



RADICAL WELLNESS

CENTERING DIVERSITY, INCLUSION, AND EQUITY IN OUR PRACTICES

with Shana Chivon



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COURSE DESCRIPTION

Centering communities of color and socially marginalized groups in our work creates diverse and inclusive spaces for radical wellness. In this course, attendees will learn how to incorporate and prioritize diversity, inclusion, and equity in their practices and modalities to ensure that all communities are able to benefit while working to address inequalities that impact representation and relationships in the wellness industry.

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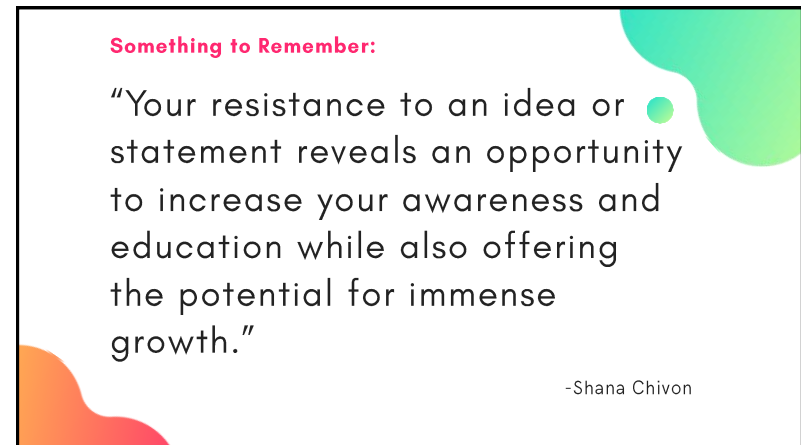
INTRODUCTION

Pronouns: She/They

Connect With Me

-  @ShanaChivon
-  @ShanaChivon
-  Shana Chivon
-  Shana Chivon Stephens

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Something to Remember:

“Your resistance to an idea or statement reveals an opportunity to increase your awareness and education while also offering the potential for immense growth.”

-Shana Chivon

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We AGREE that these words mean...

- 
DEI
 DEI is an abbreviation for diversity, equity, and inclusion. It is a framework to teach, educate and facilitate conversations around racial justice and equity in various workplaces, environments, and practices.
- 
OPPRESSION
 The systematic subjugation of one social group by a more powerful social group for the social, economic, and political benefit of the more powerful social group.
- 
DECOLONIZATION
 The practice of removing the lens of colonization and colonial methodology, dependency, and lenses.

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AWARENESS

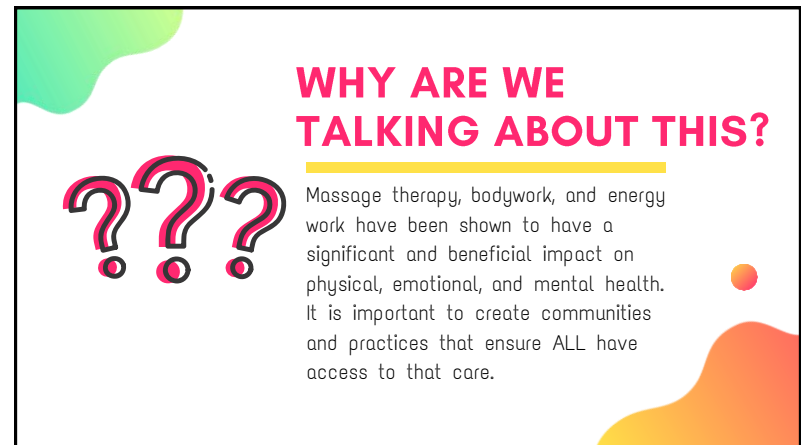
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The Bodywork Industry Today

1 Valued at \$542B	4 9.8% Hispanic/Latino(a)
2 3.8% African American	5 74.7% White
3 9.8% Asian	6 76.7% Female

<https://www.zippia.com/certified-massage-therapist-jobs/demographics/>

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WHY ARE WE TALKING ABOUT THIS?

