



# Knowing Who You Are (KWYA) AK

## What is the purpose of *Knowing Who You Are* AK?

**KWYA** AK is designed to positively impact well-being outcomes for youth through the integration of learning experiences that provide participants with awareness, knowledge, skills, tools and resources to engage and support youth in developing a healthy racial and ethnic identity.

It is our belief that before doing this important work with children and youth, each of us must start by knowing ourselves. Through introspection, small group activities, and large group discussions, we encourage participants to explore their racial and ethnic identity and how it impacts their interactions with others.

## What is *Knowing Who You Are* AK?

**KWYA** AK is a workshop where a diverse group of participants come together to explore racial and ethnic identity to help understand its impacts on all interactions.

**KWYA** AK is a three-part process:

1. Upon registering, participants are emailed a pre-workshop handbook. This handbook takes approximately 2-4 hours to complete and introduces you (or re-introduces you) to key concepts from the workshop through 11 learning units. We find when participants spend time completing this pre-work, we have a deeper discussion in the workshop.
2. Next we ask that you watch an approximately 20-minute video where you will hear why this work is so important from youth in the child welfare system, foster parents, birth parents, and caseworkers.
3. The third step is to attend, and participate in, the two-day workshop. Because of the group dynamics for each workshop, we ask that you commit to completing all three parts of the process including staying for the full in-person session.

## Who is invited to attend a *Knowing Who You Are* AK workshop?

**KWYA** AK is open to State and Tribal child welfare workers, child advocates, foster parents, juvenile justice staff, teachers and other educators, law enforcement, service providers and other community members and partners.

Though the primary audience has been those who work with children and youth involved in the child welfare system, the workshop is open to all community members.

## Excerpts of KWYA Workshop Materials:

### 1. KWYA Workshop Agenda

#### Day One

- 📖 Welcome & Introductions
- 📖 Group Agreements
- 📖 REI Journey
- 📖 Social Construct of Race
- 📖 Definitions
- 📖 "Who Am I?" Sharing
- 📖 Grounding Key Concepts
- 📖 "How I See It"
- 📖 Power of Words
- 📖 Exploring White Privilege

#### Day Two

- 👥 Welcome Back & Check-in
- 👥 Sharing Our REI Stories
- 👥 Watching Institutional Racism
- 👥 Building Blocks
- 👥 "Who Am I?" Sharing
- 👥 Having Courageous Conversations
- 👥 Drawing Your Journey
- 👥 Transfer of Learning

### 2. KWYA Workshop Definitions

#### **Definitions**

**Racial & Ethnic Identity:** A complex set of thoughts, feelings and behaviors that emanate from one's membership in a particular racial or ethnic group.

**Race:** The socially constructed concept of human classification based on perceived biological differences.

**Ethnicity:** A distinction used by a group of people who share a common ancestry and/or a historical land base.

**Culture:** Values, beliefs, knowledge, and customs that one lives by and expresses through attitudes, thoughts, communication, and behaviors.

**Courageous Conversations:** Dialogue that engages others in spite of interpersonal discomfort in order to challenge the assumptions, biases and accepted structures of racism.

**Bias:** An attitude that affects one's emotions, behaviors, decisions, and actions towards a person or a group.

**Stereotype:** A generalized belief that is attributed to a group of people.

**Prejudice:** A preformed judgement or opinion about a person or group.


**Discrimination:** The inequitable treatment of a person based on their membership in a group.

**Racism:** Any attitude, action, or practice backed by historical, institutional power that continues to create advantages for one racial group over others.

### 3. Healthy REI Poster



**Healthy Racial & Ethnic Identity**  
A complex set of thoughts, feelings and behaviors that emanate from one's membership in a particular racial or ethnic group.



