INTERCAMBIO
exchange

A PROJECT OF THE CENTER FOR PARTICIPATORY CHANGE
In our current political climate, the people most affected by structural inequities are being attacked, imprisoned, deported, and killed.

**Although the few in power are trying to divide us, CPC is intentionally creating spaces for people to build trust, form meaningful relationships, collaborate, and heal together.**

CPC believes that building relationships across difference is integral to successful community action and moves us towards our mission of igniting collective power, transforming systems of oppression and healing in community.

In this spirit of building bridges instead of walls, CPC launched a pilot program in August 2019 called interCAMBIO/exCHANGE. The program is an innovative, peer-learning space that brought together a cohort of Black, Brown, and Latinx people to learn about each other’s languages, identities, and cultures while sharing food and personal stories.

Through a 6-week series of workshops, the cohort explored topics on the self, history, race, spirituality, food, gender, home, and family. Each session included simultaneous interpretation and a separate space for youth programming. CPC hired popular educators from Seeds of Hope/Semillas de Esperanza to create kid-friendly curriculm that would complement what the adults were learning.

interCAMBIO/exCHANGE connected CPC’s Circles of work—Popular Education, Language Justice and Racial Equity—emphasizing that everyone is an expert in their own experience and deserves inclusive spaces for their voices to be heard. That inclusivity extended to local businesses hired to do catering, note-taking, photography, videography, and graphic design—all of which are Black-, Brown-, or Latinx-owned. Furthermore, the event space was donated by the Arthur R. Edington Education & Career Center, a historic Black landmark that had been a Black elementary school during segregation and a recreation center for the Southside community after integration.

Participants left the experience with new friendships and a deeper understanding of themselves and people from other communities. Thank you to every single person that made the interCAMBIO/exCHANGE possible.
"This has been a life changing experience for me. An entire room filled with LOVE."

Jenny Pickens, 2019 interCambio/exCHANGE participant
The first session of the interCAMBIO/exCHANGE focused on introductions, identity, and sharing stories about how we came to live in Asheville.

“To me it was heartwarming to hear other people’s stories.”
Torre White, 2019 interCAMBIO/exCHANGE participant

Welcome & CPC intro
Identity hot potato
Introduced ourselves in the language we were learning (sharing our name, pronoun and favorite color)
Group agreements
Wrote what helped and hindered our learning
Drawings
How did you get to Asheville?
Pair share
Shared our drawings with a partner that spoke another language
Telephone
Divided into two teams (English & Spanish) and played an interactive game to practice speaking another language
Review vocab of the day
Closing
Through body movement and word repetition, we shared one word about how we felt

For introductions, Seeds of Hope youth made hand puppets to represent themselves. On the back, they wrote acrostic poems using the letters in their names. We then used word bubbles to guide us through group introductions in English & Spanish.
In this session, we discussed nationality and ethnicity and learned about the history of race and racism in the Americas.

Welcome & introductions
Quick review of previous session
Group discussion
  When did you realize your race?
Nationality, race, ethnicity
  We explored the difficult nature of identifying ourselves using these constructs
Breathing exercise
Timeline
  We learned and shared about historical events from 1400 to present
Group discussion
  What stood out in the timeline? What was similar? Different?
Closing
  A candle ceremony where we thanked our ancestors & shared well wishes with our comrades while we lit their candle

SEEDS of HOPE

We used paint to make a mural of different color hand prints and read books with characters of multiple races.
SPIRITUALITY

SEEDS of HOPE

In this session, we discussed spirituality and shared objects sacred to us.

For spirituality week, we made shields of protection out of poster paper. Kids drew a self-portrait in the middle of the shield and items that protect them around the edges. We learned Spanish and English translations for the people and items that protect us.

AGENDA

Homework
We chose an object representing our spirituality and wrote a 2-3 sentence description about the object.

Opening
We each shared a word and a motion to describe our spirituality.

Pair share
With a partner, we translated the descriptions of the objects we brought for the altar.

Altar building
We added our objects to the altar and read the translation out loud.

Breathing exercise

Poem of self
We each wrote words that described our past and current spiritual beliefs and edited it down to a poem.

Song & chant closing
“We have come this far and we won’t turn around. We’ll flood the streets with justice, we are freedom bound.”

“El pueblo unido, jamás será vencido.”
We prepared a family meal, sat down together to have dinner, and discussed how our favorite foods are tied to memories, home, and community.

