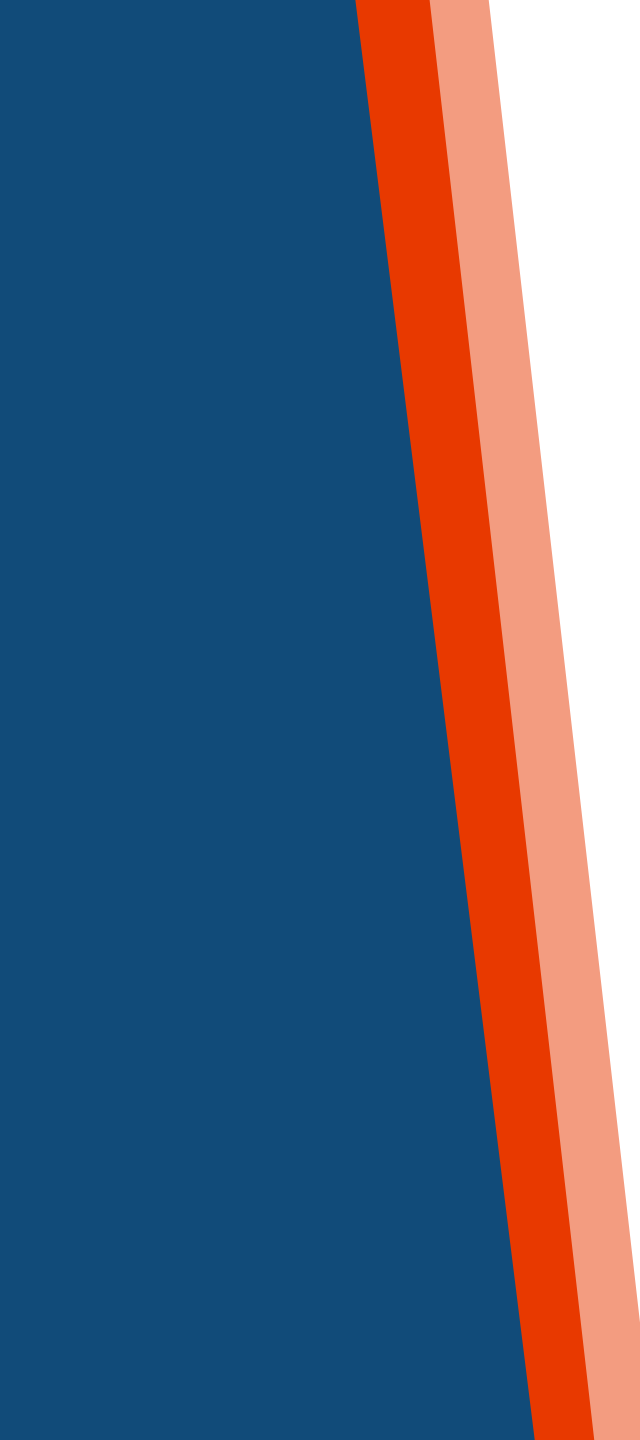
- FOR EXAMPLE, THE STATEMENT “HOW LONG HAVE YOU BEEN IN THIS COUNTRY?” IMPLIES THAT THE SPEAKER BELIEVES THE PERSON WAS BORN IN ANOTHER COUNTRY. A NEUTRAL WORDING OF THE STATEMENT MIGHT BE “WHERE DID YOU GROW UP?” OR “HOW LONG HAVE YOU LIVED IN THIS TOWN?”

BE PREPARED TO SHARE AT LEAST ONE

INSTRUCTIONS: PT 2

- ON THE BACK OF YOUR PAPER, REWRITE THE STATEMENTS SO THAT THEY DO NOT CONTAIN A HIDDEN OR NEGATIVE MESSAGE. FOR EXAMPLE, THE STATEMENT “HOW LONG HAVE YOU BEEN IN THIS COUNTRY?” IMPLIES THAT THE SPEAKER BELIEVES THE PERSON WAS BORN IN ANOTHER COUNTRY. A NEUTRAL WORDING OF THE STATEMENT MIGHT BE “WHERE DID YOU GROW UP?” OR “HOW LONG HAVE YOU LIVED IN THIS TOWN?”

BE PREPARED TO SHARE AT LEAST ONE



HOW HAVE YOU SEEN
INDIVIDUAL AND
INSTITUTIONAL
MICROAGGRESSIONS
PLAY OUT IN YOUR
ORGANIZATION?

CHECK OUT

What is one action that you will implement from your learnings about microaggressions, macroaggressions, targeted universalism, and/or creating safer space at work.

APPRECIATIONS



GREG DELGADO
CONSULTING LLC



Mindful Healing

**Ellsworth
Lang**



**Dragonfly
Consulting**





THANK YOU

GRACIAS