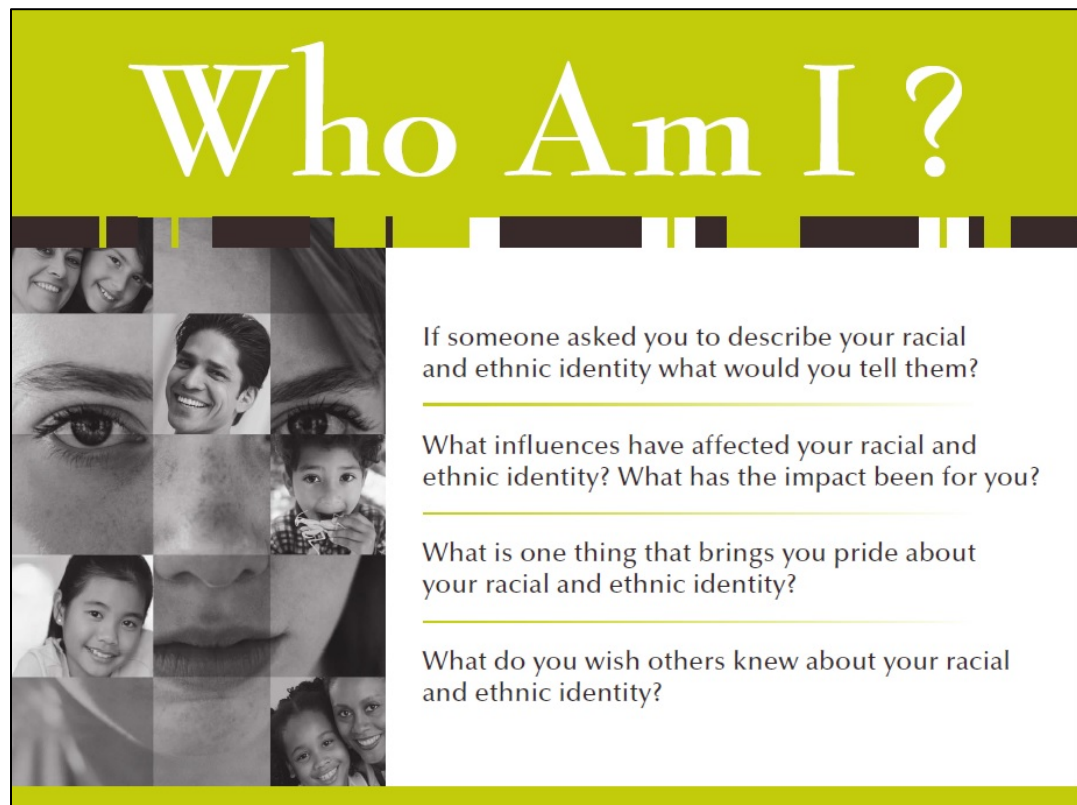
Has a positive attitude about own group and a balanced view of its strengths and challenges.

Identifies as a member of one's own racial/ethnic group(s) and is accepting of people from other groups.

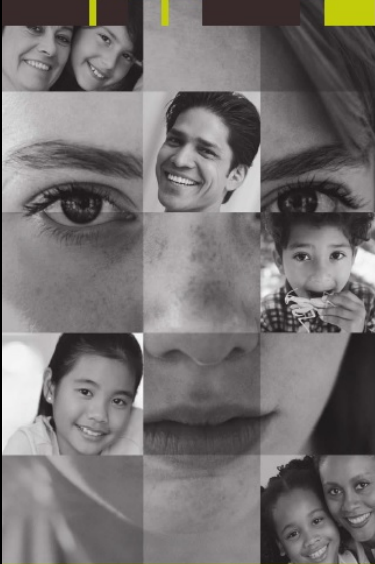
Commits to ongoing self-reflection to identify and address one's assumptions and biases.

Able to cope with racism and discrimination.

### 4. Who Am I Poster



**Who Am I?**



If someone asked you to describe your racial and ethnic identity what would you tell them?

What influences have affected your racial and ethnic identity? What has the impact been for you?

What is one thing that brings you pride about your racial and ethnic identity?

What do you wish others knew about your racial and ethnic identity?

## 5. Courageous Conversations Poster

# Courageous Conversations

**Stay Engaged**  
Staying engaged means remaining morally, emotionally, intellectually and socially involved in the dialogue.

**Expect and Accept Non-closure**  
Participants in courageous conversations need to recognize that they will not reach closure in their racial understandings or in their interracial interactions.

**Speak Our Truth**  
Speaking your truth means being absolutely honest about your thoughts, feelings, and opinions and not just saying what you perceive others want to hear.

**Experience Discomfort**  
Participants in courageous conversations need to be personally responsible for pushing themselves into a real dialogue – the kind that may make them uncomfortable but also will lead to real growth.

## 6. Building Blocks to Well-Being Poster

