

***Building* a *Culture* of  
Equitable Mindfulness  
through **Blindspot  
Awareness****

**BY DR. LOLITA CEJA**

(Lo-lee-tha Sey-ha)

# LIFELONG LEARNER

**Role of Audience:** Participate, show up authentically, this is a safe place of grace to voice truth of improvement, the need for more clarity, celebrate questions.

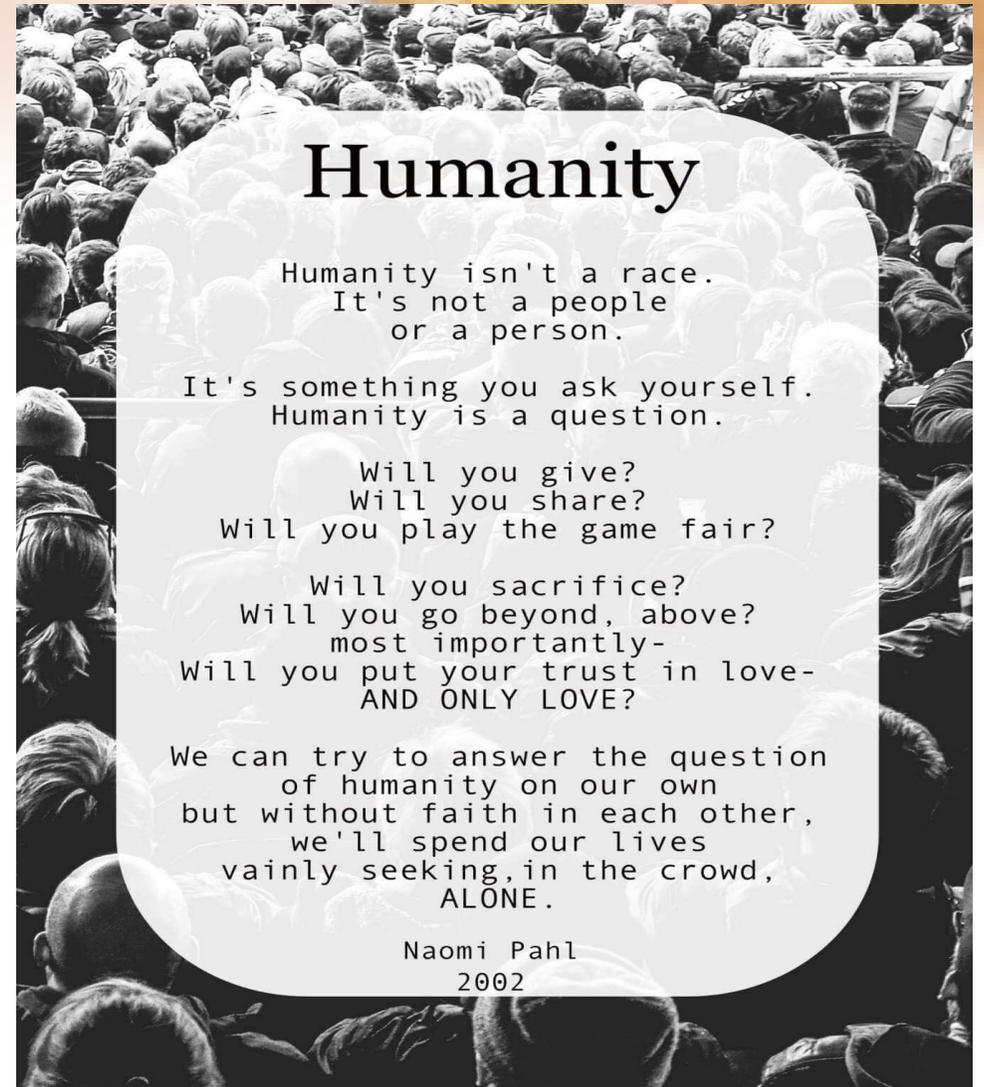
**Role of Me:** To lead with truth, vulnerability, and authentic story



