

ADEI Learning Participant Guide - Session #1

October 11 & 12, 2022

Important Resources:

- [Pre-work/Resource Preview](#) you were asked to complete before the session. We will reference many of these resources during today's session.
- Email us with any questions at: adeitraining@updconsulting.com
- We will post all materials used in the session to the website www.adeitraining.com within the week.

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Topic **Resources & Notes**

Warm Welcome

Agenda & Objectives

Agenda and Learning Objectives

 Mute
 Unmute
to share

30
minutes

Warm Welcome
Opening Remarks, Building Community

45
minutes

Foundational Frameworks
Phases, Cultivating Community, Garden Analogy

10
minutes

Brief Break
We will try to break around 10:15/2:15

50
minutes

Four Levels of Racism
Individual, Interpersonal, Institutional, Systemic

45
minutes

Identity, Power, & Privilege
Application in Program/Org Teams

10
minutes

Optimistic Closure
Head-Heart-Hands Reflection, Bridge to Practice

By the end of the session...


- ❑ I will see our individual and collective identities clearly in order to engage in this work with awareness of my blind spots and areas for growth. **Individual**
- ❑ We will grow our understanding of how racialized identities impact a variety of life experiences. **Interpersonal**
- ❑ We will explore how institutional policies and practices often cause disproportionate harm to people with racialized identities. **Institutional**
- ❑ We will develop our abilities to identify the ways in which racial inequities manifest and are sustained across systems. **Systemic**

Breakout Session #1 - Building Community

BREAKOUT SESSION #1 – Building Community

DIRECTIONS


- 2 mins for facilitator to share
- 2 mins to individually reflect an drop in chat- *What is one thing you are hoping to learn today?*
- 6 mins to discuss in breakout rooms


Answer in chat

FOR DISCUSSION

- Why do you do your work?*
- For whom do you do your work?*
- Why is focusing on anti-racism important to your work?*

Be Vulnerable, Authentic, & Courageous in Your Share



Only BRAVE SPACE allowed

9

NOTES:

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Topic	Resources & Notes
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Foundational Frameworks: Phases, Cultivating Community, Garden Analogy

Our Brains on ADEI

Our Brain on ADEI:

Follow Along with the Demonstration of the Phased Approach

NOTES:

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Foundational Frameworks

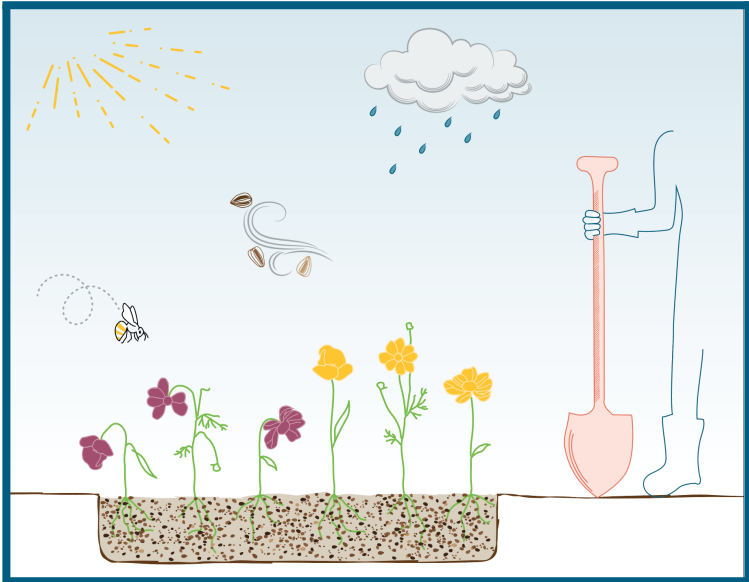
Our Foundational Frameworks Guide WHAT, HOW, and WHY in ADEI

