

A DEI Learning Participant Guide - Session #3 *January 10 & 11, 2023*

DISCONNECT from Inequitable Practices and Systems:
Explore Strategies to Engage in Productive Conversations About Racial Equity and Use a Design Justice Approach to Identify Opportunities for Organizational Improvement

Table of Contents

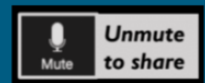
Warm Welcome	3
Agenda, Objectives, and Community Agreements	3
Breakout #1: Building Community/ Reflecting on Past Learning	4
Strategies to Engage in Race Conversations	4
Foundational Frameworks	5
Four Zones of Growth	5
Connecting to the Bridge to Practice	8
Breakout #2: Reflecting on the Bridge to Practice	8
Choosing to Engage	8
Speaking Truth for Organizational Improvement	9
Dr. Luvvie Jones	10
Antidotes and Conditions	11
Equity Detours	12
Pacing for Privilege & Deficit Ideology	12
Speaking Truth	13
Design Justice for Organizational Improvement	14
Design Justice	14
Self-Reflection Questions	15
Breakout #3 - Design Approach for Bridge to Practice – Due by Session #4 in February!	15
Optimistic Closure	16
Dr. Kiara Butler	17
Bridge to Practice	17
Head - Heart - Hands Reflection	17
Next Steps	17

Topic	Resources & Notes
-------	-------------------

Warm Welcome

Agenda, Objectives, and Community Agreements

Session Agenda and Session Learning Objectives



30 minutes	<p style="text-align: center; font-weight: bold; margin: 0;">Warm Welcome</p> <p style="text-align: center; margin: 0;">Opening Remarks, Building Community</p>
60 minutes	<p style="text-align: center; font-weight: bold; margin: 0;">Strategies to Engage in Race Convos</p> <p style="text-align: center; margin: 0;">Learning & Growth Zones – Facilitator Story</p>
10 minutes	<p style="text-align: center; font-weight: bold; margin: 0;">Brief Break</p> <p style="text-align: center; margin: 0;">We will try to break around 10:30</p>
40 minutes	<p style="text-align: center; font-weight: bold; margin: 0;">Speaking Truth for Org Improvement</p> <p style="text-align: center; margin: 0;">Individual & Interpersonal Levels – Personal Story</p>
30 minutes	<p style="text-align: center; font-weight: bold; margin: 0;">Design Justice for Org Improvement</p> <p style="text-align: center; margin: 0;">Institutional Level – Program Team Planning</p>
10 minutes	<p style="text-align: center; font-weight: bold; margin: 0;">Optimistic Closure</p> <p style="text-align: center; margin: 0;">Next Step & Reflection. Adjourn by 12PM or 4PM</p>

- By the end of the session...
- I will grow my ability to manage emotions and responses as I engage in conversations related to racial equity. **Individual**
 - I will grow my skills in navigating explicit conversations about racial equity in diverse professional settings. **Interpersonal**
 - We will explore opportunities for improvement in our programs/organizations using a Design Justice lens. **Institutional**
 - We will identify the aspects of dominant culture and equity detours that are likely to create the most resistance to taking a Design Justice approach. **Structural/Cultural**

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.

Topic	Resources & Notes
<p>Breakout #1: Building Community/ Reflecting on Past Learning</p>	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> <h3>BREAKOUT #1 - Building Community/Reflecting on Past Learning</h3> </div> <div style="background-color: #92d050; padding: 5px; text-align: center; margin-top: 10px;"> <h4>DIRECTIONS</h4> </div> <ul style="list-style-type: none"> 2 min to individually reflect on the prompt before you're sent to breakout rooms in TRIADS 12 mins for discussion (each person to share for 4 mins in a round robin style) – don't forget to introduce yourself first! <div style="background-color: #e69d00; padding: 5px; text-align: center; margin-top: 10px;"> <h4>FOR DISCUSSION</h4> </div> <p>Of all the topics and experiences from Session #2, which has most influenced you:</p> <ul style="list-style-type: none"> HEAD - What you're THINKING? HEART - What you're FEELING? HANDS - What you're DOING (or wanting to do)? Explain why. Give specific examples or references if possible. <p><i>*If you weren't able to attend Session #2: reference the follow-up materials that were sent to you in the Pre-work and/or pull from your own experiences and noticings since S#1.</i></p> <div style="float: right; text-align: center; margin-top: 20px;"> <p>Be Vulnerable, Authentic, & Courageous in Your Share</p> <div style="display: flex; justify-content: space-around; font-size: small;"> <div style="background-color: #00a0c0; padding: 5px; border-radius: 5px;"> HEAD Thinking </div> <div style="background-color: #990066; padding: 5px; border-radius: 5px;"> HEART Feeling </div> <div style="background-color: #92d050; padding: 5px; border-radius: 5px;"> HANDS Doing </div> </div> </div>

