



# REENTRY LEADERSHIP



## Abstract

Being able to control YOUR STORY begins with Self-IMAGE & ESTEEM

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# REENTRY LEADERSHIP

## Week 1: Implicit Bias Project

### Implicit Bias Project Terminology

Do you know the difference between bias, prejudice, stereotype, and racism? Many people, media outlets, advocates, and allies don't know the difference. When there is a bias, some people say racism. When there is prejudice, some people say racism. It's best to know the meaning of a word to regain your own power.

Discuss for 20 minutes in small groups how these WORDS have impacted your life? Report back to larger group for 20 minutes. A note taker should list common statements. This exercise will help you communicate better to lawmakers i.e., judges, lawyers, and legislators. *\*\*\*This will also help you with writing your Testimony for a Public Hearing on your issue.*

#### DEFINE THE FOLLOWING WORDS:

- 1) **Bias:** prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.
- 2) **Stereotype:** a widely held but fixed and oversimplified image or idea of a particular type of person or thing:
- 3) **Systemic Racism:** also known as institutional racism, is a form of racism that is embedded as normal practice within society or an organization. It can lead to such issues as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues.
- 4) **Institutional Racism:** can be defined as the racial attitudes found in an ethnic group's traditions, beliefs, opinions, and myths that are firmly ingrained in the very fiber of the ethnic group's cultural paradigm, where such traditions, beliefs, opinions, and myths have been practiced and sustained for so long, that they are accepted as common facts, understood to be normal behavioral practices whereas, such practices in effect marginalize, and demonize the human worth of another ethnic group.
- 5) **Prejudice:** 1: a liking or dislike for one rather than another especially without good reason She has a prejudice against department stores. 2: a feeling of unfair dislike directed against an individual or a group because of some characteristic (as race or religion) 3: injury or damage to a person's rights.
- 6) **Racial Disparities:** refers to a difference that may or may not be related to discrimination. Further, racial disparities refer to the imbalances and incongruities between the treatment of racial groups, including economic status, income, housing options, societal treatment, safety, and a myriad of other aspects of life and society
- 7) **Racism Oxford:** - Prejudice, discrimination, or antagonism directed against a person or people based on their membership in a particular racial or ethnic group, typically one that is a minority or marginalized:  
  
Racism Webster a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race; also: behavior or attitudes that reflect and foster this belief: racial discrimination or prejudice.
- 8) **Socioeconomic Status:** the position or standing of a person or group in a society as determined by a combination of social and economic factors that affect access to education and other resources crucial to an individual's upward mobility: *Low socioeconomic status is linked to many health risks, including cardiovascular disease.*
- 9) **White Privilege:** the set of social and economic advantages that white people have by virtue of their race in a culture characterized by racial inequality.



# REENTRY LEADERSHIP

## Week 1: Institutional Racism

### What does it Institutional Racism mean?

Now you know the difference between bias, prejudice, stereotype, and racism. It's time to have the uncomfortable conversation about how race is used to in everyday society. Is it equal in its implication (US Census)? Is it justified (US Court System)? Is it necessary (Why or Why not)? **Write your opinion.**

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Choose two Housing articles from present day and one from 1950s. Discuss the questions below in a group (have one person write down answers another report back to collective group) or write down on separate paper:

- Who is the targeted audience? Why is it discriminatory?
- What are the similarities about the article?
- What are the differences?
- Is it Racism or Facts? Why or Why not?
- What are Redlining Laws? How are they used legally to discriminate?
- How does it relate to the Civil Rights Act?
- Is it based on Privilege (White or Wealth)?
- Can you relate to it, Why or Why not?



**\*\*\*Remember this is about implicit or unspoken bias. How it effects our point of views and works in our society through education, employment, justice system, legislation, and various rules.**



# REENTRY LEADERSHIP

## Week 2: Phenomenal Woman

Positive Self-Image - **Phenomenal Woman**, *By: Maya Angelou*

### Phenomenal Woman

*By: Maya Angelou*

Pretty women wonder where my secret lies.  
I'm not cute or built to suit a fashion model's size  
But when I start to tell them,  
They think I'm telling lies.  
I say, It's in the reach of my arms  
The span of my hips,  
The stride of my step,  
The curl of my lips.  
I'm a Woman Phenomenally.  
Phenomenal Woman, That's me.

I walk into a room Just as cool as you please,  
And to a man, The fellows stand or  
Fall down on their knees.  
Then they swarm around me,  
A hive of honeybees.

I say, It's the fire in my eyes,  
And the flash of my teeth,  
The swing in my waist,  
And the joy in my feet.  
I'm a Woman Phenomenally.  
Phenomenal Woman, That's me.

Men themselves have wondered,  
What they see in me.  
They try so much  
But they can't touch  
My inner mystery.  
When I try to show them  
They say they still can't see.

I say, It's in the arch of my back,  
The sun of my smile,  
The ride of my breasts,  
The grace of my style.  
I'm a Woman Phenomenally.  
Phenomenal Woman, That's me.

Now you understand ,  
just why my head's not bowed.  
I don't shout or jump about  
Or have to talk real loud.  
When you see me passing  
It ought to make you proud.