<p style="text-align: center;">PHASES OF ADEI</p>	<p style="text-align: center;">LEVELS OF RACISM</p>	<p style="text-align: center;">REMEMBER to...</p> <ul style="list-style-type: none"> • Center antiracism before other intersecting identities • Turn learning into action • Build emotional capacity to empathize and regulate during times of discomfort 			
<p style="text-align: center;">CULTIVATING COMMUNITY</p>	<p style="text-align: center;">HEAD-HEART-HANDS</p> <table style="width: 100%; text-align: center;"> <tr> <td style="width: 33%;"> <p>HEAD <i>Thinking</i></p> </td> <td style="width: 33%;"> <p>HEART <i>Feeling</i></p> </td> <td style="width: 33%;"> <p>HANDS <i>Doing</i></p> </td> </tr> </table>	<p>HEAD <i>Thinking</i></p>	<p>HEART <i>Feeling</i></p>	<p>HANDS <i>Doing</i></p>	
<p>HEAD <i>Thinking</i></p>	<p>HEART <i>Feeling</i></p>	<p>HANDS <i>Doing</i></p>			

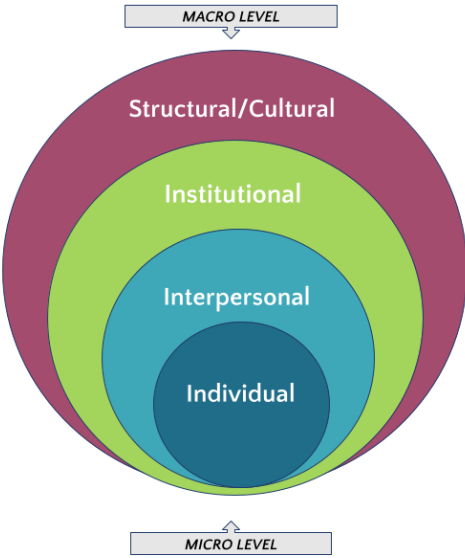
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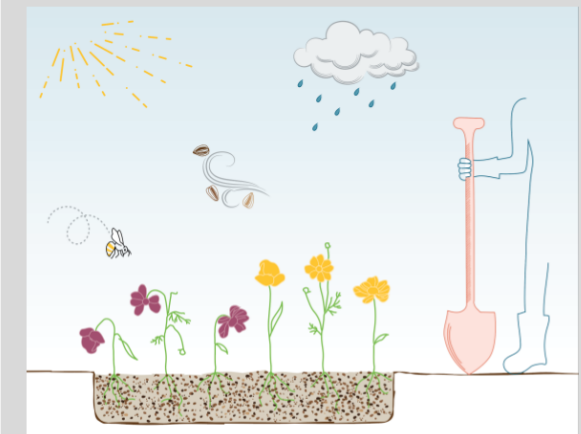
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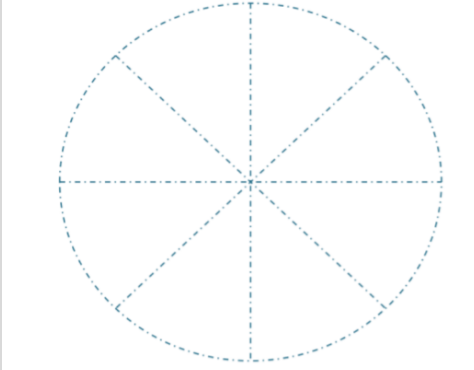
Topic	Resources & Notes
<p>Cultivating Community & Community Agreements</p>	<div data-bbox="373 262 1534 346" style="background-color: #0056b3; color: white; padding: 5px;"> <h2 style="margin: 0;">Community Agreements</h2> <div style="float: right; border: 1px solid white; padding: 2px;"> Mute Unmute to share </div> </div> <p>CONNECTION: Collectively, we will keep the focus on <i>racism</i>.</p> <ul style="list-style-type: none"> For white participants: maintain humility around the topic of race. For BIPOC participants: maintain healthy boundaries & practice self care. <p>CURIOSITY: Collectively, we will approach this opportunity as learners and encourage ongoing reflection in ourselves and others.</p> <p>COMPASSION: Collectively, we will meet potential discomfort with openness rather than defensiveness by refusing to let our heads take over and our hearts to disengage.</p> <p>COURAGE: Collectively, we will leverage our heads, hearts, and hands as we practice knowing when to step up, move back, and lean in to taking action and making change.</p> <div data-bbox="990 577 1518 871" style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We engage in CONNECTION with one another, because none of us can be successful in this work alone.</small> </div> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We show up with CURIOSITY because none of us has all the answers.</small> </div> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We interact with COMPASSION because our humanity is central to all of our wellbeing.</small> </div> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We act with COURAGE because the changes we need to make and the actions we need to take can be hard.</small> </div> </div> <p>NOTES:</p> <ul style="list-style-type: none"> • •
<p>Breakout Session #2 - Community Connections</p>	<div data-bbox="373 1113 1534 1197" style="background-color: #0056b3; color: white; padding: 5px;"> <h2 style="margin: 0;">BREAKOUT SESSION #2 – Community Connections</h2> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div data-bbox="373 1207 901 1753" style="width: 45%;"> <div style="background-color: #92d050; padding: 5px; text-align: center; font-weight: bold;">DIRECTIONS</div> <ul style="list-style-type: none"> • 1 mins for facilitator to share • 2 mins to individually reflect • 8 mins to discuss in breakout rooms (<i>We encourage you to be both vulnerable and courageous in your shares</i>) <div style="background-color: #e69d00; padding: 5px; text-align: center; font-weight: bold; margin-top: 10px;">FOR DISCUSSION</div> <ul style="list-style-type: none"> • How might your classrooms, programs, and organizations profit (benefit) by becoming more antiracist? • How might creating new connections in our brain pathways and cultivating community with our colleagues in this series help us do that? </div> <div data-bbox="933 1207 1534 1753" style="width: 45%; background-color: #cccccc; padding: 10px;"> <div style="background-color: #333; color: white; padding: 5px; text-align: center; font-weight: bold;">Cultivate Community</div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We engage in CONNECTION with one another, because none of us can be successful in this work alone.</small> </div> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We show up with CURIOSITY because none of us has all the answers.</small> </div> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We interact with COMPASSION because our humanity is central to all of our wellbeing.</small> </div> <div style="border: 1px solid #0056b3; padding: 5px; width: 20%;">  <small>We act with COURAGE because the changes we need to make and the actions we need to take can be hard.</small> </div> </div> <p style="text-align: center; color: #0056b3; font-weight: bold; margin-top: 20px;">Only BRAVE SPACE allowed</p> <p style="text-align: right; font-size: small;">17</p> </div> </div> <p>NOTES:</p> <ul style="list-style-type: none"> • •

