

# EDI Exercise

Awareness and empathy are perhaps the most crucial ingredient for building and maintaining an Equitable, Diverse, and Inclusive workplace. The following exercise (based on George Ella Lyons' classic poem, *Where I'm From*) is intended to increase your self-awareness and through sharing, your awareness of and empathy for others' diverse experiences. Please complete the template prior to the April 29<sup>th</sup> HR 101 training. You will be sharing and discussing your responses in small groups with your cohort members.

## *WHERE I'M FROM*

**I am from** \_\_\_\_\_ (*name a specific ordinary item from your childhood home*),

**from** \_\_\_\_\_ **and** \_\_\_\_\_ (2 products or objects from your past).

**I am from** \_\_\_\_\_ (phrase describing your childhood home).

**And** \_\_\_\_\_ (additional descriptions of childhood home or neighborhood),

**I am from** \_\_\_\_\_

(plant, tree or other natural element from your past)

**Whose** \_\_\_\_\_

(personify that natural element)

**I am from** \_\_\_\_\_ **and** \_\_\_\_\_

(2 objects from your past)

**From** \_\_\_\_\_ **and** \_\_\_\_\_

(2 family names)

From \_\_\_\_\_ **and** \_\_\_\_\_

(a family trait or tendency)

(another family trait or tendency)

And from \_\_\_\_\_

(a family tradition)

I am from \_\_\_\_\_

(a religious phrase or memory)

I am from \_\_\_\_\_ and \_\_\_\_\_

(an ancestor)

(another ancestor)

From \_\_\_\_\_

(2 foods from your family history)

From \_\_\_\_\_

(a specific event in the life of an ancestor)

I am from \_\_\_\_\_

*(location of family pictures, mementos, archives and several more lines indicating their worth)*

I am from those moments \_\_\_\_\_

(a memory or object you had as a child)

\_\_\_\_\_  
(Author's "Your" Name)

## *Where I'm From* by George Ella Lyons

I am from clothespins,  
from Clorox and carbon-tetrachloride.  
I am from the dirt under the black porch.

(Black, glistening  
it tasted like beets.)

I am from the forsythia bush,  
the Dutch elm  
whose long gone limbs I remember  
as if they were my own.

I'm from fudge and eyeglasses,  
from Imogene and Alafair.  
I'm from the know-it-alls  
and the pass-it-ons,  
from perk up and pipe down.  
I'm from He restoreth my soul  
with a cottonball lamb  
and ten verses I can say myself.

I'm from Artemus and Billie's Branch,  
fried corn and strong coffee.  
From the finger my grandfather lost  
to the auger  
the eye my father shut to keep his sight.

Under my bed was a dress box  
spilling old pictures,  
a sift of lost faces  
to drift beneath my dreams.  
I am from those moments-  
snapped before I budded-  
leaf-fall from the family tree.

*"Where I'm From" appears in George Ella Lyon's Where I'm From, Where Poems Come From, a poetry workshop-book for teachers and students, illustrated with photographs by Robert Hoskins and published by Absey & Co, Spring, Texas, 1999.*

If you wish to hear him reading it, go to: <http://www.georgeellalyon.com/where.html>