Strategies to Engage in Race Conversations

<p>Foundational Frameworks</p>	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> <h3>Our Foundational Frameworks Guide WHAT, HOW, and WHY in ADEI</h3> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 30%; background-color: #00a0c0; color: white; padding: 5px; text-align: center;"> <h4>PHASES OF ADEI</h4> </div> <div style="width: 30%; background-color: #00a0c0; color: white; padding: 5px; text-align: center;"> <h4>LEVELS OF RACISM</h4> </div> <div style="width: 30%; background-color: #92d050; padding: 5px; text-align: center;"> <h4>REMEMBER to...</h4> <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%; background-color: #00a0c0; color: white; padding: 5px; text-align: center;"> <h4>CULTIVATING COMMUNITY</h4> </div> <div style="width: 30%; background-color: #00a0c0; color: white; padding: 5px; text-align: center;"> <h4>HEAD-HEART-HANDS</h4> <div style="display: flex; justify-content: space-around; font-size: small;"> <div style="background-color: #00a0c0; padding: 5px; border-radius: 5px;"> HEAD Thinking </div> <div style="background-color: #990066; padding: 5px; border-radius: 5px;"> HEART Feeling </div> <div style="background-color: #92d050; padding: 5px; border-radius: 5px;"> HANDS Doing </div> </div> </div> </div>
---------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Topic	Resources & Notes
	<div data-bbox="354 275 630 405"> <h3>REFLECT on Your Own Zones of Proximal Growth</h3> </div> <div data-bbox="354 436 630 527"> <p>As you think about your own individual growth as an anti-racist:</p> </div> <div data-bbox="354 541 630 913"> <ul style="list-style-type: none"> • What statements most ring true for you? • What statements might you add to this chart? • What examples do you have (thoughts, feelings, and action/inaction) in your <u>personal</u> and <u>professional life</u> that help you determine your current growth zone? </div> <div data-bbox="683 275 1544 934"> <p>BECOMING ANTI-RACIST</p> <p>FEAR ZONE</p> <ul style="list-style-type: none"> I deny racism is a problem. I avoid hard conversations. I strive to be comfortable. I talk to others who look & think like I do. I listen to others who think & look differently than me. I surround myself with others who think & look differently than me. <p>LEARNING ZONE</p> <ul style="list-style-type: none"> I recognize racism is a present & current problem. I seek out questions that make me uncomfortable. I educate myself about race & structural racism. I am vulnerable about my own biases & knowledge gaps. I yield & use positions of power for the marginalized. <p>GROWTH ZONE</p> <ul style="list-style-type: none"> I identify how I may unknowingly benefit from racial inequities. I promote & advocate for policies & leaders that are Anti-Racist. I sit with my discomfort. I speak up when I see racial inequity. I educate my peers how racial inequity harms our profession. I don't let mistakes deter me from being better. <p>Source: adapted from graphic by Dr. Andrew Ibrahim; inspired by the work of Dr. Ibram Kendi</p> </div>