# SPACE FOR ALL HUMANITY

## PRESENTER DISCLAIMER

ALL CONTENT AND INFORMATION PRESENTED TODAY IS FOR INFORMATIONAL AND EDUCATIONAL PURPOSES ONLY. THE INFORMATION SHARED MAY SPEAK ON, AND TO, SOME SENSITIVE SUBJECTS AND MAY CAUSE UNEXPECTED TRIGGERING EMOTIONS; PLEASE BE MINDFUL THERE IS NO INTENTION TO PLACE BLAME, SHAME, OR GUILT IN THE PRESENTED INFORMATION. THE GOAL IS TO IGNITE AND STIMULATE SELF AND PEER CONVERSATION, SELF-EXAMINATION, SPARK AREAS OF GROWTH, AND TO PROVIDE RESOURCES TO BE UTILIZED IN YOUR DAY-TO-DAY DEPARTMENTS/AGENCIES, COMMUNITIES, AND EACH OTHER. I WANT TO ENCOURAGE ALL OF YOU TO BE VULNERABLE AND OPEN TO RECEIVING ALL THE OFFERINGS FROM THE PRESENTATION TODAY. YOUR HONEST AND TRANSPARENT FEEDBACK IS GREATLY APPRECIATED.

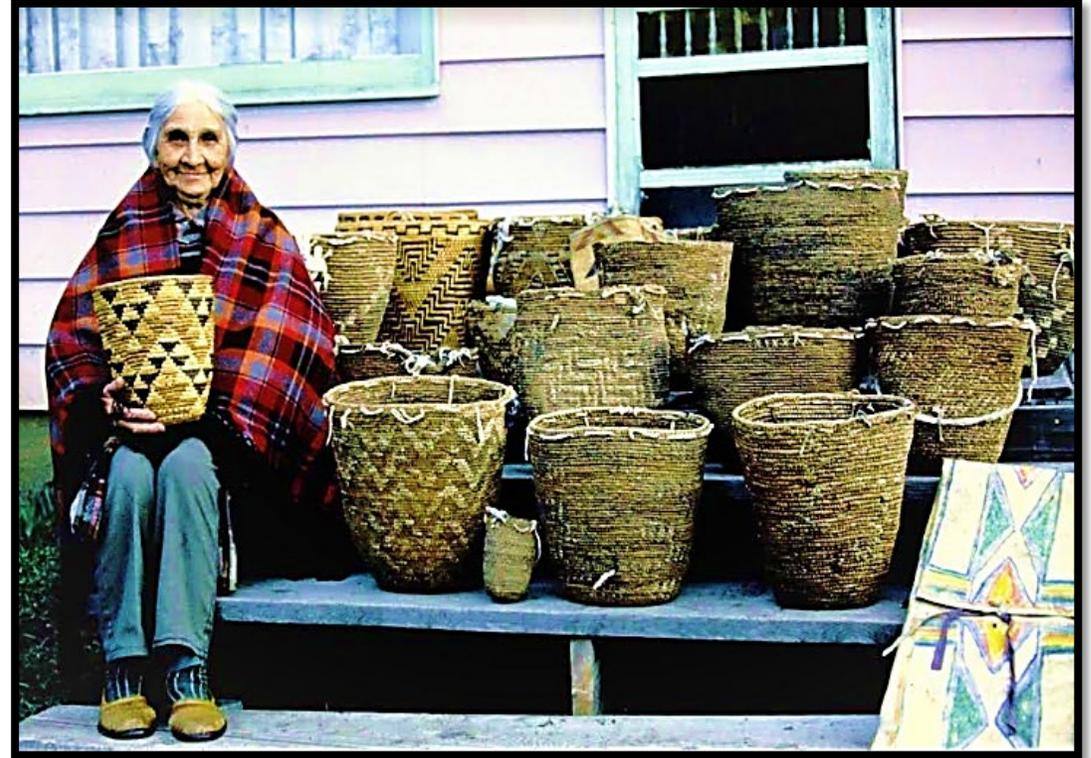


# WHO'S SHOULDER'S I STAND ON

**ENERGY**



**LEGACY**



# What do *MODEL* when *PRESENT*?

## • **STORYTELLER**

Thompson invites us to think about how “the oral tradition could be fundamentally superior to written literature or that texts that privilege the Indigenous voice might speak more powerfully to Native students than literary masterpieces” (Thompson, 2007).

