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Attention all RASC Members!

You Don't Want to Miss This Workshop



Join us for the *Empathy, Positionality, & Creating Inclusive Environments Workshop on May 15th, 2021 @ 4pm EDT!*

Speaker: Dr. Nicole Cabrera-Salazar

This workshop explores the value and practice of empathy within our environments, as well as how positionality influences our perceptions. Participants will learn how to establish and grow a community of practice while increasing individual awareness and insight.

[Register Now!](#)

RASC: Pre-Training Homework

Thank you for participating in this training to make RASC a more equitable organization. The aim of this training is to better understand our power, privilege, and positionality so we can engage in the practice of right relation.

Right relation is not about relating perfectly or prescriptively: it is about relating honestly with integrity, awareness, and care. It allows us to be in true relationship with each other— fully acknowledging the differences we each have, rather than having denial or absence of them.

Instructions

First read the article and watch the video below, which will frame our understanding of power and privilege. Then, complete the journaling exercises. You should spend about 10 minutes responding to each journal prompt.

When you have finished, submit your responses through [this Google Form](#). You will receive a copy of your responses via email once they are submitted.

- **Read & Reflect:** [Unpacking the Invisible Knapsack by Peggy McIntosh](#)
- **Watch & Reflect:** [Power Dynamics with Dra. Nicole](#)

Homework Questions:

Section 1

Privilege often feels invisible and intangible to us; that is the very nature of holding a socially dominant identity, and also what makes it so dangerous. What is invisible and unknown to us often harms someone of a different identity, which severs connection and abandons our responsibility to each other.

While understanding our privilege is essential, we must also understand how it has influenced our biases, judgments, and interpersonal relations - whether we have been able to observe it or not. Understanding our privileges is a step toward unpacking how we show up in right relation.

Choose a dominant identity you hold that is *not* whiteness and create a list of invisible privileges similar to Peggy McIntosh.

Some dominant identities include:

- **Sex:** Male
- **Gender:** Cisgender (meaning you are aligned with the gender your doctor assigned you at birth)
- **Sexual Orientation:** Heterosexual
- **Disability Status:** Able-Bodied (this applies to physical, neurological, and chronic disabilities - whether visible or invisible)
- **Current Socioeconomic Status:** Above the poverty line
- **Socioeconomic Background:** Above the poverty line
- **Higher Education:** College education or above
- **Citizenship Status:** Canadian citizen
- **Neurotypicality:** Neurotypical (meaning you are not on the Autism spectrum)
- **Religion:** Christian

Section 2

Power dynamics show up in every relationship and interaction that we have with others. Because of the society we live in, we do not have a choice about whether or not we have access to power. However, we can take steps to mitigate the power differential between ourselves and others in shared spaces.

After watching the video presentation on power, write about the ways in which power dynamics might play a role in your interactions with other RASC members. Think about your privileged identities as a source of power. How are your interactions affected when you hold more power? How are they affected when you hold less power?



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