

ADEI Learning Participant Guide - Session #2

November 15, 2022

DISCONNECT from Inequitable Practices and Systems: Recognize the Harmful Impacts of Dominant Culture in the Four levels of Racism and Identify Barriers to Change

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Topic	Resources & Notes
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Warm Welcome

Agenda, Objectives, and Community Agreements

MORNING Agenda and Session Learning Objectives

40 minutes	Warm Welcome Opening Remarks, Building Community
40 minutes	Impact of Racism in AE-Part 1 Four Levels of Racism, Intent vs Impact - Facilitator Story
15 minutes	Brief Break <i>We will try to break around 10:30</i>
60 minutes	Impact of Racism in AE-Part 2 Four Levels of Racism, Intent vs Impact - METCO Story
40 minutes	Impact of Racism in AE-Part 3 Four Levels of Racism, Intent vs Impact - Personal Story
60 minutes	Lunch Break Lunch provided. Be ready to re-engage by 1:15PM

By the end of the session...

- I will explore how to better leverage my full self in this challenging work. **Individual**
- We will grow our understanding of common barriers to working together to improve racial equity. **Interpersonal**
- We will explore explicit and subtle ways in which organizational practices and policies perpetuate racial inequities. **Institutional**
- We will understand three of the most prevalent characteristics of dominant culture and how they show up in concrete ways as barriers to addressing racial equity in our classrooms, programs, and/or organizations. **Systemic**

AFTERNOON Agenda and Session Learning Objectives

30 minutes	Aspects of Dominant Culture Either/Or Thinking, Paternalism, Perfectionism
45 minutes	Dominant Culture in AE Setting Application Activity in Your AE Context
15 minutes	Brief Break <i>We will try to break around 2:30</i>
35 minutes	Bridge to Practice Reflect from S#1/Team Time to Plan for S#2
30 minutes	Equity Warrior Archetype Exploration and Affinity Partner Discussions
10 minutes	Optimistic Closure Next Step & Reflection. Adjourn by 4:00PM

By the end of the session...

- I will explore how to better leverage my full self in this challenging work. **Individual**
- We will grow our understanding of common barriers to working together to improve racial equity. **Interpersonal**
- We will explore explicit and subtle ways in which organizational practices and policies perpetuate racial inequities. **Institutional**
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Topic	Resources & Notes
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Community Agreements

CONNECTION: Collectively, we will keep the focus on *racism*.

- For white participants: maintain **humility** around the topic of race.
- For BIPOC participants: maintain healthy **boundaries** & practice self care.

CURIOSITY: Collectively, we will approach this opportunity as **learners** and encourage ongoing **reflection** in ourselves and others.

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.

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.

We engage in CONNECTION with one another, because none of us can be successful in this work alone.	We show up with CURIOSITY because none of us has all the answers.	We interact with COMPASSION because our humanity is central to all of our wellbeing.	We act with COURAGE because the changes we need to make and the actions we need to take can be hard.

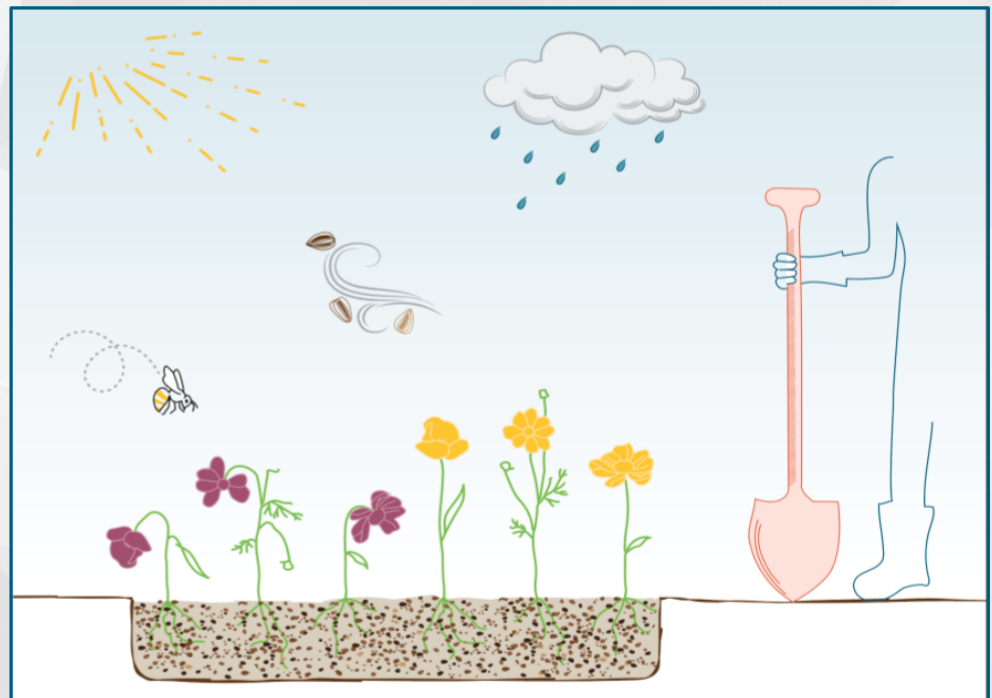
Connecting ADEI Phases to Garden Analogy