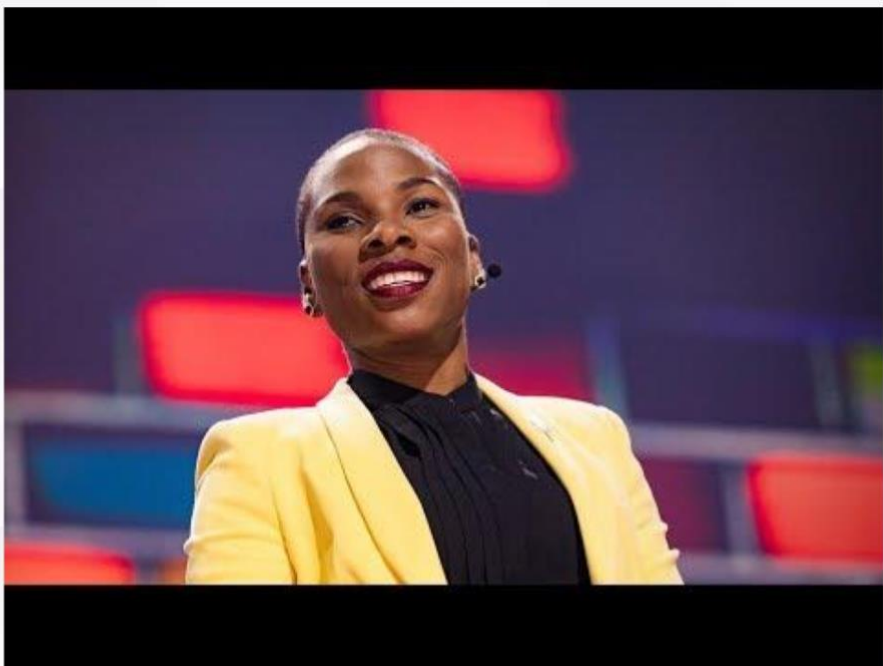
REFLECT on Your Own Zones of Proximal Growth





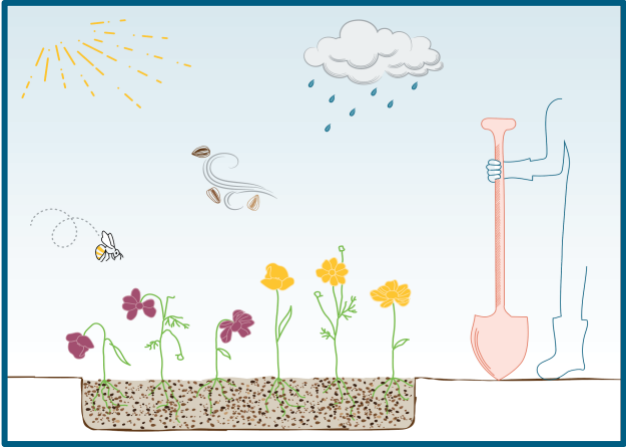








As you think about your own individual growth as an anti-racist:

- What statements most ring true for you?
- What statements might you add to this chart?
- What examples do you have (thoughts, feelings, and action/inaction) in your personal and professional life that help you determine your current growth zone?

