



Public Adult
Education of MA

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dese Adult and Community
Learning Services



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Engaging Diverse Perspectives

ADEI Community of Practice
Semester 1, Session 1

October 10, 2023

While We Wait to Get Started...

1. Rename yourself <Your Name, Pronouns, Program Name>
2. Keep distractions to a minimum <close other tabs, put away phone>
3. When able, keep video on and audio muted
4. CC has been enabled. Turn it on if needed.



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Welcome and Introductions



**IAN
BROWN**

Project
Manager

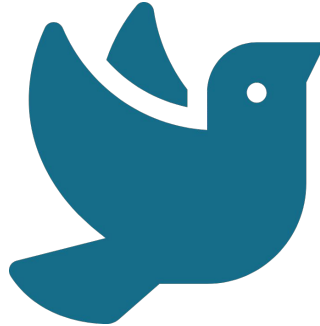


**JENNI
GREENE**

Principal
Consultant

THIS or THAT?

Drop your response in the chat



EARLY BIRD

OR



NIGHT OWL

Land, Labor, & Liberation Acknowledgement



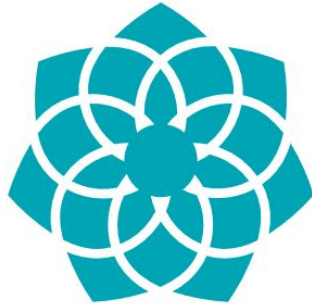
The legacy of colonialism and slavery persists today as we continue to dismantle oppressive systems. We encourage you to research & acknowledge past harm, and support your current, local BIPOC communities in actionable ways.



Community Agreements



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.



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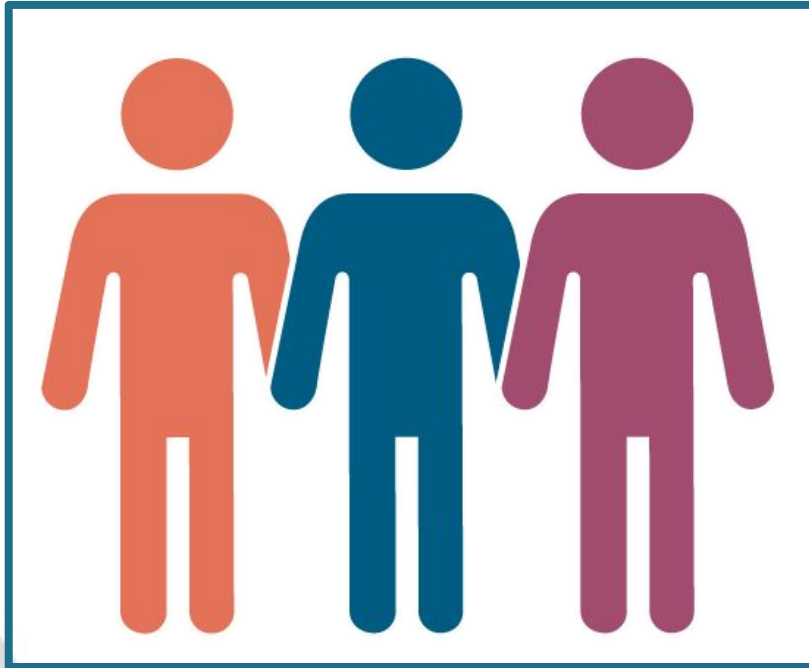
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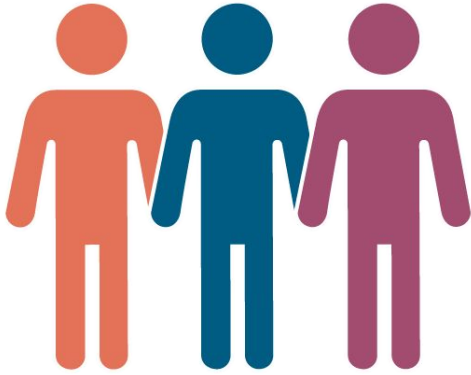
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Community Connections



**What does
Engaging Diverse
Perspectives
mean to you?**

**What are you hoping to
get out of this CoP?**



Looking Back to Move Forward

What is something that is still **resonating** with you from the Core ADEI Learning Sessions?

What **opportunities** have you had to apply skills learned from the Core ADEI Learning Series?

What **barriers** have you had as you applied skills from the Core ADEI Learning Series?



What are characteristics
of a **community**?

What are the benefits
of **practice**?