Connect to individual and institutional truths

Disconnect from oppressive practices and structures

Reconnect through liberatory communities



Topic	Resources & Notes
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Impact of Racism in AE - Part 1

Four Levels of Racism

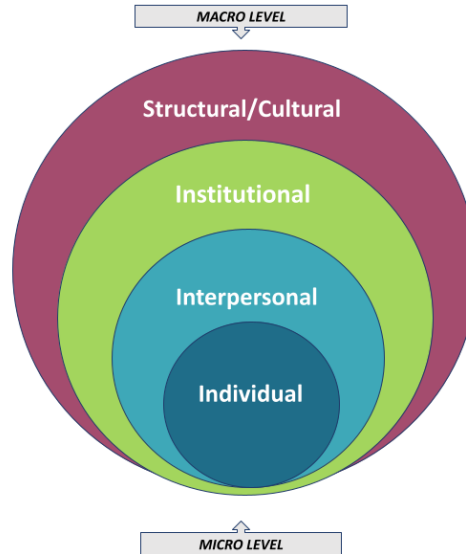
Four Levels of Racism

Structural/Cultural

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color

Interpersonal

Occurs between individuals. Once we bring our private beliefs into our interactions, racism is now in the interpersonal realm



Institutional

Policies, practices and procedures that work better for white people, than for people of color, often unintentionally - including those that are "race neutral"

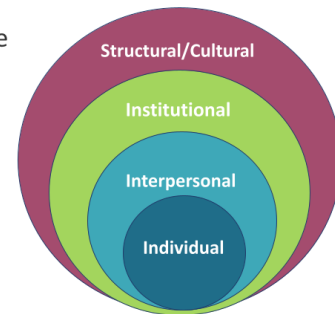
Individual/Personal

Pre-judgment, bias, discrimination, stereotype threat, and internalized oppression based on race and felt by an individual

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Let's Practice! Match the example to the level

- A. A student new to this country introduces themselves with a name that is common in the United States instead of using their given name in their native language.
- B. A hiring manager disqualifies candidates of color, citing "they are not a good culture fit."
- C. There is a clear lack of Black representation among educators. 82% are White, 18% are BIPOC, and only 2% are Black males.
- D. A teacher asks their colleague, "Why does everything have to be about race with you?"



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NOTES:

Topic	Resources & Notes
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Anthony's Story



What is resonating most with you about elements of Anthony's story and why?

INTENT vs IMPACT
What was the **intent** of certain policies, practices, and actions taken in Anthony's story vs what was the actual **impact** (on Anthony's mother, on Anthony, on others)?



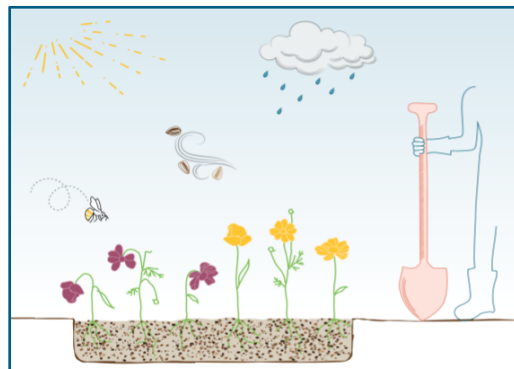
LEVELS OF RACISM
How are you seeing the different **Levels of Racism** showing up in Anthony's story?

"Racism often isn't solved...it's just rebranded." -Anthony Gordon

Take a moment and reflect on Anthony's story in your Participant Guide. What **connections** and **disconnections** are you making?

Connect to individual and institutional truths

Disconnect from oppressive practices and structures



Intent vs Impact and Four Levels of Racism

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NOTES:

Topic	Resources & Notes
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Impact of Racism in AE - Part 2

The METCO Example

**Think
Pair
Share**

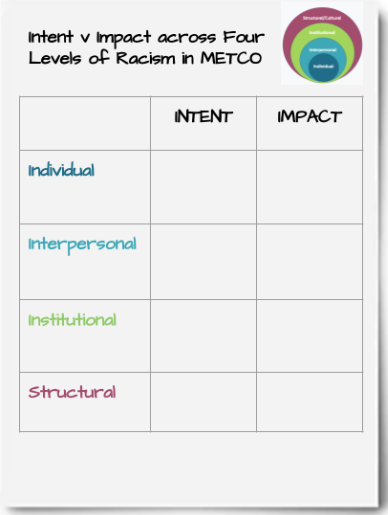



In what ways are you seeing...