Topic	Resources & Notes
<p>Breakout #2: Reflecting on the Bridge to Practice</p>	<div style="background-color: #004a7c; color: white; padding: 5px; text-align: center;"> <p>BREAKOUT #2 - Reflecting on S#2 Bridge to Practice 3:59</p> </div> <div style="background-color: #92d050; padding: 5px; text-align: center; margin-top: 5px;"> <p>DIRECTIONS</p> </div> <ul style="list-style-type: none"> 5 mins to individually reflect using sentence starters below 15 mins to discuss & get feedback (5 mins per person) <div style="background-color: #e69d00; color: white; padding: 5px; text-align: center; margin-top: 5px;"> <p>FOR REFLECTION & DISCUSSION</p> </div> <ul style="list-style-type: none"> The practice/policy/norm I chose to focus on was _____. While it was intended to do _____, in our current state/ environment/adult education setting, it is having a racialized impact because _____. The Dominant Culture traits that are showing up most in my chosen practice/policy/norm are <choose one or more> Either/Or Thinking, Paternalism, Perfectionism. I know this is true because I've been seeing _____ and hearing _____ from _____ that has helped me gain more perspective. To change the impact of this <insert your chosen policy/practice/norm> I tried (or want to try) the following as an antidote: <describe actions here>. <div style="background-color: #333; color: white; padding: 5px; margin-top: 10px;"> <p>Assign PERSON A, B, & C. Then use the following steps to share out:</p> <ul style="list-style-type: none"> STEP #1: PERSON A—Share your racial equity challenge/opportunity (policy, practice, norm you wished to change); then, share your thinking using the sentence starters. (3 mins) STEP #2: PERSON B and PERSON C will get 1 minute EACH to share: <ul style="list-style-type: none"> one thing you feel sounds really promising in what was shared one area that might need more preparation or perspective for further growth STEP #3: PERSON B share...try to choose different examples (3 mins); then, PERSON A & C give feedback (1 min each) STEP #4: PERSON C share...try to choose different examples (3 mins); then, PERSON A & B give feedback (1 min each) </div> <p>NOTES:</p>
<p>Choosing to Engage</p>	<p>“Organizations often publicly espouse their commitment to external practice without first investing in building internal capacity. Building interpersonal racial capacity at a “micro” level is an essential component and a prerequisite to transforming systems.” – from <i>Humanity Over Comfort</i> (page 92)</p> <ul style="list-style-type: none"> What is Dominant Culture costing you at the moment? What benefits come from disconnecting from Dominant Culture?” <p>“The cost isn’t free... White Supremacy/ [Dominant Culture] comes for us ALL.” –Olivia A. Cole on "The Truth About White Lies" (https://youtu.be/1skoQ5MK_zU)</p> <div style="text-align: right; margin-top: 20px;"> </div>

Topic	Resources & Notes
Speaking Truth for Organizational Improvement	

Topic	Resources & Notes
<p>Dr. Luvvie Jones</p>	<p>Get comfortable with being uncomfortable Luvvie Ajayi Jones (https://www.youtube.com/watch?v=QijH4UAqGD8&t=331s)</p> <div data-bbox="324 325 609 1008" style="background-color: #00728f; color: white; padding: 10px;"> <p>Take the LEAP into Discomfort</p> <p>As you watch this TedX video clip...</p> <ul style="list-style-type: none"> • Jot down any notes or quotes from Dr. Luvvie Ajayi Jones that are particularly inspiring to you. • We also encourage you to drop them into the chat box to echo to the whole group. </div> <div data-bbox="633 336 1510 997" style="text-align: center;">  </div> <p>Jot down quotes that resonate with you as the video plays.</p> <p>Think of a time that you were faced with a moment to “speak truth”:</p> <ul style="list-style-type: none"> ● What stopped you from “taking the leap?” ● What were your emotions? ● How did it feel in your body?

Topic	Resources & Notes								
<p>Antidotes and Conditions</p>	<p>In what ways do you think Connection, Curiosity, Compassion, and Courage can be antidotes to your discomfort in having conversations on race and racial equity?</p> <div data-bbox="803 289 1533 653"> <table border="1"> <tr> <td data-bbox="803 289 987 470">  </td> <td data-bbox="987 289 1170 470">  </td> <td data-bbox="1170 289 1354 470">  </td> <td data-bbox="1354 289 1533 470">  </td> </tr> <tr> <td data-bbox="803 470 987 653"> <p>We engage in CONNECTION with one another, because none of us can be successful in this work alone.</p> </td> <td data-bbox="987 470 1170 653"> <p>We show up with CURIOSITY because none of us has all the answers.</p> </td> <td data-bbox="1170 470 1354 653"> <p>We interact with COMPASSION because our humanity is central to all of our wellbeing.</p> </td> <td data-bbox="1354 470 1533 653"> <p>We act with COURAGE because the changes we need to make and the actions we need to take can be hard.</p> </td> </tr> </table> </div> <p>What conditions need to be true in your Professional “Garden” for each of these to help you lean into the discomfort we know is needed to achieve racial equity in our programs & organizations?</p> <div data-bbox="914 1035 1536 1478">  </div>					<p>We engage in CONNECTION with one another, because none of us can be successful in this work alone.</p>	<p>We show up with CURIOSITY because none of us has all the answers.</p>	<p>We interact with COMPASSION because our humanity is central to all of our wellbeing.</p>	<p>We act with COURAGE because the changes we need to make and the actions we need to take can be hard.</p>
									