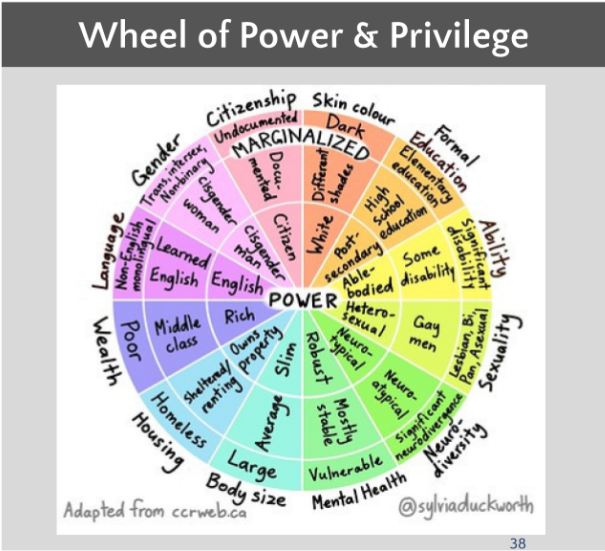
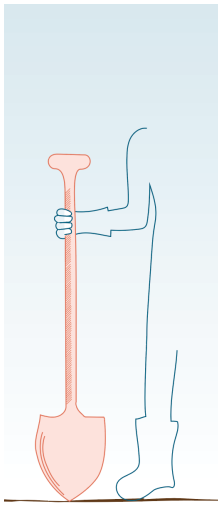
Topic	Resources & Notes
<p>The Gardener's Tale & UPD's Garden Analogy</p>	<p>Allegories on race and racism Camara Jones TEDxEmory</p>  <p>NOTES:</p> <ul style="list-style-type: none"> • • <div data-bbox="1198 254 1490 978" style="background-color: #0056b3; color: white; padding: 10px;"> <p style="text-align: center; font-size: 1.2em;">Introduction to The Gardener's Tale</p> <p style="text-align: center;">Dr. Camara Jones</p> <div style="border: 1px solid white; padding: 5px; display: inline-block; margin-bottom: 10px;"> Chat Answer in chat </div> <p style="font-size: 0.9em;">What practices, policies, habits, or traditions in your classrooms, programs, and organizations might be places of...?</p> <p style="font-size: 0.9em;">"rich, fertile soil"</p> <p style="font-size: 0.9em;">"poor, rocky soil"</p> </div>