- Intent vs. Impact
- Institutional and Structural Racism
- The Cost of the Black Achievement Tax

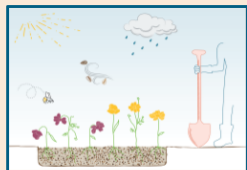

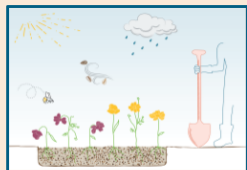

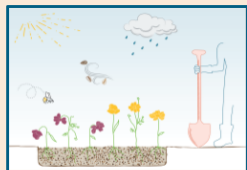

METCO RESOURCES:

- Atlantic article: "[The Utter Inadequacy of America's Efforts to Desegregate Schools](#)"
- Metco: Yesterday, Today, Tomorrow (video): <https://www.youtube.com/watch?v=cwG27OpsZi0>
- Boston METCO Program (video): <https://www.youtube.com/watch?v=Pz3IEDVQpBU>


NOTES:

Topic	Resources & Notes
<p>Understanding Systemic Racism in Adult Education through the METCO Example</p>	<p>ACTIVITY: With Your Table</p> <div style="background-color: #00728f; color: white; padding: 5px; text-align: center; font-weight: bold; font-size: 1.2em;">Explore as a Group: Intent vs. Impact Across the Four Levels of Racism</div> <p>With the people at your table:</p> <ol style="list-style-type: none"> Gather your supplies: <i>Chart paper, markers, masking tape, notes</i> Assign someone to record the group's thoughts on the chart paper Discuss and record the Intent and Impact of METCO through all Four Levels of Racism. <i>Use your understanding from the pre-work article, the videos, and your own lived experiences</i> Tape your chart to the wall close to your table when you are finished. We will then take a gallery walk so that you see other group's posters and thoughts <div style="text-align: center; background-color: black; color: white; padding: 10px; font-size: 2em; font-weight: bold; width: 150px; margin: 10px auto;">15:00</div> <div style="text-align: right; margin-top: 10px;">  </div>
<p>Gallery Walk & Reflection</p>	<p>Take 10 minutes to walk around on your own or with your tablemates. Use this space to jot down:</p> <p>How are the perspectives from the posters helping me to...</p> <div style="display: flex; flex-direction: column; gap: 10px;"> <div style="display: flex; align-items: center;"> <div style="background-color: #00728f; color: white; padding: 10px; text-align: center; width: 100px;"> <p style="font-size: 1.5em; font-weight: bold;">HEAD</p> <p style="font-size: 0.8em;">Thinking</p>  </div> <div style="margin-left: 20px;"> <p style="font-weight: bold; color: #00728f;">THINK deeper or in a new way?</p> </div> </div> <div style="display: flex; align-items: center;"> <div style="background-color: #800040; color: white; padding: 10px; text-align: center; width: 100px;"> <p style="font-size: 1.5em; font-weight: bold;">HEART</p> <p style="font-size: 0.8em;">Feeling</p>  </div> <div style="margin-left: 20px;"> <p style="font-weight: bold; color: #800040;">Connect and FEEL for those impacted most by METCO?</p> </div> </div> <div style="display: flex; align-items: center;"> <div style="background-color: #70ad47; color: white; padding: 10px; text-align: center; width: 100px;"> <p style="font-size: 1.5em; font-weight: bold;">HANDS</p> <p style="font-size: 0.8em;">Doing</p>  </div> <div style="margin-left: 20px;"> <p style="font-weight: bold; color: #70ad47;">Want to DO in my own context?</p> </div> </div> </div>

Topic	Resources & Notes
	<p><i>“The most common understanding of racism in our country is limited to the interpersonal level of racism—the personal prejudice and intentional bias in our individual interactions across different races.” BUT “Interpersonal racism is actually a symptom of a more fundamental system of racism—an array of cultural norms and institutional policies and practices that routinely produce racially inequitable outcomes, often without individual intent or malice.” - from Race Forward</i></p>
<h3 style="background-color: #76b82a; color: white; padding: 5px;">Impact of Racism in AE - Part 3</h3>	
<p>PERSONAL REFLECTION - Relational Storytelling</p>	<p><i>Take 5 mins to individually reflect on the prompt below.</i></p> <p>In your professional or personal life when have you experienced a racialized policy or practice which did not have the intended impact that had a detrimental impact in the long run?</p> <p>What was the impact that you observed? Remember not to speak on behalf of others, but only what you personally have observed.</p>
<p>Sharing Our Stories</p>	<div style="background-color: #76b82a; color: white; text-align: center; padding: 5px; margin-bottom: 10px;"> <h4 style="margin: 0;">DIRECTIONS</h4> </div> <ul style="list-style-type: none"> ● 2 mins to find two other people (that you haven’t worked with yet today) to form a TRIAD ● 15 mins to share in rounds in your TRIAD. <ul style="list-style-type: none"> ○ Introduce Yourself (3 mins) : Name, Org, Pronouns and a fun fact; then assign Person A, B, C ○ Round 2 (4 mins): Person A Share Your Story ○ Round 3 (4 mins): Person B Share Your Story ○ Round 4 (4 mins): Person C Share Your Story ● 2 mins to find your way back to your original seat <div style="background-color: #e67e22; color: white; text-align: center; padding: 5px; margin-bottom: 10px;"> <h4 style="margin: 0;">FOR DISCUSSION</h4> </div> <div style="background-color: #f3e5f5; padding: 10px;"> <p><i>In your professional or personal life when have you experienced a racialized policy or practice which did not have the intended impact that had a detrimental impact in the long run?</i></p> </div> <div style="margin-top: 20px;"> <p>Before you return to your original seat, remember to thank your partners.</p> <p><i>“Thank you for sharing this morning. I appreciate your honesty and vulnerability.”</i></p> </div>