<p>We engage in CONNECTION with one another, because none of us can be successful in this work alone.</p>	<p>We show up with CURIOSITY because none of us has all the answers.</p>	<p>We interact with COMPASSION because our humanity is central to all of our wellbeing.</p>	<p>We act with COURAGE because the changes we need to make and the actions we need to take can be hard.</p>						

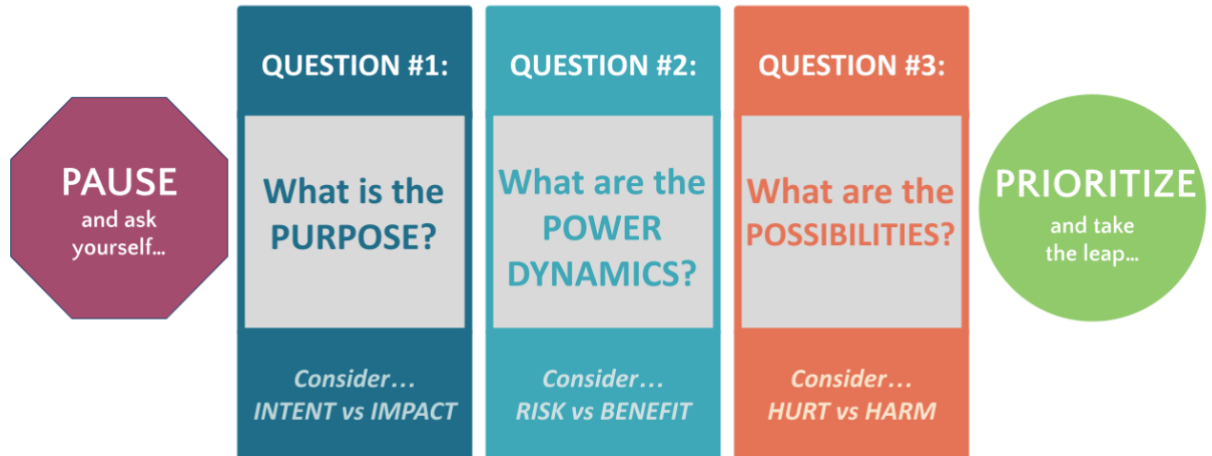
Topic	Resources & Notes
<p>Equity Detours</p>	<div data-bbox="370 275 1539 359" style="background-color: #005a8c; color: white; padding: 5px;"> <h3>What are Equity Detours?</h3> </div> <p>“Equity detours are the actions and approaches organizations often adopt that might create the illusion of equity progress.</p> <ul style="list-style-type: none"> • Sometimes they are adopted based on misunderstandings about what equity means or the level of transformation needed to achieve equity. • Sometimes they are adopted purposefully to avoid more meaningful equity work. <ul style="list-style-type: none"> – Paul Gorski, <i>Avoiding Racial Equity Detours</i> <div data-bbox="1086 388 1518 674" style="border: 1px solid orange; padding: 5px;"> </div> <div data-bbox="1170 695 1398 913" style="border: 1px solid purple; padding: 10px; text-align: center; background-color: #8e44ad; color: white;"> <p>STOP adding off ramps</p> </div> <p style="text-align: right; font-size: small;">28</p> <p>Source: http://www.edchange.org/publications/Avoiding-Racial-Equity-Detours-Gorski.pdf</p>
<p>Pacing for Privilege & Deficit Ideology</p>	<div data-bbox="370 1024 1539 1108" style="background-color: #005a8c; color: white; padding: 5px;"> <h3>Common Equity Detours in the Educational System - and beyond...</h3> </div> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div data-bbox="412 1123 813 1619" style="border: 1px solid teal; padding: 10px; background-color: #00838f; color: white;"> <p style="text-align: center; font-size: 1.2em;">Pacing for Privilege</p> <p style="text-align: center;">↓</p> <p>a detour that prioritizes the comfort and interests of white people over actual progress towards racial equity. Moving at the pace of the people with the least interest in racial equity rather than the pace of the people with the most interest</p> </div> <div data-bbox="841 1150 1062 1346" style="border: 1px solid purple; border-radius: 15px; padding: 5px; background-color: #8e44ad; color: white;"> <p>“meet them where they are” “they’re not ready to hear that”</p> </div> <div data-bbox="846 1381 1062 1612" style="border: 1px solid purple; border-radius: 15px; padding: 5px; background-color: #8e44ad; color: white;"> <p>“those students” “because no one at home cares”</p> </div> <div data-bbox="1081 1123 1482 1619" style="border: 1px solid orange; padding: 10px; background-color: #e67e22; color: white;"> <p style="text-align: center; font-size: 1.2em;">Deficit Ideology</p> <p style="text-align: center;">↓</p> <p>focusing equity efforts on programs, initiatives, or practices designed to adjust the mindsets, values, behaviors, or “gritiness” of BIPOCs while ignoring racial inequity. the focus is on “fixing” BIPOCs rather than redressing inequitable systems</p> </div> </div> <p style="text-align: right; font-size: small;">30</p>