Moayeri and Smith (2006) encourages us to “familiariz[e] ourselves and valu[e] the diverse and multiple literacies that students of different cultures bring with them [which] enhances the learning potential of those students and that of the entire class” (p. 415). [Global Perspective on Literature and Literacy](#)

## • **VULNERABILITY**

Dr. Brené Brown, “we associate vulnerability with emotions we want to avoid such as fear, shame, and uncertainty. Yet we too often lose sight of the fact that vulnerability is also the birthplace of joy, belonging, creativity, authenticity, and love.” On *The Power of Vulnerability*, Dr. Brown

**WHAT DO YOU SEE  
WHEN YOU LOOK AT  
THESE PICTURES?**

**WHAT DO YOU THINK OF WHEN YOU  
READ THESE PHYSICAL  
MEASUREMENTS AND HEALTH  
HISTORY?**

-FEMALE

-5'9

44-YEARS

-265 LBS

-BOTH PARENTS DIABETIC AFTER 35,  
AND ONE PASSED AFTER 5-BYPASS



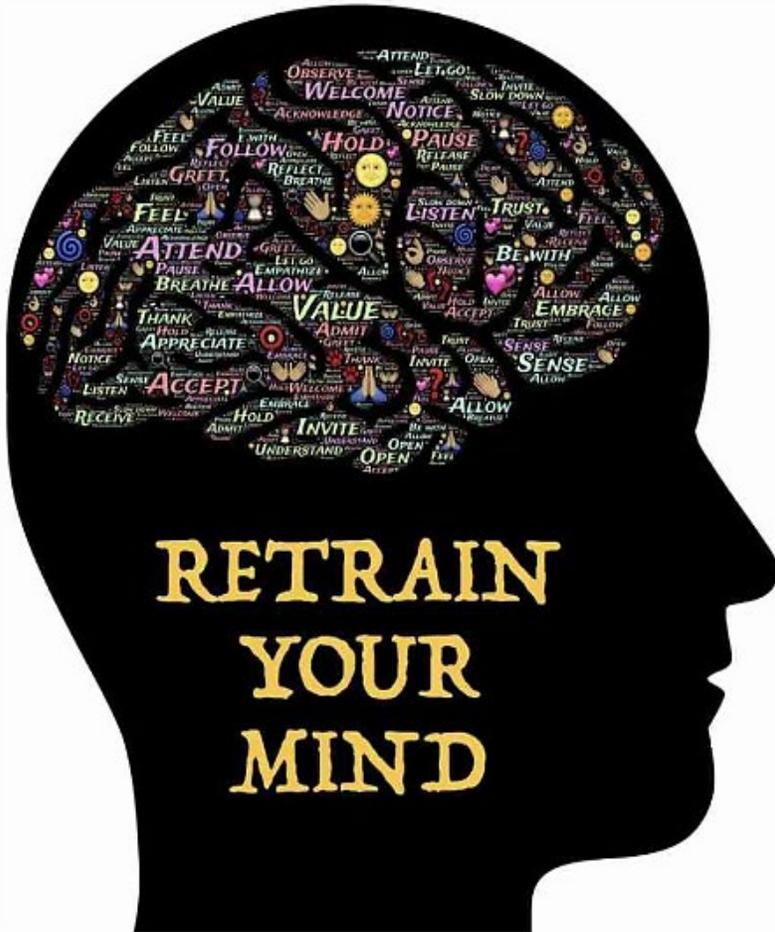
# UNCONSCIOUS BIAS AND STEREOTYPES



“Mindfulness means maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations, and surrounding environment. *Mindfulness also involves acceptance, meaning that we pay attention to our thoughts and feelings without judging them—without believing, for instance, that there’s a “right” or “wrong” way to think or feel in a given moment.* When we practice mindfulness, our thoughts tune in to what we’re sensing in the present moment rather than rehashing the past or imagining the future.”