Topic	Resources & Notes																										
<p>Morning Session Agenda and Topic Reflection</p>	<div data-bbox="373 262 1542 346" style="background-color: #004a7c; color: white; padding: 5px;"> <p>Which topics or activities have most helped you DISCONNECT from oppressive practices and ideologies that lead to racial inequities in our Adult Education settings so far in this session?</p> </div> <div data-bbox="341 357 974 913" style="border: 1px solid #ccc; padding: 10px;"> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="background-color: #00838f; color: white; border-radius: 15px; padding: 5px;">40 minutes</td> <td style="background-color: #00838f; color: white; padding: 5px;">Warm Welcome Opening Remarks, Building Community</td> </tr> <tr> <td style="background-color: #76b82a; color: white; border-radius: 15px; padding: 5px;">40 minutes</td> <td style="background-color: #76b82a; color: white; padding: 5px;">Impact of Racism in AE-Part 1 Four Levels of Racism, Intent vs Impact - Facilitator Story</td> </tr> <tr> <td style="background-color: #999; color: white; border-radius: 15px; padding: 5px;">15 minutes</td> <td style="background-color: #999; color: white; padding: 5px;">Brief Break <i>We will try to break around 10:30</i></td> </tr> <tr> <td style="background-color: #8e44ad; color: white; border-radius: 15px; padding: 5px;">60 minutes</td> <td style="background-color: #8e44ad; color: white; padding: 5px;">Impact of Racism in AE-Part 2 Four Levels of Racism, Intent vs Impact - METCO Story</td> </tr> <tr> <td style="background-color: #f39c12; color: white; border-radius: 15px; padding: 5px;">40 minutes</td> <td style="background-color: #f39c12; color: white; padding: 5px;">Impact of Racism in AE-Part 3 Four Levels of Racism, Intent vs Impact - Personal Story</td> </tr> <tr> <td style="background-color: #999; color: white; border-radius: 15px; padding: 5px;">60 minutes</td> <td style="background-color: #999; color: white; padding: 5px;">Lunch Break On Your Own. Be back and ready to engage by 1:15PM</td> </tr> </table> </div> <div data-bbox="990 357 1542 913" style="border: 1px solid #ccc; padding: 10px;"> <div style="background-color: #004a7c; color: white; padding: 5px; text-align: center;"> <p>You might want to consider...</p> </div> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="background-color: #f39c12; padding: 5px;">Garden Analogy</td> <td rowspan="3" style="text-align: center;">  </td> </tr> <tr> <td style="background-color: #f39c12; padding: 5px;">Intent vs Impact</td> </tr> <tr> <td style="background-color: #f39c12; padding: 5px;">Four Levels of Racism</td> </tr> <tr> <td style="text-align: center;">  </td> <td style="background-color: #f39c12; padding: 5px;">Black Achievement Tax</td> </tr> <tr> <td colspan="2" style="background-color: #f39c12; padding: 5px;">Sharing Your Personal Story</td> </tr> <tr> <td colspan="2" style="background-color: #f39c12; padding: 5px;">Hearing Others' Stories (Anthony/Colleague)</td> </tr> <tr> <td colspan="2" style="background-color: #f39c12; padding: 5px;">METCO Example & Student Stories</td> </tr> <tr> <td colspan="2" style="background-color: #f39c12; padding: 5px;">Something Else?</td> </tr> </table> </div> <p>NOTES:</p>	40 minutes	Warm Welcome Opening Remarks, Building Community	40 minutes	Impact of Racism in AE-Part 1 Four Levels of Racism, Intent vs Impact - Facilitator Story	15 minutes	Brief Break <i>We will try to break around 10:30</i>	60 minutes	Impact of Racism in AE-Part 2 Four Levels of Racism, Intent vs Impact - METCO Story	40 minutes	Impact of Racism in AE-Part 3 Four Levels of Racism, Intent vs Impact - Personal Story	60 minutes	Lunch Break On Your Own. Be back and ready to engage by 1:15PM	Garden Analogy		Intent vs Impact	Four Levels of Racism		Black Achievement Tax	Sharing Your Personal Story		Hearing Others' Stories (Anthony/Colleague)		METCO Example & Student Stories		Something Else?	
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Aspects of Dominant Culture: Either/Or Thinking, Paternalism, Perfectionism

