

CFAES



Making Change from the Inside Out



THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,
AND ENVIRONMENTAL SCIENCES

Whitney (Shores, McMahon) Gherman
OHIO STATE UNIVERSITY EXTENSION
Marion County

OSU Extension, Marion County
(land of Miami & Hopewell)

Master's of Social Work

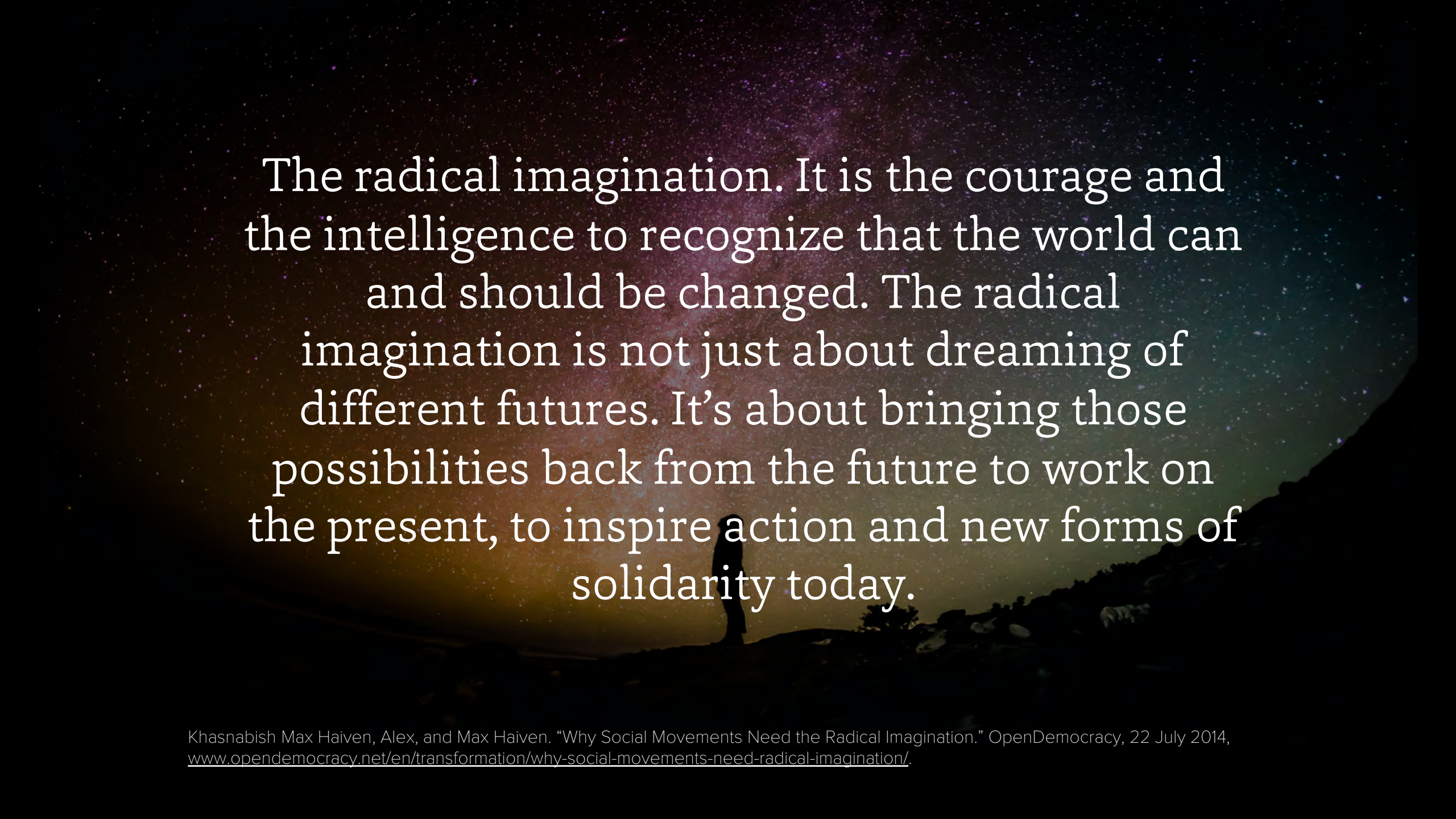
Certificate in Trauma Informed
Care

Certificate in Diversity, Equity,
Inclusion

Center work on healing justice

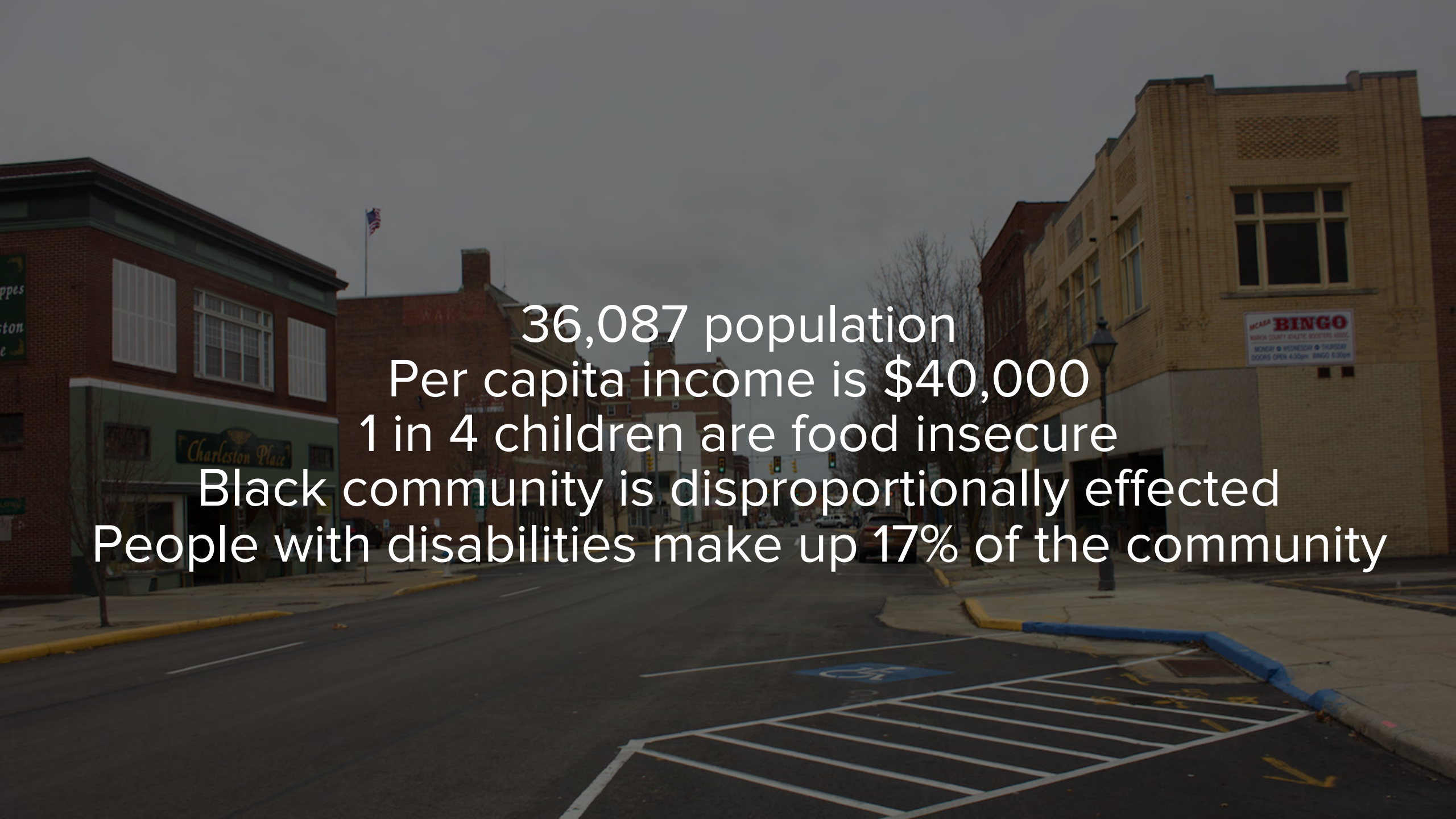


Grounding activity inspired by Kimberly Brazwell (Columbus African Council) and David Ryan Barcega Castro-Harris (Amplify RJ)

A person is silhouetted against a bright, hazy horizon, standing on a dark, rocky hill. The sky above is a deep, dark blue and purple, filled with numerous stars and the faint, glowing band of the Milky Way galaxy stretching across the upper half of the frame. The overall mood is contemplative and hopeful.

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.



A photograph of a street in a small town. On the left is a brick building with a green awning that says "Charleston Place". On the right is a taller brick building with a sign that says "MCABA BINGO". The street has a blue handicapped parking space marked with a white "H" and a blue arrow pointing right. The sky is overcast and grey.

36,087 population
Per capita income is \$40,000
1 in 4 children are food insecure
Black community is disproportionately effected
People with disabilities make up 17% of the community

What is complex is fundamentally emergent and built on relationship.