— Brené Brown, [Rising Strong: The Reckoning. The Rumble. The Revolution.](#)

# DEVELOP A GROWTH-MINDSET



***Building a Culture***



***Equitable Mindfulness***



***Blindspot Awareness***

[How To Develop a Growth Mindset: Here's How I Did It](#)

# *CELEBRATE* QUESTIONS AND NEW PERSPECTIVES

- RELATIONAL TRUST
- INQUIRY BUILDS SKILLSET
- TIME-EFFICIENCY
- INCREASE PERFORMANCE
- OVERALL SUCCESS RATE IN TIME MANAGEMENT AND PROFIT



***Building a  
Culture***





## Blindspot Awareness



Building a Culture

- **INSULTS**
- **DIRECTIVES**
- **NOT ENCOURAGED**
- **SARCASM**
- **CULTURAL CONFLICT-LISTENING WAS MORE VALUED**



“Whether in homes with parents who teach via a model of discipline and punish that it is better to chose obedience over self-awareness and self-determination, or in schools where independent thinking is not acceptable behavior, most children in our nation learn to suppress the memory of thinking as a passionate, pleasurable activity.”

~ bell hooks  
*Teaching Critical Thinking: Practical Wisdom (2010)*



**Equitable  
Mindfulness**



**Blindspot  
Awareness**



- Cultural Insensitivity
- Areas in need of Improvement in Communication
- Sexism
- ***Respect of Identity***
- ***Positionality***





## Equitable Mindfulness



## Blindspot Awareness

- EMOTIONAL AND FAMILY TRADITIONS AND CONNECTION (*Ixtlatzihual*)
- HISTORICAL TRAUMA (*Sekaquaptewa*)
- HIRING PRACTICES



[White-sounding names get called back for jobs more than Black ones, a new study finds](#)