Four Levels of Racism: Individual, Interpersonal, Institutional, Systemic







<p>The Four Levels of Racism</p>	<div style="background-color: #0056b3; color: white; padding: 5px; display: flex; justify-content: space-between; align-items: center;"> Four Levels of Racism <div style="border: 1px solid white; padding: 2px; font-size: 0.8em;"> Chat Answer in chat </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div data-bbox="375 1276 667 1539" style="width: 45%;"> <p>Structural/Cultural</p> <p>A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color</p> </div> <div data-bbox="708 1276 1170 1829" style="width: 45%; text-align: center;">  </div> <div data-bbox="1263 1276 1536 1539" style="width: 45%;"> <p>Institutional</p> <p>Policies, practices and procedures that work better for white people, than for people of color, often unintentionally - including those that are "race neutral"</p> </div> </div> <hr style="border-top: 1px dashed #ccc; margin: 10px 0;"/> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div data-bbox="375 1598 651 1829" style="width: 45%;"> <p>Interpersonal</p> <p>Occurs between individuals. Once we bring our private beliefs into our interactions, racism is now in the interpersonal realm</p> </div> <div data-bbox="1263 1598 1536 1829" style="width: 45%;"> <p>Individual/Personal</p> <p>Pre-judgment, bias, discrimination, stereotype threat, and internalized oppression based on race and felt by an individual</p> </div> </div> <p>NOTES:</p>
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Topic	Resources & Notes
	<ul style="list-style-type: none"> • • • • <p>LINKS TO FULL EXAMPLES USED IN THIS SECTION:</p> <ul style="list-style-type: none"> • Institutional: Stop and Frisk Boston - Ivan's Story https://www.youtube.com/watch?v=j6TqBpRux0g • Interpersonal: Stereotype Threat: A Conversation with Claude Steele https://www.youtube.com/watch?v=failyRONrY • Individual: A selection from Black Fatigue by Mary Frances Winters, narrated by Robin ... https://www.youtube.com/watch?v=Z5FDABcw0SQ
<p>Breakout Session #3 - Applying the Garden Analogy</p>	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> <h3>BREAKOUT SESSION #3 – Apply Garden Analogy to Levels of Racism</h3> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <div style="background-color: #92d050; padding: 5px; text-align: center; margin-bottom: 10px;"> <h4>DIRECTIONS</h4> </div> <ul style="list-style-type: none"> • 1 mins for facilitator to share • 2 mins to individually reflect • 15 mins to discuss in breakout rooms <div style="background-color: #e69d00; padding: 5px; text-align: center; margin-bottom: 10px;"> <h4>FOR DISCUSSION</h4> </div> <ul style="list-style-type: none"> • What are some of the threats to advancing racial equity that you see in your Adult Education settings? • What are some of the tools to advance equity that you see in your Adult Education settings that you can imagine? • What elements would you add to your garden analogy visual and why? </div> <div style="width: 45%; text-align: center;"> <div style="background-color: #555; color: white; padding: 5px; margin-bottom: 5px;"> <h4>APPLY THE GARDEN ANALOGY</h4> </div>  <p style="font-size: small;">28</p> </div> </div> <p>NOTES:</p> <ul style="list-style-type: none"> • • • •
<p>Applying the Levels of Racism to Phil's Story</p>	<p>CONSIDER:</p> <ul style="list-style-type: none"> • As you listen to UPD Facilitator Phil Jacobs share his personal story, reflect on where you see the Four Levels of Racism at play. <p>NOTES:</p> <ul style="list-style-type: none"> • •

