

Brave Conversations

Nikole Y. Hollins-Sims, Ed.D.

Dana Milakovic, Psy.D.

Introductions

Nikole Hollins-Sims

- Educational Consultant
- Boy-Mom
- **Alumna** -- Millersville University; Indiana University of PA
- School Psychologist

Dana Milakovic

- Mental Health/AOD Specialist
- Mom of two humans
- Dog mom of 4
- Self-care by taking care of rescue horses

Equity Pillars of Practice



- General Equity Practices
- Self Awareness
- Data Practices
- Family/Community Engagement
- Academic Equity
- Disciplinary Equity

<https://www.education.pa.gov/Schools/safeschools/equityandinclusion/EPH/Pages/default.aspx>

4 Agreements of courageous conversations

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect and Accept Non-Closure

Stay Engaged

- Self-care
- Celebration

Speak Your Truth

- Listen*
- Protect*
- Model*
- Take Care of Yourself*
- Moral Safety
- Transparency

Rate Yourself

1 - Very Uncomfortable

5 - Very Comfortable

On a scale of 1-5, how comfortable are you having conversations with peers around:

- Race
- Politics
- Gender
- Sexual Orientation

Rate Yourself

1 - Very Uncomfortable

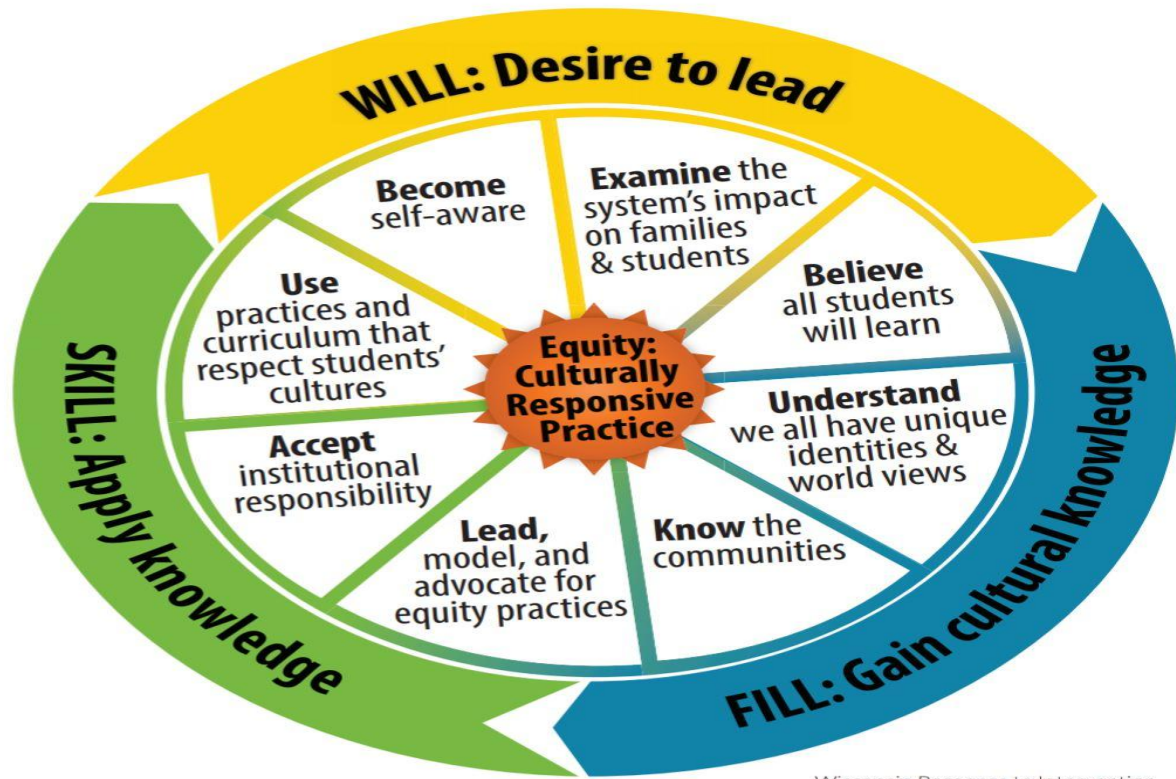
5 - Very Comfortable

On a scale of 1-5, how comfortable are you having conversations with youth around:

- Race
- Politics
- Gender
- Sexual Orientation

Experience
Discomfort

- Cultural humility
- Listen



Accept and
Expect
Non-Closure

- Collaboration
- Empowerment of Voice

Actionable Intentions

- Practice how to have the conversation
- Be aware of your own biases
- Ask youth directly how they feel about a specific topic
- Consider ways to empower a youth to use their voice

www.pbs.org

Actionable Intentions

- Interrupt
- Question
- Educate
- Echo

www.learningforjustice.org

Resources

- [Changing Minds](#)
- [Compassion Resilience Toolkit for School Leaders and Staff](#)
- [Equitable Practices Hub](#)
- [Equity and Inclusion Toolkit](#)
- [Learning for Justice](#)
- [PDE: Self-Care Resources](#)
- [Project Implicit](#)

Questions???

Contacts:

Dr. Nikole Hollins-Sims
nhollins-sims@pattan.net

Dr. Dana Milakovic
damilakov@pa.gov

Commonwealth
of Pennsylvania
Tom Wolf, Governor