Message therapy, bodywork, and energy work have been shown to have a significant and beneficial impact on physical, emotional, and mental health. It is important to create communities and practices that ensure ALL have access to that care.


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HOW DID WE GET HERE?

Hundreds of years of systemic and systematic oppression and racism.

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HOW DOES IT SHOW UP?

- Application processes
- Cost
- Location selection
- Lack of representation...and more

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WHEN IS IT AN ISSUE?

ALWAYS

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HOW DO I MAKE A DIFFERENCE?

- Relationships
- Accountability
- Representation
- Exchange

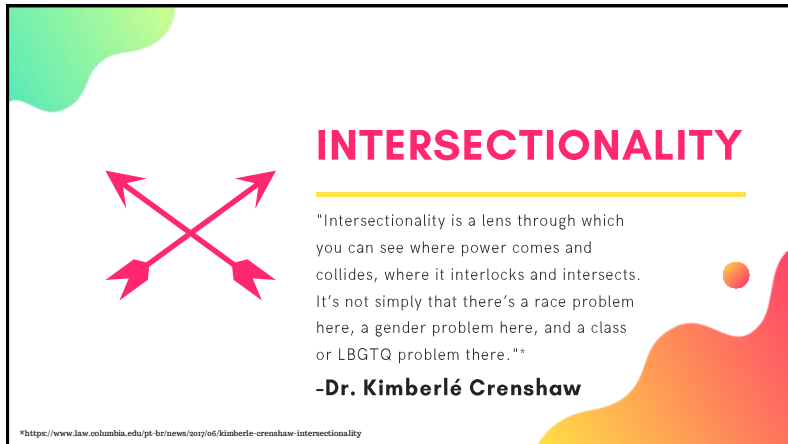
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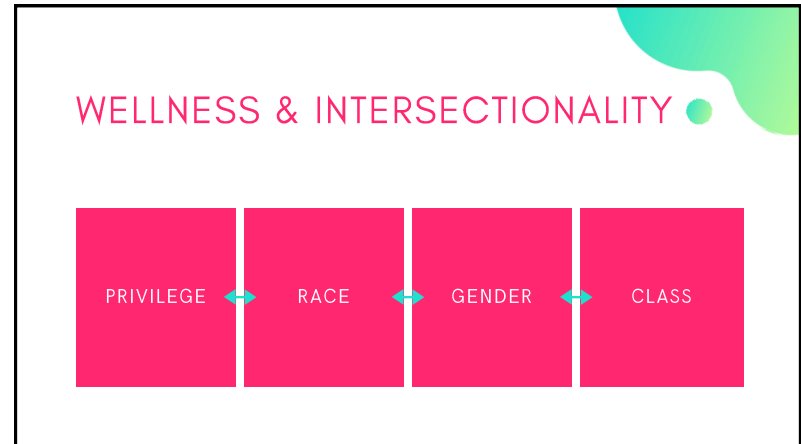
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WHAT IS PRIVILEGE?

Access to social power, resources, or opportunities based on membership, advantages, or immunity granted beyond that which is afforded to all other groups.

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PICK YOUR PRIVILEGE



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Privilege Bingo

SEXUALITY	ETHNIC	MASCULINE	GENDER	LINGUISTIC
CLASS	CULTURAL	HEALTH	CITIZENSHIP	AGE
RELIGIOUS	ECONOMIC	FREE SPACE	HOUSING	STRAIGHT
FOOD	WHITE	EDUCATION	CISGENDERED	FINANCIAL
PASSING	RACIAL	BODY	ABILITY	OCCUPATION

@shanachwin

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ACTION

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R.A.R.E.

Relationships
Accountability
Representation
Exchange

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“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

“It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have.”

-James Baldwin

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What is needed from me?

Relationship
Accountability
Representation
Exchange

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DECOLONIZE YOUR BOOKSHELF

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BEYOND THE TALK

Connect With Me

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Notes