I say, It's in the click of my heels,  
The bend of my hair, the palm of my hand,  
The need of my care,  
'Cause I'm a Woman Phenomenally.  
Phenomenal Woman, That's me.



## Pave your Pain into Power Exercise

Have participants read Phenomenal Woman poem by Maya Angelou. After reading the poem take ten (10)-minutes and answer the following questions.

1. How does the poem make you feel? Can you relate? Why or Why not?

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2. Please explain what being a 'Phenomenal Woman' means to you.

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**HOMEWORK:** Memorize Phenomenal Woman poem for next week's class. Write in your journal how you feel, what happens, and whatever else comes up during the week. Remember you will recite this in front of class next week. **Have fun! Get creative!**

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# REENTRY LEADERSHIP

Week 3: Positive Self-Image - Recital

**Phenomenal Woman**, *By: Maya Angelou*

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**Phenomenal Woman is a poem about transforming pain (self-image) into a powerful message (Phenomenal Woman). How did you feel memorizing the poem, Phenomenal Woman?**

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# REENTRY LEADERSHIP

## Week 4: Positive Relationships

### Do You know How to have a **Healthy Relationships**?

Healthy relationships involve honesty, trust, respect, and open communication between partners, and they take effort and compromise from both people. There is no imbalance of power. Partners respect each other's independence, can make their own decisions without fear of retribution or retaliation, and share decisions.

- Mutual respect. Respect means that each person values who the other is and understands the other person's boundaries.
- Trust. Partners should place trust in each other and give each other the benefit of the doubt.
- Honesty. Honesty builds trust and strengthens the relationship.
- Compromise. In a dating relationship, each partner does not always get his or her way. Each should acknowledge different points of view and be willing to give and take.
- Individuality. Neither partner should have to compromise who he/she is, and his/her identity should not be based on a partner's. Each should continue seeing his or her friends and doing the things he/she loves. Each should be supportive of his/her partner wanting to pursue new hobbies or make new friends.
- Effective communication. Each partner should speak honestly and openly to avoid miscommunication. If one person needs to sort out his or her feelings first, the other partner should respect those wishes and wait until he or she is ready to talk.
- Anger control. We all get angry, but how we express it can affect our relationships with others. Anger can be managed in healthy ways such as taking a deep breath, counting to ten, or talking it out.
- Fighting fair. Everyone argues at some point, but those who are fair, stick to the subject, and avoid insults are more likely to produce a solution. Partners should take a short break away from each other if the discussion gets too heated.
- Problem solving. Dating partners can learn to solve problems and identify innovative solutions by breaking a problem into small parts or by talking through the situation.
- Understanding. Each partner should take time to understand what the other might be feeling.
- Self-confidence. When dating partners have confidence in themselves, it can help their relationships with others. It shows that they are calm and comfortable enough to allow others to express their opinions without forcing their own opinions on them.
- Being a role model. By embodying what respect means, partners can inspire each other, friends, and family to also behave in a respectful way.
- Healthy sexual relationship. Dating partners engage in a sexual relationship that both are comfortable with, and neither partner feels pressured or forced to engage in sexual activity that is outside his or her comfort zone or without consent.





# REENTRY LEADERSHIP

## Week 4: Healthy Relationship Assignment

**Describe what you think is a healthy relationship. How does it compare to the definition and characteristics of a healthy relationship, you just read?**

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# REENTRY LEADERSHIP

## Week 5: Positive v Negative Relationships

### WHAT ARE UNHEALTHY RELATIONSHIP TRAITS?

Unhealthy relationships are marked by characteristics such as disrespect and control. It is important for youth to be able to recognize signs of unhealthy relationships before they escalate. Some characteristics of unhealthy relationships include:

- Control. One dating partner makes all the decisions and tells the other what to do, what to wear, or who to spend time with. He or she is unreasonably jealous, and/or tries to isolate the other partner from his or her friends and family.
- Hostility. One dating partner picks a fight with or antagonizes the other dating partner. This may lead to one dating partner changing his or her behavior to avoid upsetting the other.
- Dishonesty. One dating partner lies to or keeps information from the other. One dating partner steals from the other.
- Disrespect. One dating partner makes fun of the opinions and interests of the other partner or destroys something that belongs to the partner.
- Dependence. One dating partner feels that he or she “cannot live without” the other. He or she may threaten to do something drastic if the relationship ends.
- Intimidation. One dating partner tries to control aspects of the other's life by making the other partner fearful or timid. One dating partner may attempt to keep his or her partner from friends and family or threaten violence or a break-up.
- Physical violence. One partner uses force to get his or her way (such as hitting, slapping, grabbing, or shoving).
- Sexual violence. One dating partner pressures or forces the other into sexual activity against his or her will or without consent.



It is important to educate youth & women about the value of respect and the characteristics of healthy and unhealthy relationships before they start to date. Youth may not be equipped with the necessary skills to develop and maintain healthy relationships and may not know how to break up in an appropriate way when necessary. Maintaining open lines of communication may help them form healthy relationships and recognize the signs of unhealthy relationships, thus preventing the violence before it starts.





# **REENTRY LEADERSHIP**

## **Week 5: Positive v Negative Relationship Assignment**

Do you believe you have a Positive or Negative Relationship with yourself? Explain based on the information you just learned about Positive and Negative or Healthy and Unhealthy relationship?

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