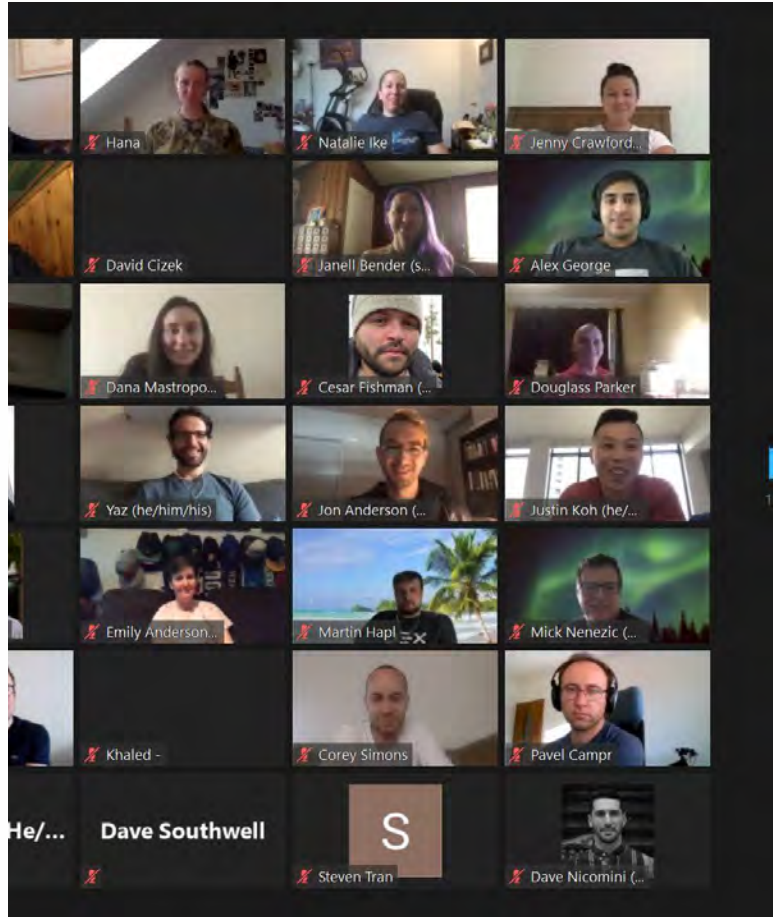
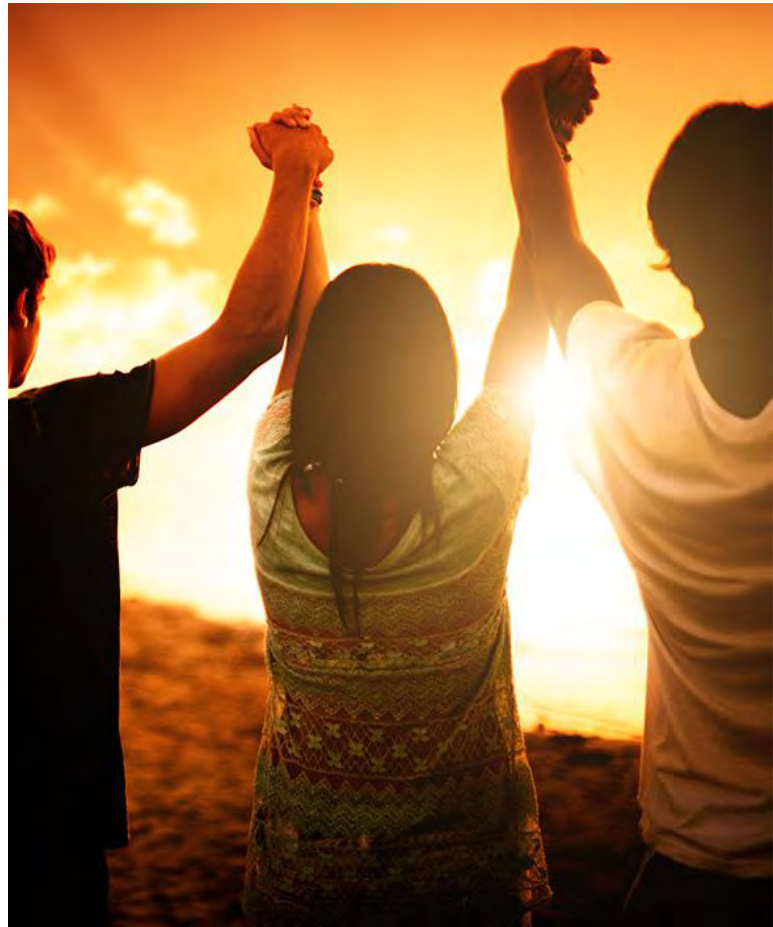