<p>Dominant Culture and the Garden Metaphor</p>	<div data-bbox="462 1333 1437 1407" style="background-color: #004a7c; color: white; padding: 5px;"> <p>Dominant Culture is a vessel that makes us all "rootbound"</p> </div> <div data-bbox="487 1417 722 1879" style="text-align: center;">  </div> <div data-bbox="722 1512 1047 1827" style="margin-left: 20px;"> <p>← YOU</p> <p>← YOUR BELIEFS & ACTIONS</p> <p>← DOMINANT CULTURE</p> </div> <div data-bbox="1120 1428 1412 1869" style="margin-left: 20px;"> <ul style="list-style-type: none"> Roots tangled and twisted due to this artificially constrained environment ... disrupting the tangle of roots by loosening and pruning the system that is restricting nutrients and growth Disconnection is an essential step to become deeply rooted and to thrive. </div>
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Topic	Resources & Notes
<p>Facilitator Personal Stories - Phil</p>	<div data-bbox="326 258 1490 338" style="background-color: #00568a; color: white; padding: 5px;">Either/Or Thinking</div> <div data-bbox="358 348 902 443" style="background-color: #e67e22; color: white; padding: 5px; margin-bottom: 5px;">Highlight from Phil's Story</div> <div data-bbox="383 443 902 842" style="border: 1px solid #00568a; padding: 10px;"> <ul style="list-style-type: none"> ● Being a Hip Hop artist and Executive ● Refusing the notion of 'professionalism' ● Having to hide your identity and an important part of yourself ● Code Switching necessary to be successful ● Not allow to have complex identities of intersections </div> <div data-bbox="935 348 1474 443" style="background-color: #e67e22; color: white; padding: 5px; margin-bottom: 5px;">Ask us to Disconnect by...</div> <div data-bbox="954 443 1474 842" style="border: 1px solid #00568a; padding: 10px;"> <ul style="list-style-type: none"> ● Positioning options or issues as good/bad, right/wrong, with us/against us. ● Having little/no sense of possibilities of both/and. ● Trying to simplify complex things. ● Making it difficult to learn from mistakes or accommodate conflict. ● Pitting oppressions against each other and ignoring intersecting identities. <i>"And many of the black people that I felt were really authentic (or those who resonated with me the most) were at the bottom of the organization"</i> </div> <div data-bbox="1382 852 1403 869" style="text-align: right; font-size: small;">40</div>
<p>Facilitator Personal Stories - Ian</p>	<div data-bbox="326 1115 1498 1194" style="background-color: #00568a; color: white; padding: 5px;">Paternalism</div> <div data-bbox="358 1205 902 1299" style="background-color: #00838f; color: white; padding: 5px; margin-bottom: 5px;">Highlight from Ian Story...</div> <div data-bbox="383 1299 902 1698" style="border: 1px solid #00568a; padding: 10px;"> <ul style="list-style-type: none"> ● Not using tools of oppression (power) to raise free people. ● Your experience doesn't mean I'm not the expert in my child's experience ● Importance of pausing and being curious to take another perspective </div> <div data-bbox="935 1205 1474 1299" style="background-color: #00838f; color: white; padding: 5px; margin-bottom: 5px;">Ask us to Disconnect by...</div> <div data-bbox="954 1299 1474 1698" style="border: 1px solid #00568a; padding: 10px;"> <ul style="list-style-type: none"> ● Assuming they are qualified to (and entitled to) define standards and the right way as well as make decisions for and in the interests of those without power ● Thinking it's not important or necessary to understand the viewpoint or experience of those for whom they are making decisions, often labeling those for whom they are making decisions as unqualified intellectually, emotionally, spiritually, or physically ● As the "powerless/those with "less" power: <ul style="list-style-type: none"> ○ Marginalizing and have limited access to information but are familiar with the impact of decisions on them ○ Internalizing the standards of those in power and acting to defend, collude, or even assimilate into them </div>


