



From Margins to Center:

Creating Agency for People of Color in the Transportation Sector

Safe Space for Planners of Color Session

Monday, September 9, 2019; 3:30pm to 5pm

Toronto, ON

Hello!



Tia Hicks

Objectives

- Create a safe space for transportation officials, planners, and practitioners of color at the NACTO conference
- Center, validate, and affirm the voices, experiences, and expertise of transportation practitioners of color
- Develop strategies to counter bias in the workplace as well as advance racial and economic equity in the transportation sector
- Make meaningful connections



LISTEN and



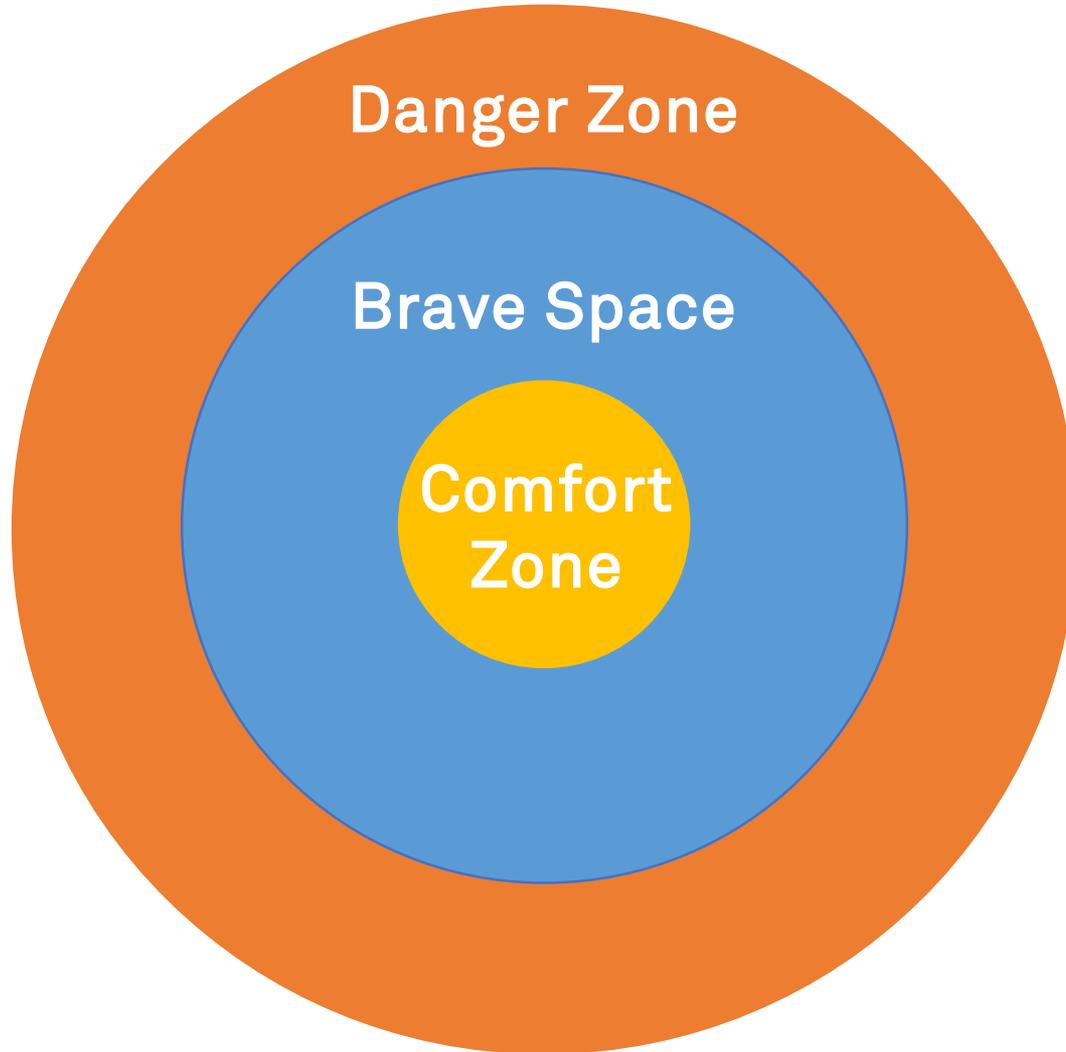
PARTICIPATE

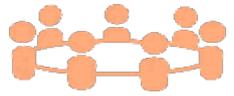
DEEPLY ENOUGH to be



CHANGED

AIM for BRAVE SPACE





Brave Space Agreements

- Practice being present
- Take your hat(s) off
- Take what you've learned, leave what is said
- Speak from the "I" perspective
- Listen deeply enough to be changed by what you hear
- Inquire about intention AND impact
- Share space
- Embrace ambiguity and non-closure

Introductions

"3-2-1"

Pair up with another person you don't know and:

1. Share 3 facts about yourself.
2. Identify 2 things you have in common.
3. Find 1 thing you could each teach each other.

Introduce your partner to the group:

1. Name
2. City
3. Organization/Agency
4. One thing you learned about/from the other person

Sharing Our Stories:

What motivates, inspires, and frustrates you about this work?

- What was your motivation to get involved in transportation?
- How have you navigated being a person of color in the transportation sector?
- What are some of your frustrations being a person of color working in a predominantly white sector?

Countering Bias & Advancing Equity Scenarios

THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity Over Quality
- Worship of the Written Word
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- Progress is Bigger, More
- Objectivity
- Right to Comfort

*From [Dismantling Racism: A Workbook for Social Change Groups](#), by
Kenneth Jones and Tema Okun, ChangeWork, 2001;
showingupforracialjustice.org*

Self-Care & Relationships to Counter Bias

- Get enough sleep
- **Just Breathe:** 2-10 mins of **mindfulness moments** help us slow down and think more deeply about our words, actions, and behaviors **and** reduce the negative impacts of bias for several hours
- **Train your brain** for equity. Consider the materials you read, **shows you watch**, images you see, **people you talk to and spend time with**
- Be uncomfortable - learning happens in uncomfortable places

Countering Bias & Advancing Equity Scenarios

- 1. Individually,** read and reflect on your group scenario and the associated questions. In your packet (pg. 3), write down your answers or notes, if helpful.
- 2. As a group,** discuss and answer the questions. Practice having empathy and counteracting characteristics of white supremacy. In your packet (pg. 3), take notes and prepare to practice.
- 3. Team up with other groups working on the same scenario,** develop and practice the scene that you'll roleplay for all of us.

Open Forum: Landscape of Professional Development Opportunities

How do we use/leverage our positionality as people of color to advance equity?

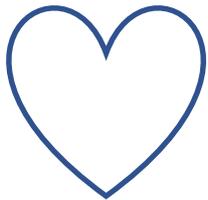
Guiding Questions:

- What professional development opportunities have you taken advantage of that has aided you in this work?
- How have you worked to create space for and support communities of color in your work?
- What advice would you give to your peers on how to leverage being a person of color and working in the transportation sector?

Wrap-up



What we covered today and additional resources.



Share one gratitude from this session to the group.

Thank You!