CLEARING THE AIR

A VIRTUAL HEALING SPACE

UAMS

Division for Diversity,
Equity and Inclusion



What is virtual healing space?

DDEI believes addressing social trauma must be a critical part of building equitable, inclusive cultures. As professionals, and leaders in the field of diversity, equity, and inclusion, we recognize the need to for Truth Healing and Transformational conversations centered around ugly realities, and harsh truths. During these sessions we aim to create an open and transparent atmosphere, necessary to facilitate dialogue designed to serve as healing spaces. It is designed as an opportunity/vehicle to aid personal growth, and usher a collective commitment to cultural humility and implicit bias.

Why DDEI Space?

Our experience uniquely positions us to create an open and transparent atmosphere, necessary to facilitate dialogue designed to serve as healing spaces. We aim to create spaces that allow individuals to express difficult, honest and necessary expressions about their personal thoughts, concerns, fears and hopes as it relates to current the emotional, often polarizing, racially-charged climate of our daily social interactions. It is an opportunity to help us all consciously listen to the unique lived experiences of others to understand a clearer picture of the world we are experiencing. We believe addressing social trauma and healing together as a community is a critical part of building equitable, inclusive cultures.

Event Breakdown:

Order of Events	Time Allotted
Welcome/Intro to Healing Space	5-7 Minutes
Group Norms and Expectations	3-5 Minutes
Facilitated Discussion	60-70 Minutes
Closing/Remarks	3-4 Minutes

Group Norms and Framework

While

While it is not required, please try to remain on-camera, if possible. It affords fellow teammates the opportunity to see the individuals with whom there are being transparent and even vulnerable

Feel

Feel free to “rename yourself” and include your preferred pronouns

Feel

Feel free to raise your hand - on camera or using nonverbal tools in Zoom.

Group Norms and Framework

Note

Note that you have a “thumbs up” and “hand clap” at the bottom of your screen. Feel free to use these React buttons to affirm other people’s comments.

Grab

Grab a squeeze ball or fidget toy to keep your hands occupied and avoid the urge to always be clicking!

Have

Have grace and patience with yourself and others. We’re all figuring this out together!



Conversation Framework



**INTENT ≠
IMPACT**



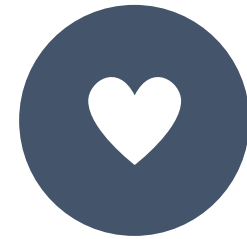
**USE "I"
STATEMENTS**



**TAKE SPACE,
MAKE SPACE**



**THE VEGAS
TWIST**



**DON'T YUK
MY YUM**

Feedback is Awesome!

"It was encouraging to hear that I was not alone in my thoughts and to have a safe space to discuss the current climate of racial injustice and events. It also was helpful to hear experiences and different perspectives on topics that affect our community as a whole."

6/08/2020

educational and engaging

"Listening to others, especially from multiple generations. I will vote. I will use this information as fuel to energize me - I want to play my role in change"

6/09/2020

interesting, eye-opening, supportive

"This was an awesome session. I attended today and one of my co-workers attended the first session and we both agree that there was no pressure just space to share or not share. Thanks

for offering!"

6/11/2020

therapeutic, authentic, open

"Hearing from people who experience more overt discrimination or disparagement regarding how I can better support forward movement. I will use this information to become a better

supporter/advocate/ally."

7/28/2020

"The space and freedom to engage with fears, feelings, and the future."

6/11/2020

Engaging, transformative, grace-filled