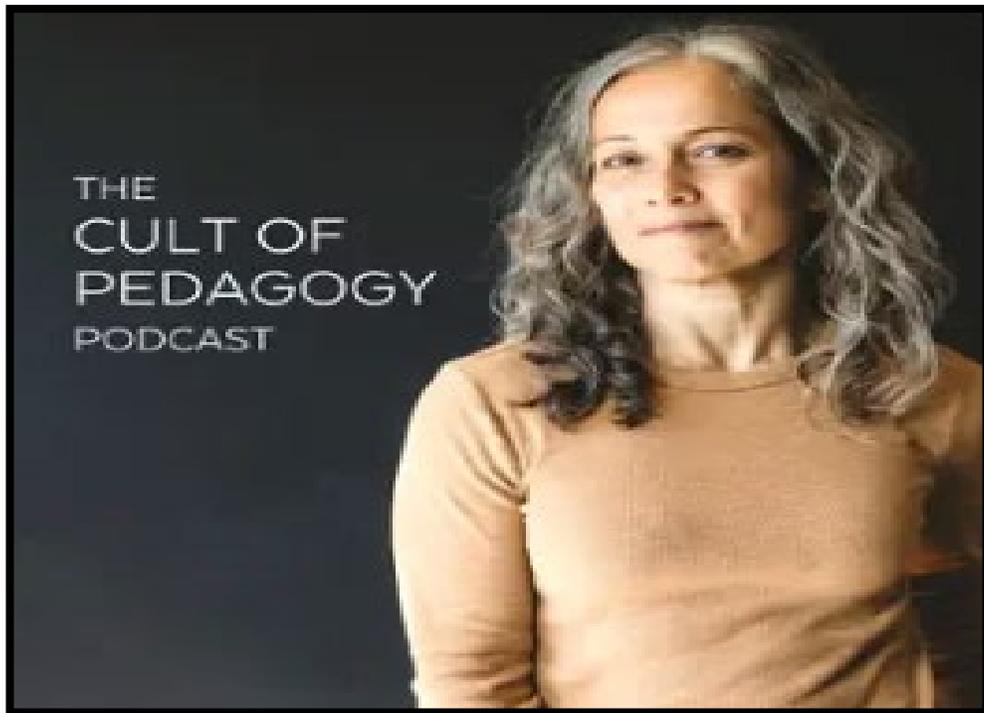
*Building a  
Culture*



*Equitable  
Mindfulness*

- Fumbler-bumblers
- Arrogant-mangles
- Calibrators

**Jennifer Gonzalez**, Educator and Podcaster



**Evaders**-*Gerardo Ochoa*

[Getting it right; why pronouncing names correctly matters | Gerardo Ochoa | TEDxMcMinnville](#)



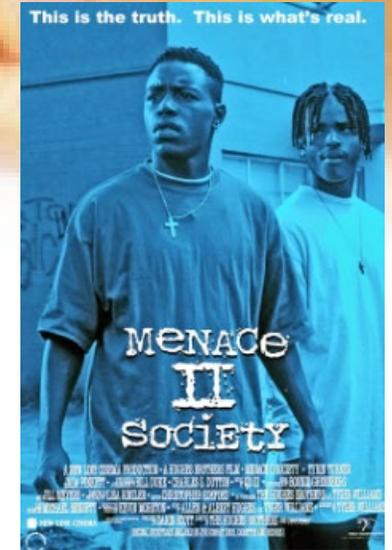
## Blindspot Awareness



## Equitable Mindfulness



## Building a Culture



- **SELF-EXAMINATION**
- **BIASES AND STEREOTYPES THAT ARE PERPETUATED IN OUR LIVES INCLUDING EDUCATION, MEDIA, FAITH, CHILDHOOD MEMORIES, LACK OF FACTS, FAMILY DYNAMICS**

**Microaggressions are:** “Brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults to the target person or group” (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, et al., 2007, p.273)

*(teaching.washington.edu)*

# Disability Related Microaggressions

- **Disability Related Microaggressions**
- *“Disability related microaggressions are a form of discrimination and ableism.”*
- **What is ableism?**
- *“Ableism is discrimination and social prejudice against people who have disabilities or who are perceived to have disabilities. It can take the form of ideas and assumptions, stereotypes, attitudes and practices, physical barriers in the environment or larger scale oppression.”*
- **What do Disability related Microaggressions look like?**



The infographic is divided into several sections. At the top left, a teal speech bubble contains the text: "Saying 'Oh she's off again. Probably because of her condition – you know what she's like'". Below this, it notes "- minimises someone's disability". To the right, a cluster of colorful circles lists various microaggressions: "Using a condescending voice to explain", "Being actively ignored and excluded from meetings and group activities", "Eye rolling, sniggering, or mocking someone with a disability", "Not providing additional support or reasonable adjustments as requested, so...", "greeting", "Assisting people behave in neurotypical ways, e.g., maintaining eye contact – considering them to be rude if they don't", "Using equipment labelled for someone with adjustment requirements when not required", and "Intentionally invites, to allow... such as wheelchair...".

**What do disability related microaggressions look like?**

Disability related micro-aggressive behaviours can be verbal, non-verbal or environmental, including:



A photograph of a green and white "RESERVED PARKING" sign. The sign features the International Symbol of Access (a person in a wheelchair) and the text "STATE DISABLED PARKING PERMIT REQUIRED".