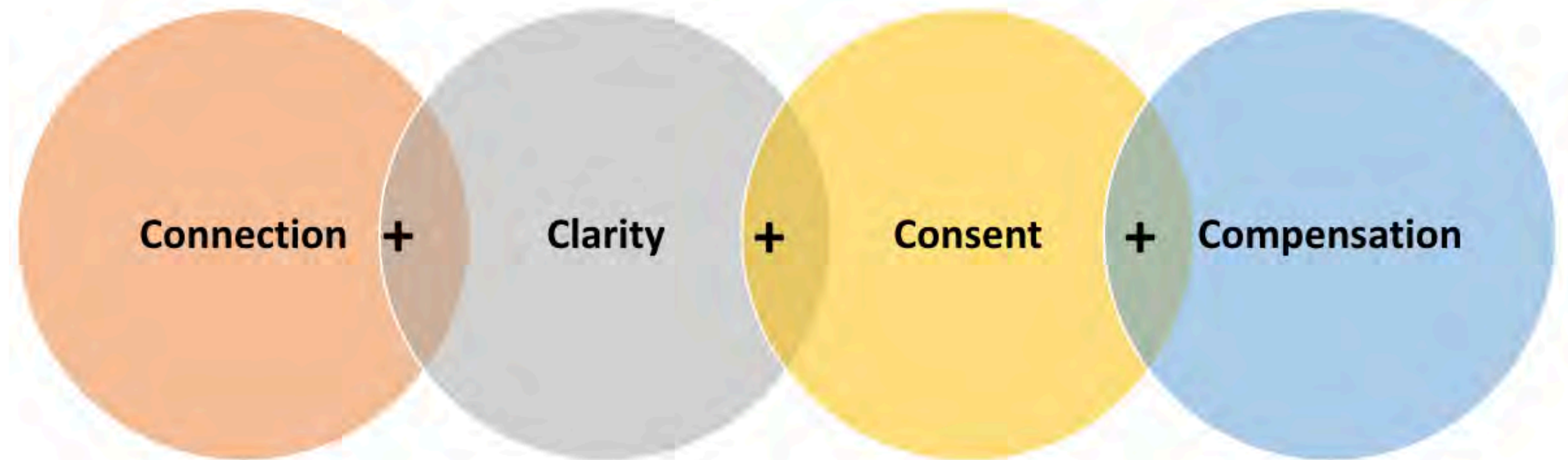


LET PEOPLE SPEAK FOR THEMSELVES

- Not one person can ^{+ agency + political agenda} 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 Movement



Left: Community Voices tenants. Right: Photo by Jess Lamar Reece Holler for the Marion Voices oral history project





“

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

The background image is a faded photograph. On the left is a two-story stone building with arched windows and large doors. On the right is a railroad crossing with a signal light and a man pushing a stroller across the tracks. A sign for 'INDUSTRIAL SUPPLY INC.' is visible in the background.

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

Hemphill, Prentis. "Letting Go of Innocence." Healing Justice., 12 July 2019, <https://prentishemphill.com/blog/2019/7/5/letting-go-of-innocence/>.

Patton Davis, L., & Museus, S. D. (2019, July 26). Identifying and Disrupting Deficit Thinking. Retrieved from <https://medium.com/national-center-for-institutional-diversity/identifying-and-disrupting-deficit-thinking-cbc6da326995>

Ladson Billings, G. (2014). The big lies of school reform. finding better solutions for the future of public education. London: Routledge.

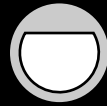




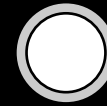
Connection



Clarity



Consent



Compensation



In the chat, how do you **connect**
with community members?