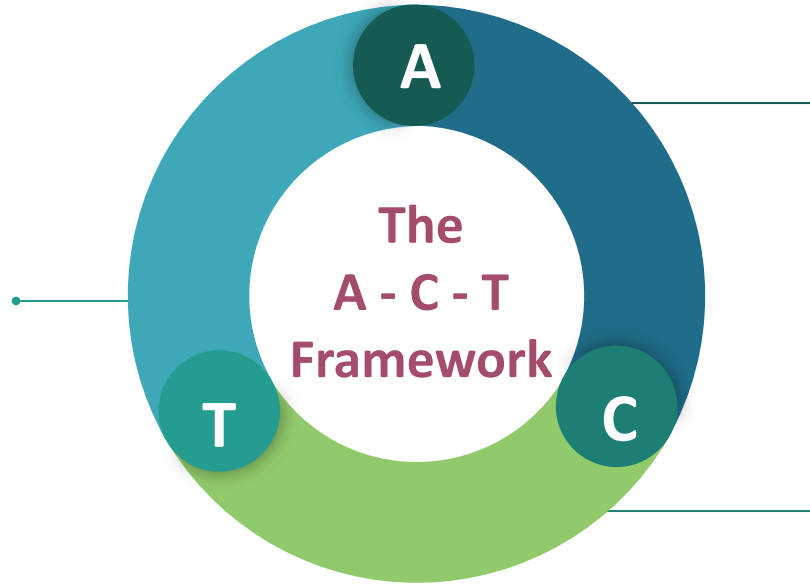
How do the two work
together to achieve and
support our work as a
Community of Practice?



In this CoP, we will...

Session #3: December 12

Plan a Process for
Transformation as a Team
accountable to shared
values and goals



Session #1: October 10

Raise **Awareness** and
Explore Opportunities
for **Action**

Session #2: November 7

Explore **Changes** in
Mindsets and Practices
Needed by **Crucial**
Stakeholders

What do we mean by “diverse”?

“In the classroom and the surrounding community, a rich educational opportunity is available to those who are able to create an environment in which varying ideas and insights built on broad backgrounds can make themselves known.” – Heather Singmaster

Raise Awareness through Assessment

DIRECTIONS:

- 5 mins: Take self assessment individually
- 8 mins: Discuss results and responses to Reflection Questions as a program team
- Whole group share out when you return



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Self-Assessment: Engaging Diverse Perspectives in Adult Education Programs

Introduction:

This self-assessment is designed to help adult education programs evaluate the extent to which they consider diverse perspectives in their curriculum, teaching methods, and overall approach.

Diverse perspectives encompass a wide range of backgrounds, experiences, and identities, including but not limited to race, ethnicity, gender, age, socioeconomic status, ability, and cultural background.

This assessment consists of a series of statements to be rated on a scale from 1 to 5, with 1 indicating "Strongly Disagree" and 5 indicating "Strongly Agree." Please answer honestly and thoughtfully.

Section 1: Curriculum and Content

Q	Indicator	Score	Noticings/Wonderings
1	The curriculum includes materials and resources that reflect a variety of diverse backgrounds and experiences.	1 2 3 4 5	
2	The curriculum incorporates topics related to social justice, equity, and inclusion.	1 2 3 4 5	
3	The curriculum includes diverse perspectives in historical and current events.	1 2 3 4 5	

Additional Notes/Insights for Section 1:



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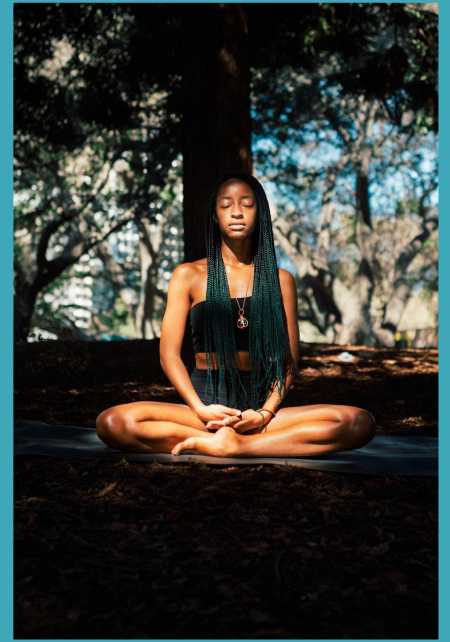


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Mindfulness Break

Heart. Body. Mind.