Topic	Resources & Notes
<p>Facilitator Personal Stories - Jenni</p>	<div style="background-color: #00728f; color: white; padding: 5px; text-align: center;"> <h3>Perfectionism</h3> </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%; border: 1px solid #00728f; padding: 10px; margin-bottom: 10px;"> <div style="background-color: #800040; color: white; padding: 5px; text-align: center; border: 2px solid #00728f;"> <h4>Highlights from Jenni's Story...</h4> </div> <ul style="list-style-type: none"> ● Takes an immense amount of time to meet someone else's idea of quality ● Who gets to set the standards for quality? ● Efforts could go towards other things that are more meaningful ● This trait is VERY common in Education and in anti-racism work </div> <div style="width: 45%; border: 1px solid #800040; padding: 10px; margin-bottom: 10px;"> <div style="background-color: #800040; color: white; padding: 5px; text-align: center; border: 2px solid #00728f;"> <h4>Asks us to Disconnect by...</h4> </div> <ul style="list-style-type: none"> ● Pointing out either how the person or work is inadequate (or more common), talking to others about the inadequacies of a person's work without ever talking directly to them ● Seeing mistakes as personal; it is confused with <i>being</i> a mistake – doing wrong with being wrong ● Not giving the person making the "mistake" or doing "wrong" to participate in defining what doing it "right" looks like or whether a "mistake" actually occurred ● Giving little time, energy, or money into reflection or identifying lessons a tendency to identify what's wrong; little ability to identify, name, define, and appreciate what's right, only focusing on what's wrong </div> </div> <p style="text-align: right; font-size: small;">42</p>
<p>Characteristics of Dominant Culture - Turn and Talk</p>	<div style="background-color: #00728f; color: white; padding: 5px; text-align: center;"> <h3>TURN AND TALK - (10 mins)</h3> </div> <div style="text-align: right; margin-bottom: 10px;"> </div> <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 30%; border: 1px solid #00728f; padding: 10px; background-color: #00728f; color: white; border-radius: 15px;"> <p>Name at least (1) characteristic that shows up in your personal or professional practices</p> </div> <div style="width: 30%; border: 1px solid #00728f; padding: 10px; background-color: #00728f; color: white; border-radius: 15px;"> <p>This may not have been the INTENT of the actions, but what was the unintended IMPACT?</p> </div> <div style="width: 30%; text-align: center;"> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 30%; border: 1px solid #00728f; padding: 10px; background-color: #00728f; color: white; border-radius: 15px;"> <p>How have these Dominant Culture characteristics caused HARM to yourself and others?</p> </div> <div style="width: 30%; text-align: center;"> </div> <div style="width: 30%; display: flex; flex-direction: column; justify-content: space-around;"> <div style="background-color: #00728f; color: white; padding: 5px; border-radius: 10px; display: flex; align-items: center; justify-content: center;"> Either/Or Thinking </div> <div style="background-color: #76c73a; color: white; padding: 5px; border-radius: 10px; display: flex; align-items: center; justify-content: center;"> Paternalism </div> <div style="background-color: #800040; color: white; padding: 5px; border-radius: 10px; display: flex; align-items: center; justify-content: center;"> Perfectionism </div> </div> </div>

Topic	Resources & Notes
<p>Dominant Culture Traits in Your AE Setting - Breakouts</p>	<div style="background-color: #00728f; color: white; padding: 10px; text-align: center;"> <h3 style="margin: 0;">Dominant Culture Traits in Your AE Setting</h3> </div> <div style="display: flex; justify-content: space-between; align-items: flex-start; padding: 20px;"> <div style="width: 65%;"> <div style="background-color: #00728f; color: white; padding: 10px; margin-bottom: 10px;"> <p>Step 1 Gather Your Supplies <i>Chart paper with ONE characteristic of Dominant Culture on it, markers, sticky notes, notes in Participant Guide, masking tape</i></p> </div> <div style="background-color: #00728f; color: white; padding: 10px; margin-bottom: 10px;"> <p>Step 2 Discuss and Record Examples <i>Consider: what does it look like and sound like in your specific AE setting and context? Among students, staff, instructors, leaders, etc...?</i></p> </div> <div style="background-color: #00728f; color: white; padding: 10px; margin-bottom: 10px;"> <p>Step 3 Draw a Visual Representation <i>Consider: what will help others better understand your Dominant Culture characteristic. Get creative! (like we did with the Garden Analogy)</i></p> </div> <div style="background-color: #00728f; color: white; padding: 10px; margin-bottom: 10px;"> <p>Step 4 Brainstorm Possible Antidotes <i>Consider: What actions would it take to counteract the harmful ways this trait shows up in myself, other students, and other colleagues?</i></p> </div> <div style="background-color: #00728f; color: white; padding: 10px;"> <p>Step 5 Display Your Chart on the Wall <i>You and your team will then have an opportunity to do a Gallery Walk and view other groups' thinking around the same and different DC traits</i></p> </div> </div> <div style="width: 30%; text-align: center;">  <div style="background-color: black; color: white; padding: 20px; font-size: 2em; font-weight: bold; margin-top: 10px;">15:00</div> </div> </div>
<p>Dominant Culture Traits in Your AE Setting - Gallery Walk</p>	<div style="background-color: #00728f; color: white; padding: 10px; text-align: center;"> <h3 style="margin: 0;">Dominant Culture Gallery Walk</h3> </div> <div style="display: flex; justify-content: space-between; align-items: flex-start; padding: 20px;"> <div style="width: 65%;"> <p>On Your Own, Take 10 Minutes to:</p> <ol style="list-style-type: none"> 1. Take a walk with your sticky notes and visit other posters 2. Use the sticky notes to interact with add to others' thinking. It can look like: <ol style="list-style-type: none"> a. adding more examples and antidotes b. making suggestions and giving kudos to the elements of the visual c. asking questions for clarification <p>Back at Your Table, Take 5 Minutes to:</p> <ol style="list-style-type: none"> 3. Read over the sticky notes others left on your poster and discuss as a group: <i>What is this helping you THINK, FEEL and want to DO as a team/org?</i> </div> <div style="width: 30%; text-align: center;">  <div style="background-color: black; color: white; padding: 10px; font-size: 2em; font-weight: bold; margin-top: 10px;">10:00</div> <div style="background-color: black; color: white; padding: 10px; font-size: 1.5em; font-weight: bold; margin-top: 10px; border: 1px solid white; border-radius: 50%; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center;">3:59</div> </div> </div> <div style="display: flex; justify-content: center; align-items: center; margin-top: 10px;"> <div style="background-color: #00728f; color: white; padding: 5px; font-size: 0.8em; margin-right: 5px;">HEAD <small>Thinking</small></div> <div style="background-color: #800080; color: white; padding: 5px; font-size: 0.8em; margin-right: 5px;">HEART <small>Feeling</small></div> <div style="background-color: #008000; color: white; padding: 5px; font-size: 0.8em;">HANDS <small>Doing</small></div> </div>