Topic	Resources & Notes
-------	-------------------

Design Justice for Organizational Improvement

Design Justice

When addressing racial inequity and speaking hard truth at the institutional level to bring about change...

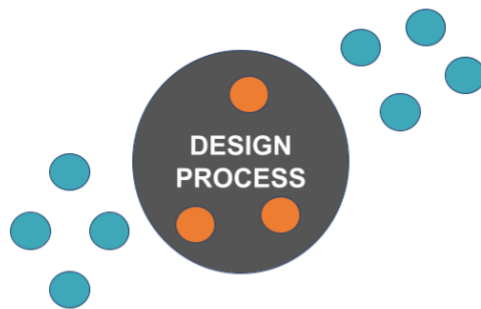


33

What Approach Should We Take to DESIGN for Org-Wide Change?

Traditional Design Approach

Design Justice Approach






Centers the Designer; emphasizes
Dominant Culture norms






Centers those most impacted:
emphasizes collaborative design




34

NOTES:

Topic	Resources & Notes
<p>Self-Reflection Questions</p>	<div style="display: flex; align-items: center;"> <div style="width: 20%; padding-right: 10px;"> <div style="background-color: #00838f; color: white; padding: 10px; text-align: center; margin-bottom: 5px;"> HEAD Thinking  </div> <div style="background-color: #800040; color: white; padding: 10px; text-align: center; margin-bottom: 5px;"> HEART Feeling  </div> <div style="background-color: #008000; color: white; padding: 10px; text-align: center;"> HANDS Doing  </div> </div> <div> <p><i>How do we move into roles of facilitation that decenter ourselves in the process and practice as we design?</i></p> <div style="background-color: #e67e22; color: white; padding: 5px; text-align: center; margin-bottom: 10px;"> ASK YOURSELF THESE QUESTIONS: </div> <ol style="list-style-type: none"> Whose voices (HANDS) are included, honored, and centered? Who has the (financial, policy, and organizational decision-making) power (HEAD), and at what levels of racism do these types of power show up and how is it used? What are our own intersecting identities and what power do we hold in the situation? (HEART) <div style="background-color: #34495e; color: white; padding: 5px; text-align: center; margin-bottom: 10px;"> ADDED BONUS: Using Design Justice Addresses ALL of these! </div> <div style="display: flex; justify-content: space-around;"> <div style="background-color: #00838f; color: white; padding: 5px; text-align: center;"> <i>INTENT vs IMPACT</i> </div> <div style="background-color: #00838f; color: white; padding: 5px; text-align: center;"> <i>RISK vs BENEFIT</i> </div> <div style="background-color: #e67e22; color: white; padding: 5px; text-align: center;"> <i>HURT vs HARM</i> </div> </div> </div> </div>

