



Staff Reflection Activity

“Conocimiento” is a Spanish term meaning “having knowledge of.” Per [RacialEquityTools.org](https://www.racialequitytools.org/), “Conocimiento stems from the Chicano movement, collectivizing experiences and building bridges between personal perspectives.” It means to validate the collective wisdom of the group in terms of learning and actions. When we engage in conocimiento, we are engaged in remembering the value of and assembling all of the strengths within this community.

LEADER SCRIPT:

- *Take a few moments to be present. Allow yourself to sit up straight in your chair, and place your feet solidly on the floor. Imagine energy gently spiraling upward from the base of your spine up through the crown of your head. Let your arms relax and place your palms on your thighs. Soften your face. Relax your shoulders.*
- *Put down everything you may be holding, place your feet on the floor, and take a deep breath in and a slow breath out. Take another deep breath in and a slow one out. Notice the rhythm of your breath. (Pause) We will take three deep breaths together. (Describe) To breathe deeply, we begin by first exhaling, then taking a deep breath in and allowing your ribs, back, and sides to expand. When you breathe out, just relax. Relax your face, shoulders, and just let go. Let go of your thoughts. We'll be taking three deep breaths at your own pace. You may wish to close your eyes. Ready?*
- *Exhale...breathe in deep...exhale long...relax. Now three more deep breaths at your own pace (Facilitator does the exercise, as well)*
- *Now, take a moment to recall being in your favorite place in the world. You could be somewhere in nature; you could be engaged with people; you could be curled up in your bed. If your mind is going back and forth, just pick a place.*
- *Imagine that you are in that place. (Pause) Notice how you feel. (Pause) Imagine being in this place where you don't need to wear “the mask;” you just get to be your own authentic self. This is a space for you to be aware of your own authentic self, your own great being-ness.*
- *In this place, what colors would you see? Maybe you are able to recall what you might smell; what you might be hearing. (Slight pause) Or what you would be feeling.*
- *Allow yourself to rest inside the comfort of your own easefulness. (Pause for 20 seconds)*
- *In this place, you become aware of your own innate wisdom. It is a precious awareness that lives inside the gift of being alive.*
- *Ask yourself this question: What is a quality that I bring or offer freely to others? (Pause)*

- *It could be your courage, your patience, or your gentleness. Name this quality as one of the many good qualities you have. It is simply one example of your own innate greatness.*
- *Take a few moments to be thankful for this gift.*
- *Now, remember a time, a story of when you were being your gift. Remember how it made you feel to offer your gift freely to others. What is the scene? What were you actually doing? How do you operationalize your gift? (Pause for 1 minute)*
- *Take a few deep breaths. (Pause) And then, when you are ready, open your eyes.*
- *When we talk about these gifts, we are really referring to our values or elements of our internal moral compass.*
- *(Have each person turn to a partner—dyad) Please turn to another person and share three things: Where did you go? What is one of your gifts or values? What are two or three examples of how you operationalize that gift or value? (Facilitator should be prepared to share an example from their own lived experience)*
- *(Ask participants to share)*

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