



Increase your awareness of what is happening inside of you and around you by using the skill:

PANNING

Just as a movie camera "pans" the environment to see the whole picture, we need to continuously PAN all around us and inside of us as we increase our ability to notice the patterns of treatment and experiences of members of both dominant and subordinated groups.

Some guidelines for using the skill of PANNING:

PAN:

PAY
ATTENTION
NOW

- Intentionally observe and notice behaviors, comments, feelings, patterns of treatment...
- Wonder: Is this an isolated incident or a possible pattern of experience?

*****AVOID falling into the trap of making a *SNAP JUDGMENT* ~ creating a "story" about what you see.**

The reverse of PAN is NAP:

NO
ASSUMPTIONS, or
PREJUDGMENTS

- **PAN** the specific details and facts of what you see, feel, hear...
- Describe what you **PAN** without any assumptions, interpretations, conclusions, or prejudgments
- Notice the group memberships of people involved as you **PAN**, and describe the group memberships *if this information is useful to the discussion...*

Adapted from materials developed by Elsie Y. Cross Associates, Inc. 1994 Delyte Frost, et al