<p>Breakout #3 - Design Approach for Bridge to Practice</p>	<div style="background-color: #00838f; color: white; padding: 10px; text-align: center; margin-bottom: 10px;"> BREAKOUT #3 - Design Approach to Bridge to Practice as a Program Team </div> <div style="display: flex; justify-content: space-between;"> <div style="width: 30%; padding: 10px; background-color: #00838f; color: white;"> <p style="text-align: center; border: 1px solid white; border-radius: 50%; padding: 5px;">STEP 1</p> <p style="text-align: center; font-weight: bold;">DEFINE YOUR <u>PURPOSE</u>.</p> <p>Do this by collectively identifying ONE high- priority racial equity challenge/opportunity. To help prioritize, consider:</p> <ul style="list-style-type: none"> brainstorming at beginning of this section after reviewing the posters from Session #2 what you personally may have identified and tried in the Session #2 Bridge to Practice any other examples that may have come to mind during this session </div> <div style="width: 30%; padding: 10px; background-color: #800040; color: white;"> <p style="text-align: center; border: 1px solid white; border-radius: 50%; padding: 5px;">STEP 2</p> <p style="text-align: center; font-weight: bold;">NOTICE AND SHIFT THE <u>POWER DYNAMICS</u>.</p> <p>Do this by thinking through your three design questions to ensure you're decentering yourself:</p> <ul style="list-style-type: none"> Whose voices are included, honored, and centered? Who has the (financial, policy, and organizational decision-making) power, <i>and at what levels of racism do these types of power show up and how is it used?</i> What are our own intersecting identities and <i>what power do you hold?</i> </div> <div style="width: 30%; padding: 10px; background-color: #e67e22; color: white;"> <p style="text-align: center; border: 1px solid white; border-radius: 50%; padding: 5px;">STEP 3</p> <p style="text-align: center; font-weight: bold;">EXPLORE <u>POSSIBILITIES</u>.</p> <p>Do this by planning for hard conversations and anticipating responses by considering:</p> <ul style="list-style-type: none"> What might be examples of common Equity Detours specific to your racial equity challenge? What responses from those we talk to might feel hurtful? When we experience these responses, how will we remind each other to bear through the discomfort? How will we hold each other in loving accountability if/when we cause harm during these convos? </div> <div style="width: 20%; padding: 10px; border: 2px solid #00838f; border-radius: 15px;"> <p style="text-align: center; font-weight: bold;">In your program teams, you will have 15 mins to plan and discuss. Remember...</p> <ul style="list-style-type: none"> Get through as much as you can in your allotted time Plan for time between this session and the next to finish discussing and planning Check in with each other as you turn talk into action! </div> </div> <p>NOTES:</p> <ul style="list-style-type: none"> • • • • •
--------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Topic	Resources & Notes
Optimistic Closure	
Dr. Kiara Butler	The Untold Truth Kiara Butler TEDxProvidence (https://youtu.be/Le9w0C3pJUs)
Bridge to Practice	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> Session #3 - Bridge to Practice (Complete as a Program Team) </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="width: 30%; background-color: #00a0a0; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; background-color: white; color: #00a0a0; border-radius: 50%; padding: 5px; margin: 0 auto;">STEP 1</p> <p style="text-align: center; font-weight: bold; margin: 5px 0;">DEFINE YOUR <u>PURPOSE</u>.</p> <p style="font-size: small; margin: 5px 0;">Do this by collectively identifying ONE high- priority racial equity challenge/ opportunity. To help prioritize, consider:</p> <ul style="list-style-type: none"> Brainstorming at beginning of this section after reviewing the posters from Session #2 What you personally may have identified and tried in the Session #2 Bridge to Practice Any other examples that may have come to mind during this session </div> <div style="width: 30%; background-color: #800040; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; background-color: white; color: #800040; border-radius: 50%; padding: 5px; margin: 0 auto;">STEP 2</p> <p style="text-align: center; font-weight: bold; margin: 5px 0;">NOTICE AND SHIFT THE <u>POWER DYNAMICS</u>.</p> <p style="font-size: small; margin: 5px 0;">Do this by thinking through your three design questions to ensure you're decentering yourself:</p> <ul style="list-style-type: none"> Whose voices are included, honored, and centered? Who has the (financial, policy, and organizational decision-making) power, <i>and at what levels of racism do these types of power show up and how is it used?</i> What are our own intersecting identities and <i>what power do you hold?</i> </div> <div style="width: 30%; background-color: #e67e22; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; background-color: white; color: #e67e22; border-radius: 50%; padding: 5px; margin: 0 auto;">STEP 3</p> <p style="text-align: center; font-weight: bold; margin: 5px 0;">EXPLORE <u>POSSIBILITIES</u>.</p> <p style="font-size: small; margin: 5px 0;">Do this by planning for hard conversations and anticipating responses by considering:</p> <ul style="list-style-type: none"> What might be examples of common Equity Detours specific to your racial equity challenge? What responses from those we talk to might feel hurtful? When we experience these responses, how will we remind each other to bear through the discomfort? How will we hold each other in loving accountability if/when we cause harm during these convos? </div> </div>
Head - Heart - Hands Reflection	<div style="background-color: #0056b3; color: white; padding: 5px; text-align: center;"> Individual Reflection Using HEAD – HEART – HANDS </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="width: 30%; background-color: #00a0a0; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold; font-size: 1.2em;">HEAD</p> <p style="text-align: center; font-style: italic;">Thinking</p> <div style="text-align: center; margin: 10px 0;">  </div> <p style="font-size: x-small; margin: 5px 0;">What ideas are resonating with you? Challenging you? Making you think in new ways? Making you curious?</p> </div> <div style="width: 30%; background-color: #800040; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold; font-size: 1.2em;">HEART</p> <p style="text-align: center; font-style: italic;">Feeling</p> <div style="text-align: center; margin: 10px 0;">  </div> <p style="font-size: x-small; margin: 5px 0;">What are you feeling as you sit with the experiences you've had prior to, during, and after the session?</p> </div> <div style="width: 30%; background-color: #76b82a; color: white; padding: 10px; border-radius: 10px;"> <p style="text-align: center; font-weight: bold; font-size: 1.2em;">HANDS</p> <p style="text-align: center; font-style: italic;">Doing</p> <div style="text-align: center; margin: 10px 0;">  </div> <p style="font-size: x-small; margin: 5px 0;">What are these ideas and feelings making you want to do? What will you need from yourself and others?</p> </div> </div>