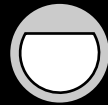
Take 15-30 seconds



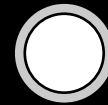
Connection



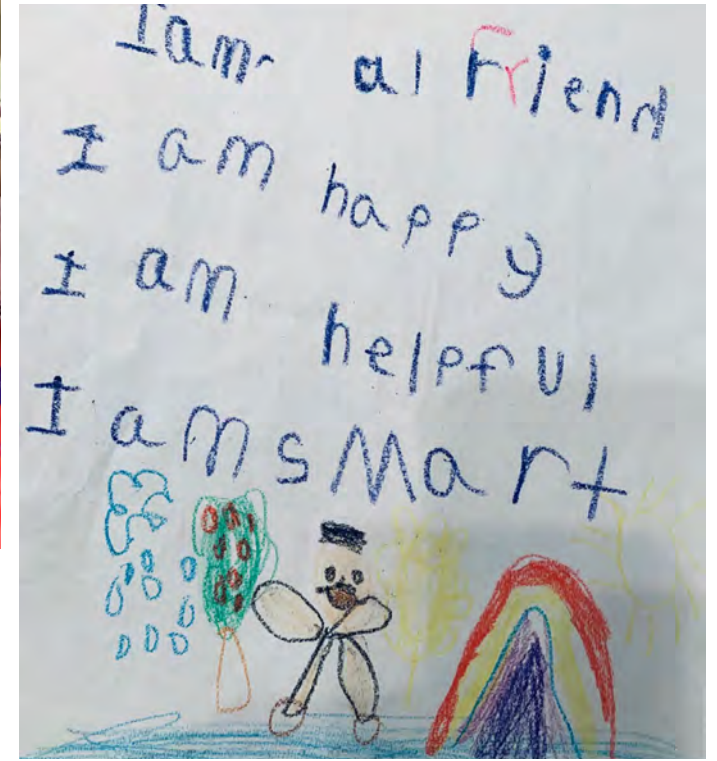
Clarity



Consent



Compensation



In the chat, how do you **clarify** with community members?

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

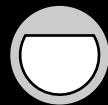
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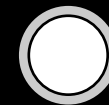
Connection



Clarity



Consent



Compensation



In the chat, how do you request or receive **consent** from community members?

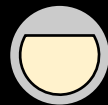
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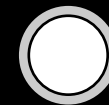
Connection



Clarity



Consent

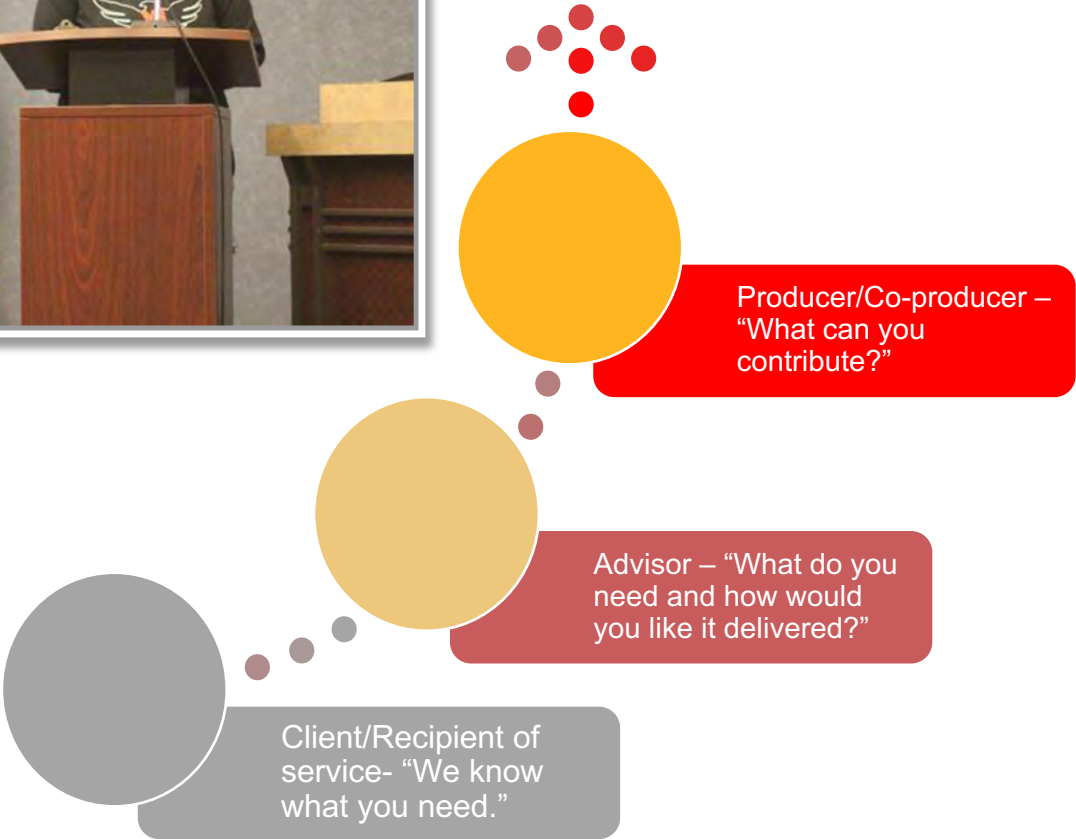


Compensation

“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.



Tara Dyer
MARION STAR



In the chat, how do you
compensate community
members?

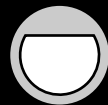
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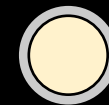
Connection



Clarity



Consent



Compensation






Our vision is that Ohioans have the knowledge and resources they need to actively engage in creating conditions in which they thrive.

The background of the slide is a dark, grayscale photograph of a multi-story brick building. At the top of the building, a sign reads "HOTEL HARDING" and below it, another sign partially shows the word "RADIO". The building has many windows, some of which are lit. In the foreground, there are power lines and a utility pole. The overall tone is somber and urban.

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



Q&A Dialogue

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



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