“Food plays a big role in our lives. It is energy and impacts our quality of life.” Juan Diaz Martinez, Popular Education Co-Coordinator

Icebreaker
Talked with a partner about our favorite foods
Pair share
What food makes you happy?
What memories does it bring?
Prepared meal together
Enjoyed family meal
Group discussion
Ate pan de muerto and talked about Day of the Dead traditions
Closing

SEEDS of HOPE

Kids made guacamole and salsa to share during the family meal. We learned the names of different foods in Spanish and English and talked about the places where people eat them. We played food bingo to practice our new vocabulary.
This session included an expansive conversation about gender. Facilitators led us through a survey of little-known world history and we learned ‘LGBTQ Ain’t Nothing New’!

### GRAMMAR LESSON

Examples of Gender Pronouns:
- ve  ver  vis  vis  verself
- ey  em  eir  eirs  eirself
- she  her  her  hers  herself
- they  them  their  theirs  themself
- he  him  his  his  himself
- ze  hir  hir  hirs  hirself
- ni  nim  nir  nir  nirself

How is Jamie? Fill in the blanks.

Jamie is organizing _____ community by hosting weekly dinners at the Edington Center. _____ cooks with friends and hosts discussions about different social dynamics. You should ask _____ for more details and come to the next gathering!

### AGENDA

- **LGBTQ Ain’t Nothing New**
  - Participatory mapping of historical non-binary genders across the world
- **Glossary**
  - Were provided with definitions of gender - role, identity, and expression
- **Pyramid of violence**
- **Gender galaxy**
  - Reviewed an array of words about identity, expression and pronouns
- **Pronoun Mad Libs**
  - Practiced gender pronoun etiquette
- **Group discussion**
  - What is the distinction between sexuality and gender?
- **Closing**
  - Share and rejoice

### SEEDS of HOPE

We read “They Call Me Mix/Me Llaman Maestre” by Lourdes Rivas and broadened our concepts of gender. Kids designed their own gender expressions for paper dolls. We practiced different gender pronouns in English and Spanish.
Genocide
The act or intent to deliberately and systematically annihilate an entire people.

Violencia Motivada por Prejuicios
Asesinato, Violación, Agresión, Incendios Provocados, Terrorismo, Vandalismo, Profanación, Amenazas

Actividad con Prejuicios
Bullying, Ridiculización, Insultos, Calumnias/Epítetos, Evitar situaciones sociales, Deshumanización, Chistes prejuiciosos/que menosprecian

Discriminación
Discriminación económica, Discriminación política, Discriminación educativa, Discriminación laboral, Discriminación en vivienda y segregación, Disparidades en la justicia penal

Actitudes Prejuiciosas
Estereotipos, Comentarios insensibles, Miedo a las diferencias, Lenguaje no incluyente, Micro agresiones, Justificación de prejuicios buscando personas afines, Aceptación de información negativa o desinformación/descarte de información positiva

Biased Attitudes
Stereotyping, Insensitive Remarks, Fear of Difference, Non-inclusive Language, Microaggressions, Justifying biases by seeking out like-minded people, Accepting negative or misinformation/screening out positive information

Biased Motivated Violence
Murder, Rape, Assault, Arson, Terrorism, Vandalism, Desecration, Threats

Discrimination
Economic discrimination, Political discrimination, Employment discrimination, Housing discrimination & segregation, Criminal justice disparities

Acts of Bias
Bullying, Ridicule, Name-calling, Slurs/Epithets, Social Avoidance, Dehumanization, Biased/Belittling jokes
We culminated the six-week interCAMBIO/exCHANGE with a potluck at Dulce Lomita, a cooperatively owned trailer park and the home of several participants. We learned new vocabulary words by creating a family tree and wrote bilingual poems that described our homes.

“I Am From”

El atole que preparaba mi mamá para nosotros día a día
The atole my mom prepares for me everyday

El sabor de la comida de mamá
The taste of the food that my mom makes

Los pájaros cada día arriba de los árboles
The sound of the birds everyday

De poder despertar y sentir cada día que estoy viva
The feeling to be able to wake up and feel every day I am alive a new day

La vista de las montañas
The sight of the mountains
CPC turns 20 in 2020!

Since 2000, CPC has worked to create just and inclusive communities in WNC and beyond. Join us as we honor our history and continue to ignite collective power, transform systems of oppression, and heal in community with the ultimate vision of collective liberation.

Support CPC’s vital mission and vision. Donate now! cpcwnc.org