Topic	Resources & Notes
Identity, Power, & Privilege: Application in Program/Org Teams	
<p>Breakout Session #4 - Sharing Our Identity Wheels</p>	<div style="background-color: #005596; color: white; padding: 5px; text-align: center;"> BREAKOUT SESSION #4 - Share Your Identity Wheel </div> <div style="background-color: #92d050; padding: 5px; text-align: center; margin-top: 10px;"> DIRECTIONS </div> <ul style="list-style-type: none"> 2 mins for facilitator to share 2 mins to individually reflect 15 mins to discuss in breakout rooms <div style="background-color: #e69d00; padding: 5px; text-align: center; margin-top: 10px;"> FOR DISCUSSION </div> <p>What part/s of your identity feel most important to share with your group?</p> <p>We invite you to:</p> <ul style="list-style-type: none"> be authentic and vulnerable know and trust your boundaries think about how your identities have been valued, undervalued, overvalued, and devalued in professional settings <div style="margin-top: 20px;"> <p>NOTES:</p> <ul style="list-style-type: none"> </div> <div style="margin-top: 20px;"> <div style="background-color: #444; color: white; padding: 5px; text-align: center;"> Identity Wheel </div> <div style="border: 1px solid #ccc; padding: 10px; margin-top: 5px;"> <p><i>First... Draw a pie that shows the different identities that make up you.</i></p>  </div> <p style="text-align: right; font-size: small;">34</p> </div>
<p>Connecting Individual Identity to Power and Intersectionality</p>	<p>CONSIDER:</p> <p>What part/s of your identity most affect the role that you play in this group's dynamics?</p> <p>Think about:</p> <ul style="list-style-type: none"> parts of your identity that might create blind spots/biases in your work? (privilege) parts of your identity where you might have experienced the most personal struggles/changes (oppression) <div style="margin-top: 20px;"> <p>NOTES:</p> <ul style="list-style-type: none"> </div>

Topic	Resources & Notes
<p>Breakout Session #5 - Understand & Apply the Wheel of Power</p>	<div style="background-color: #0056b3; color: white; padding: 10px; text-align: center;"> <h2 style="margin: 0;">BREAKOUT SESSION #5 - Understand & Apply the Wheel of Power</h2> </div> <div style="background-color: #92d050; padding: 10px; text-align: center; margin-top: 10px;"> <h3 style="margin: 0;">DIRECTIONS</h3> <ul style="list-style-type: none"> 2 mins for facilitator to share 2 mins to individually reflect 12 mins to discuss in breakout rooms </div> <div style="background-color: #e69d00; padding: 10px; text-align: center; margin-top: 10px;"> <h3 style="margin: 0;">FOR DISCUSSION</h3> <p style="text-align: center;">When you consider your various identities...</p> <p style="text-align: center; font-weight: bold; font-size: 1.2em;">Where do you accrue and/or are you ascribed power and privilege?</p> </div> <div style="text-align: right; margin-top: 20px;">  <p style="font-size: 0.8em;">Adapted from ccrweb.ca @sylviaaduckworth</p> </div> <p>NOTES:</p> <ul style="list-style-type: none">
<p>Preference of Gardener and Gardener's Identities</p>	<p>CONSIDER:</p> <ul style="list-style-type: none"> Who is the gardener in your AE setting/context? How do the preferences of the gardener influence the flower's abilities to survive and/or thrive? Where do you have agency as "the gardener"? <p>NOTES:</p> <ul style="list-style-type: none"> <div style="text-align: right; margin-top: 20px;">  </div>