Topic	Resources & Notes
<p>Miracle Grow Moments</p>	<div style="background-color: #0056b3; color: white; padding: 10px; text-align: center;"> <h3>Reflection – What is Your MIRACLE GROW Moment?</h3> </div> <div style="background-color: #f4a460; border-radius: 15px; padding: 20px; text-align: center; margin: 10px 0;"> <h2>What is the BEST antidote you’ve seen that will have the fastest or biggest change in:</h2> </div> <div style="display: flex; align-items: center; justify-content: space-around;">   <div style="width: 30%;"> <div style="background-color: #00a0c0; padding: 5px; margin-bottom: 5px; border-radius: 5px;">  <p><i>...disconnecting from your Dominant Culture Trait?</i></p> </div> <div style="background-color: #90d090; padding: 5px; margin-bottom: 5px; border-radius: 5px;">  <p><i>...untangling the rootbound system of racial inequity in the AE system?</i></p> </div> <div style="background-color: #904070; padding: 5px; border-radius: 5px;">  <p><i>...allowing for optimal growth in your specific context?</i></p> </div> </div> </div>

Bridge to Practice

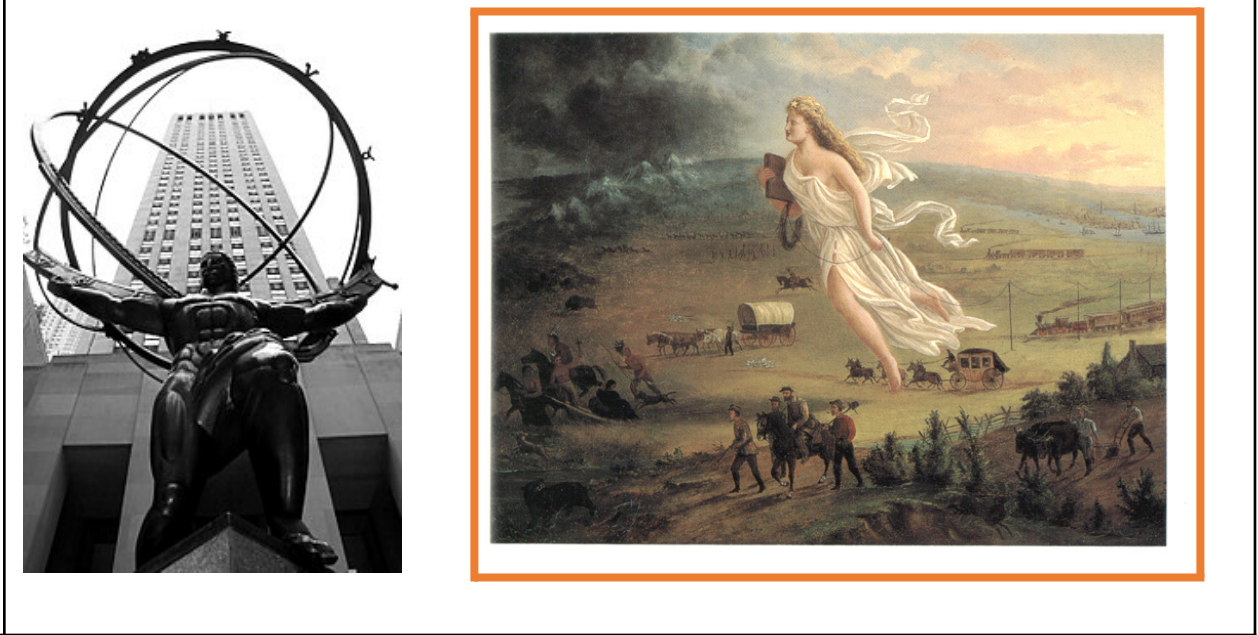
<p>Review and Reflect on SESSION #1 Bridge to Practice</p>	<div style="background-color: #0056b3; color: white; padding: 10px; text-align: center;"> <h3>Review and Reflect on SESSION #1 Bridge to Practice</h3> </div> <div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 45%;"> <div style="background-color: #00a0c0; border-radius: 15px; padding: 10px; margin-bottom: 10px;"> <p style="text-align: center; background-color: white; color: #00a0c0; border-radius: 50%; padding: 5px;">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="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 30%; background-color: #90d090; border-radius: 15px; padding: 10px;"> <p style="text-align: center; background-color: white; color: #90d090; border-radius: 50%; padding: 5px;">STEP 2</p> <p>What ways, specifically, is this causing advantages for some and oppression for others?</p> </div> <div style="width: 30%; background-color: #f4a460; border-radius: 15px; padding: 10px;"> <p style="text-align: center; background-color: white; color: #f4a460; border-radius: 50%; padding: 5px;">STEP 3</p> <p>In what ways might intersecting identities of those affected be impacting these advantages or oppression?</p> </div> <div style="width: 30%; background-color: #904070; border-radius: 15px; padding: 10px;"> <p style="text-align: center; background-color: white; color: #904070; border-radius: 50%; padding: 5px;">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> <div style="width: 50%; padding-left: 20px;"> <div style="background-color: white; border-radius: 15px; padding: 10px; margin-bottom: 10px;"> <p>With a partner, take 5 mins each to reflect on how your Bridge to Practice from Session #1 went by:</p> <ul style="list-style-type: none"> Summarizing your area/s of focus and why Sharing what you found rewarding/challenging Reflecting on where power dynamics were showing up Noticing and naming any emotions that came up for you </div> <div style="text-align: right; margin-bottom: 10px;"> <div style="background-color: black; color: white; padding: 10px; font-size: 2em; font-weight: bold;">10:00</div> </div> </div> </div>
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Topic	Resources & Notes
<p>Stop and Jot - Personal Reflection & Intention Setting</p>	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> <h3>Stop and Jot - Personal Reflection & Intention Setting</h3> </div> <div style="display: flex; align-items: center; justify-content: center; margin-top: 20px;">  <div style="margin-left: 20px;"> <p>YOU</p> <p>YOUR BELIEFS & ACTIONS</p> <p>DOMINANT CULTURE</p> </div> </div> <div style="border: 1px solid #ccc; padding: 10px; margin-top: 20px;"> <p>REFLECTION</p> <ul style="list-style-type: none"> • In completing Session #1's Bridge to Practice, what would you like to celebrate yourself for? • In what ways might Dominant Culture characteristics be showing up in your Session #1's Bridge to Practice experience? <p>INTENTION SETTING</p> <ul style="list-style-type: none"> • What would you like to improve upon for the next Bridge to Practice? </div>
<p>Brainstorm and Plan SESSION #2 Bridge to Practice</p>	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> <h3>Session #2: Bridge to Practice</h3> </div> <div style="text-align: right; font-size: 2em; font-weight: bold; background-color: black; color: white; padding: 10px; margin-top: 10px;"> <p>15:00</p> </div> <div style="display: flex; justify-content: space-between; margin-top: 20px;"> <div style="width: 22%; background-color: #00a0c0; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold;">STEP 1</p> <p>Pick up to three practices, policies, or norms in your program or organization.</p> <p>Describe the intent and how the racialized impact is showing up in the "current state" and specific context of your Adult Education setting.</p> </div> <div style="width: 22%; background-color: #76c73a; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold;">STEP 2</p> <p>Explore how one or more of the characteristics of Dominant Culture is shaping the practice, policy, or norm. In what ways, specifically, is it showing up? Give examples of what you're seeing and hearing.</p> </div> <div style="width: 22%; background-color: #e69d00; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold;">STEP 3</p> <p>What antidotes can help you and your team disconnect from the vessel of Dominant Culture and how it is showing up in your identified policies or practices, norms?</p> </div> <div style="width: 22%; background-color: #8e44ad; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold;">STEP 4</p> <p>Choose one or more of your antidotes to pilot among your team. As you do, notice what emerges as you "untangle" the roots.</p> </div> </div>