Topic	Resources & Notes
<p>Next Steps</p>	<div style="display: flex; justify-content: space-between;"> <div style="width: 20%; background-color: #92d050; padding: 10px; text-align: center;"> <h2 style="margin: 0;">NEXT STEPS</h2> </div> <div style="width: 28%; background-color: #92d050; padding: 10px; text-align: center;"> <p>SURVEY</p> <p>Take our feedback survey as you depart.</p> <p>Your feedback is important.</p>  </div> <div style="width: 28%; background-color: #00838f; color: white; padding: 10px; text-align: center;"> <p>SESSION</p> <p>We are excited to welcome you for Session #4</p> <p>VIRTUALLY February 14 or 15</p>  </div> <div style="width: 24%; background-color: #00838f; color: white; padding: 10px; 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> <div style="margin-top: 10px;"> <div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 5px; margin-right: 10px;"> Answer in chat </div> <div style="font-size: small;"> <p>As you leave this space today, share a word or phrase that is resonating with your HEAD - HEART - or HANDS</p> </div> </div> <div style="text-align: center; margin-top: 10px;"> <p>SUPPORT Send questions & comments to adeitraining@updconsulting.com</p> </div> <p style="margin-top: 10px;">Survey Link (Please complete by end of day today): https://docs.google.com/forms/d/e/1FAIpQLSeSDpr6uKzyxgYlhgeJPnQ5zkuZUvzf64LPyIOK7-2kIG1Hlg/viewform?usp=sf_link</p> </div>
<h2 style="margin: 0;">Parking Lot</h2>	