Optimistic Closure - Head–Heart–Hands Reflection, Bridge to Practice

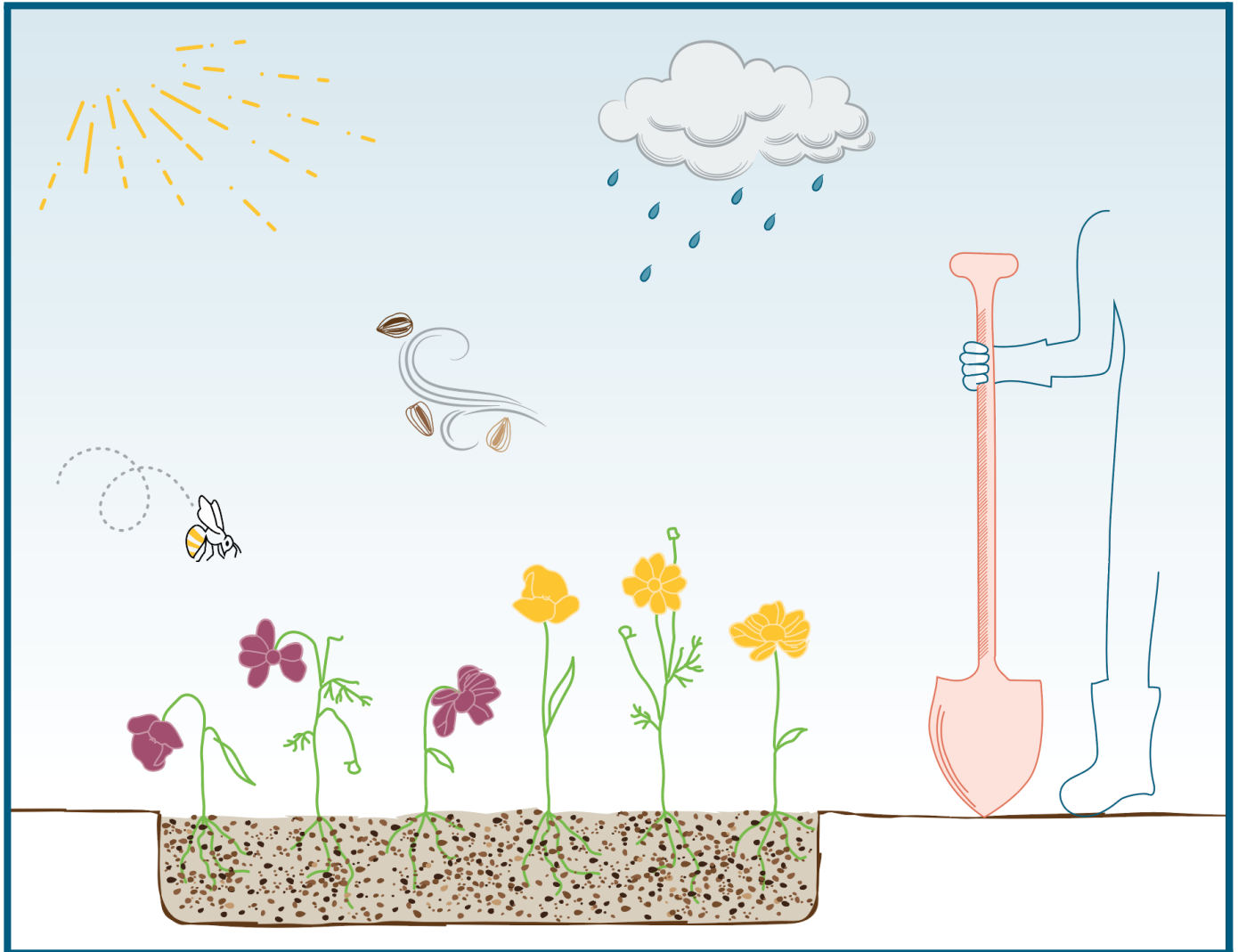
Topic	Resources & Notes
<p>Bridge to Practice</p>	<div data-bbox="370 258 1546 877"> <p>TO DO BEFORE OUR NEXT SESSION: Bridge to Practice</p>  <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p>STEP 1</p> <p>Notice and name areas in your program/org where resources in one area are being pulled from other areas with potentially greater needs</p> <p><i>Think about where there is detriment to racialized people.</i></p> </div> <div style="width: 15%;"> <p>STEP 2</p> <p>What ways, specifically, is this causing advantages for some and oppression for others?</p> </div> <div style="width: 15%;"> <p>STEP 3</p> <p>In what ways might intersecting identities of those affected be impacting these advantages or oppression?</p> </div> <div style="width: 15%;"> <p>STEP 4</p> <p>How do you know this to be true?</p> <p><i>Think about collecting evidence and making observations from a place of curiosity</i></p> </div> </div> <div style="text-align: right; margin-top: 10px;"> <p> Answer in chat</p> <p> Unmute to share</p> </div> <p style="text-align: right; font-size: small;">41</p> </div> <p>NOTES:</p> <ul style="list-style-type: none"> • •
<p>Head - Heart - Hands Reflection</p>	<div data-bbox="370 1123 1479 1703"> <p>Individual Reflection Using HEAD – HEART – HANDS</p> <div style="display: flex; justify-content: space-around;"> <div style="width: 30%; background-color: #00838f; color: white; padding: 10px; text-align: center;"> <p>HEAD <i>Thinking</i></p>  <p>What ideas from this session are making you think in new ways?</p> </div> <div style="width: 30%; background-color: #800040; color: white; padding: 10px; text-align: center;"> <p>HEART <i>Feeling</i></p>  <p>What are you feeling as you sit with the experience we have had for the past three hours?</p> </div> <div style="width: 30%; background-color: #70ad47; color: white; padding: 10px; text-align: center;"> <p>HANDS <i>Doing</i></p>  <p>What are these ideas and feelings making you want to do?</p> </div> </div> <p style="text-align: right; font-size: small;">42</p> </div> <p>NOTES:</p> <ul style="list-style-type: none"> • •