Topic	Resources & Notes
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Equity Warrior Archetype

Embodiment of Equity Warriors – White Saviors & BIPOC Lone Warriors



Exploring Equity Warriors with Affinity Partners

Pair Up and Share Out - Exploring Equity Warrior with Affinity Partners

DIRECTIONS

- 2 mins to introduce prompt and individually reflect
- 2 min to find an affinity partner (*White Savior –OR– BIPOC Lone Warrior*)
- 10 mins for discussion (*share the space; be mindful of power dynamics*)

CONSIDER ANY PROMPTS BELOW FOR DISCUSSION

- What is **resonating** with you about the characteristics of the Equity Warrior Archetype?
- What **examples** do you see of White Saviorism and the BIPOC Lone Warrior in your personal and professional life?
- What **personal connections** are you making?
- Why do you think **individualism** (like what is seen in all Equity Warriors) is one of the **most difficult Dominant Culture traits to disconnect from**?

Be Vulnerable, Authentic, & Courageous in Your Share





Pair Up and Share Out

Decide which embodiment of the Equity Warrior you most identify with (White Savior or BIPOC Lone Warrior) then pair up with someone from that same affinity and discuss.

Topic	Resources & Notes
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Optimistic Closure and Moving Forward

Next Steps

**NEXT
STEPS**

SURVEY

Take our feedback survey as you depart.
Your feedback is important.



SESSION

We are excited to welcome you for Session #3
January 10th or 11th
Virtual



SOURCES

Check the ADEI website later this week for links to resources from this session



www.adeitraining.com

SUPPORT  Send questions & comments to adeitraining@updconsulting.com

Final Thoughts and Next Steps