Making Change from the Inside Out

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Master’s of Social Work

Certificate in Trauma Informed Care

Certificate in Diversity, Equity, Inclusion

Center work on healing justice

Grounding activity inspired by Kimberly Brazwell (Columbus African Council) and David Ryan Barcega Castro-Harris (Amplify RJ)
The radical imagination. It is the courage and the intelligence to recognize that the world can and should be changed. The radical imagination is not just about dreaming of different futures. It’s about bringing those possibilities back from the future to work on the present, to inspire action and new forms of solidarity today.

36,087 population
Per capita income is $40,000
1 in 4 children are food insecure
Black community is disproportionately affected
People with disabilities make up 17% of the community
What is complex is fundamentally emergent and built on relationship.

LET PEOPLE SPEAK FOR THEMSELVES

- Not one person can speak for a whole group of people.
- Empower others by sharing knowledge and permitting them to be themselves, have their own opinions, and find their own voice.
- Understanding that all people have a right to self-expression.
- Passing the mic
- Not about us, without us.
- Occupy movement + history of movements.

Left: Community Voices tenants. Right: Photo by Jess Lamar Reece Holler for the Marion Voices oral history project.
Connection + Clarity + Consent + Compensation
We weren’t trained to admit we don’t know. Most of us were taught to sound certain and confident, to state our opinion as if it were true. We haven’t been rewarded for being confused. Or for asking more questions rather than giving quick answers. We’ve also spent many years listening to others mainly to determine whether we agree with them or not. We don’t have time or interest to sit and listen to those who think differently than we do.

**Turning to One Another**
Margaret Wheatley

What changes us from operating from a deficiency perspective is:

- making amends
- incorporating another’s reality into our own
- knowing ourselves
- interrupting our unconscious and violent flailing
The 4C's of Ethical Community Partnerships.

- Connection
- Clarity
- Consent
- Compensation
In the chat, how do you connect with community members?

Take 15-30 seconds
What is our community's greatest need?
- Jobs
- Housing
- More jobs

REAL FAMILY
- Services
- Not a handout, just a hand

More support
- bike trails
- Sustainable
- Pride

Kindness
- Respect for all, why we want to be treated!
- To pack in the shade

Depression
- Isolation
- Requires isolation
- Tied
In the chat, how do you **clarify** with community members?

Clarity of information, roles, decision-making, etc.

Take 15-30 seconds
In the chat, how do you request or receive **consent** from community members?

Take 15-30 seconds
“I got tired of being that person that was outside looking in. Instead of having my nose pressed behind the glass, I wanted to be inside crafting legislation,” said Dyer who taught at Marion City Schools for 35 years.
In the chat, how do you compensate community members?

Take 15-30 seconds
Our vision is that Ohioans have the knowledge and resources they need to actively engage in creating conditions in which they thrive.
Small steps

• Be wrong
• Examine past/present/future
• Assess implicit bias
• Attend anti-racism trainings
• Study community organizing principles
• Take someone to lunch
• Support existing events
• Show up w/o being the expert
• Ask for help from others
• Apply who you are to the work
I was never working for an organization, I have always tried to work for a cause, and the cause to me is bigger than any organization. Bigger than any group of people, and it is the cause of humanity. The cause is the cause that brings us together, the drive of the human spirit for freedom.

Ella Baker