Topic	Resources & Notes
<p>Wrap Up</p>	<div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div style="background-color: #90EE90; padding: 10px; border-radius: 15px; width: 30%; text-align: center;"> <p>SURVEY</p> <p>Take our exit survey as you depart.</p> <p>Your feedback is important.</p>  </div> <div style="background-color: #4682B4; padding: 10px; border-radius: 15px; width: 30%; text-align: center;"> <p>SESSION</p> <p>We are excited to welcome you for Session #2 November 15</p> <p>In Person</p>  </div> <div style="background-color: #008080; padding: 10px; border-radius: 15px; width: 30%; text-align: center;"> <p>SOURCES</p> <p>Check the ADEI website later this week for links to resources from this session</p>  <p>www.adeitraining.com</p> </div> </div> <p>NEXT STEPS</p> <ul style="list-style-type: none"> ● Please fill out the Feedback Survey on today's sessions by the end of the day today ● All session materials will be on the ADEI website later this week ● Contact your facilitators with any questions at adeitraining@updconsulting.com
<p>Bridge to Practice</p> <p>Please capture evidence, observations, and reflections for the following action steps in the Bridge to Practice below and be ready to share with other participants at Session #2 on November 15, 2022</p>	
<p>Reminders</p>	<p>Remember, this is a low stakes practice. At this point in the learning series, you are only being asked to please take some time to be curious, think about, notice and name, investigate, and record your action steps, observations, and reflections. So...</p> <ul style="list-style-type: none"> ○ Remind yourself that this is only Session #1 of a five part series and that your brain is still making (and will continue to make) new neural pathways as you connect your Lizard Brain (unconscious and socialized self) to your New Brain. Future sessions will ask you to DISCONNECT and RECONNECT. All Phases of Antiracism are necessary to this work. ○ Stay curious about what you're seeing and at what levels within the Four Levels of Racism this might be happening ○ Stay compassionate for those that are being most affected as you continue to Cultivate Community and learn more about the situation. ○ Practice courage as you continue to peel back the layers of your intersecting identities and the context of the Wheel of Power & Privilege and how they affect your ability (and responsibility) to influence change in this area.