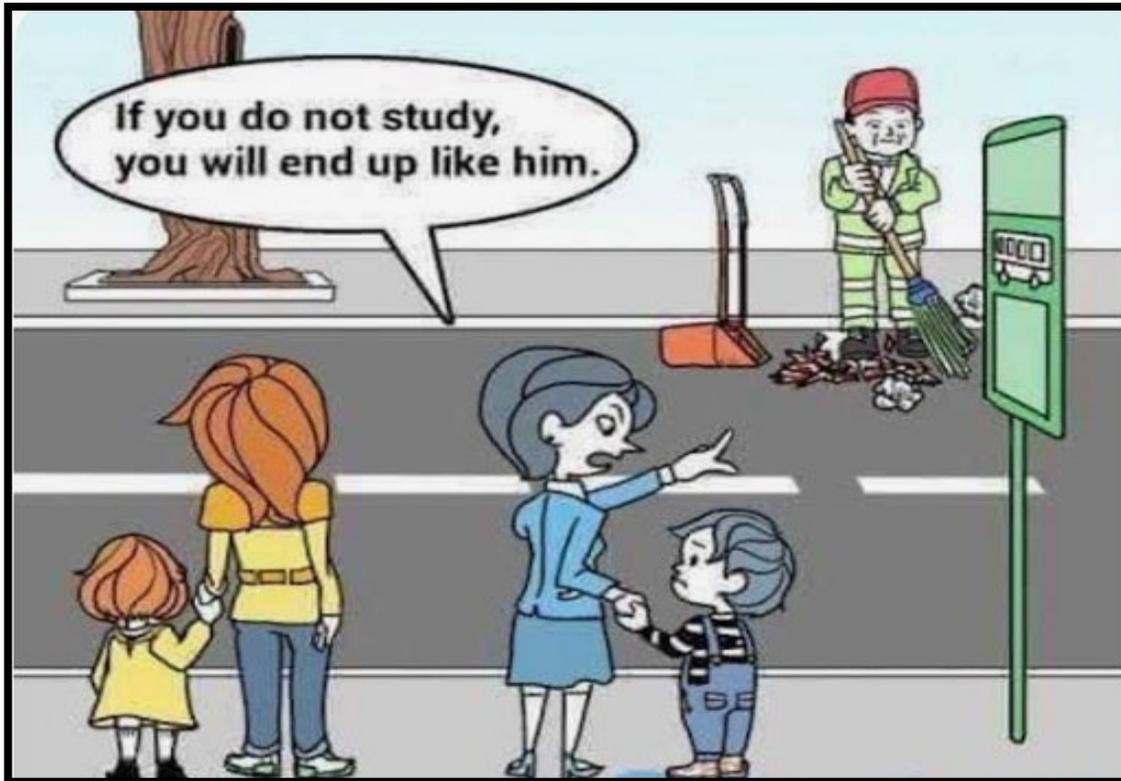


## Blindspot Awareness

# UNINTENTIONAL...HARMFUL CONVERSATIONS

### PERSPECTIVE PARENT/GUARDIAN 1

### PERSPECTIVE PARENT/GUARDIAN 2



## 5 Stages of Problem Solving Relying on Diversity and Inclusion

- Deep Inquiry
- Humility
- Appreciation
- Patience
- Insight



**“WHATEVER WE KNOW, IT IS NOT SUFFICIENT. WE CAN’T SEE ENOUGH OF THE WHOLE. WE CAN’T FIGURE IT OUT ALONE. SOMEBODY SEES SOMETHING THAT THE REST OF US MIGHT NEED.”**

***MARGARET WHEATLEY***

# LIFELONG LEARNING PROCESS



***Building a  
Culture***



***Equitable  
Mindfulness***



***Blindspot  
Awareness***

“I’m always looking for the special trait or quality that separates somebody. Once we latch onto that and make them understand that we see who they are and what they are, then we can take them places they wouldn’t go otherwise.”

Pete Carroll, NFL Coach

**LEARNING from the actions and inactions of making space for all humanity!!**

# QUESTIONS

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