Topic	Resources & Notes
<p>Notice and Name</p>	<p>Where, in today's learning objectives, do I have the POWER to affect antiracist change at all levels in my program/organization?</p> <p>Notice and name areas in your program/org where resources in one area are being pulled from other areas with potentially greater needs. Think about where there is a detriment to racialized people.</p> <p>In what ways, specifically, is this causing advantages for some and oppression for others?</p> <p>In what ways might intersecting identities of those affected be exacerbating these advantages or oppression?</p> <p>How do you know this to be true? Sometimes we know this to be true by data and research, other times this may be lived experience.</p> <p>Please summarize what you did for your Bridge to Practice, after considering the steps/questions above:</p> <div style="border: 1px solid black; height: 80px; width: 100%;"></div>
<p>Reflect Using the ADEI Frameworks</p>	<p>Our Foundational Frameworks Guide WHAT, HOW, and WHY in ADEI</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p>PHASES OF ADEI</p> </div> <div style="width: 30%;"> <p>LEVELS OF RACISM</p> </div> <div style="width: 30%;"> <p>REMEMBER to...</p> <ul style="list-style-type: none"> Center antiracism before other intersecting identities Turn learning into action Build emotional capacity to empathize and regulate during times of discomfort </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 30%;"> <p>CULTIVATING COMMUNITY</p> </div> <div style="width: 30%;"> <p>HEAD-HEART-HANDS</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>HEAD <i>Thinking</i></p> </div> <div style="text-align: center;"> <p>HEART <i>Feeling</i></p> </div> <div style="text-align: center;"> <p>HANDS <i>Doing</i></p> </div> </div> </div> </div>

Topic	Resources & Notes
	<p>Consider the ADEI Foundational Frameworks you were introduced to in this session (above) and reflect on: How valuable was your Bridge to Practice experience in expanding your perspective, skills, mindset, or understanding?</p> <div data-bbox="326 373 1544 514" style="border: 1px solid black; height: 67px; background-color: #e0f2f1;"></div>
<p>Reflect on Bridge to Practice Experience</p>	<p>How challenging was this Bridge to Practice experience for you?</p> <div data-bbox="326 648 1544 751" style="border: 1px solid black; height: 49px; background-color: #e0f2f1;"></div> <p>What did you learn from this Bridge to Practice experience?</p> <div data-bbox="326 858 1544 961" style="border: 1px solid black; height: 49px; background-color: #e0f2f1;"></div> <p>What emotions came up for you as you engaged in the Bridge to Practice experience?</p> <div data-bbox="326 1068 1544 1171" style="border: 1px solid black; height: 49px; background-color: #e0f2f1;"></div> <p>How might your Bridge to Practice experience inform your agency (as the gardener) going forward?</p> <div data-bbox="326 1278 1544 1381" style="border: 1px solid black; height: 49px; background-color: #e0f2f1;"></div> <p>What is your initial thinking around the next steps you can take to make a sustainable change in your ongoing professional practice related to this experience?</p> <div data-bbox="326 1522 1544 1625" style="border: 1px solid black; height: 49px; background-color: #e0f2f1;"></div> <p>Is there anything else you want to share about this Bridge to Practice experience?</p> <div data-bbox="326 1732 1544 1835" style="border: 1px solid black; height: 49px; background-color: #e0f2f1;"></div>

UPD's ADEI Garden Analogy



Parking Lot

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