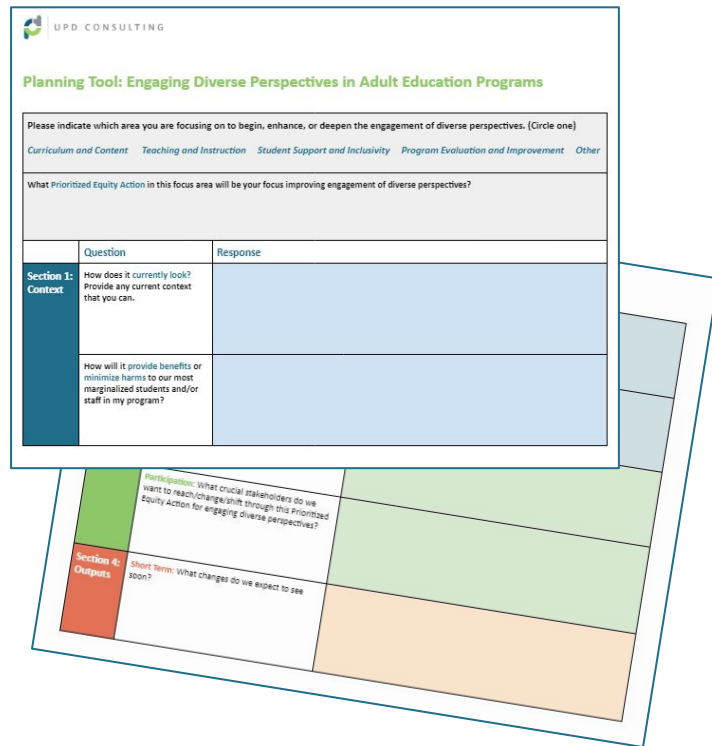
Take a moment to
check-in with yourself



Explore Actions through Planning Tool

As a Team, you will have 15 mins to:

- **STEP #1:** Reach consensus on a Prioritized Action in a specific Focus Area from the assessment
- **STEP #2:** Discuss and record responses for each of the sections: Context, Inputs, Outcomes, and Outputs
- **STEP #3:** Preview steps and questions in Homework Section at end of document



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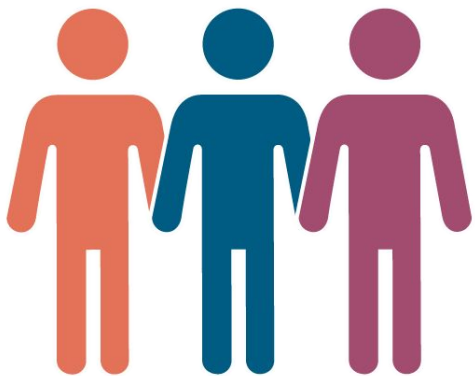
Planning Tool: Engaging Diverse Perspectives in Adult Education Programs

Please indicate which area you are focusing on to begin, enhance, or deepen the engagement of diverse perspectives. (Circle one)

Curriculum and Content Teaching and Instruction Student Support and Inclusivity Program Evaluation and Improvement Other

What Prioritized Equity Action in this focus area will be your focus improving engagement of diverse perspectives?

	Question	Response
Section 1: Context	How does it currently look? Provide any current context that you can.	
	How will it provide benefits or minimize harms to our most marginalized students and/or staff in my program?	
Section 4: Outputs	Short term: What changes do we expect to see soon?	
	Participatory: What crucial stakeholders do we want to reach/change/shift through this Prioritized Equity Action for engaging diverse perspectives?	



Moving Forward Together... A-C-T

What is an important **takeaway** from our work together today?

How will you seek **feedback** on action/planning from diverse perspectives?

How will you **communicate** your plans for *Engaging Diverse Perspectives* with other crucial stakeholders?

Homework: *Get Feedback on Plans*

STEP 1:

Strategically choose 3-5 students and/or staff that will be most affected by your Prioritized Equity Action.

STEP 2:

Present your Prioritized Equity Action Plan (Sections 1-4 from the Planning Tool) and get feedback.

STEP 3:

Review feedback and make any updates to your original plan. Complete the Homework Practice Reflection Form by November 1st.

Be prepared to share out on both the PROCESS and the PRODUCT at Session #2.



SURVEY

Your feedback is
important. Please
access our survey at:

bit.ly/3rHNj3R



INSPIRATION

Beloved community is formed
not by the eradication of difference but by
its affirmation, by each of us claiming the
identities and cultural legacies that shape
who we are and how we live in the world.

- bell hooks

QUESTIONS: adeitraining@updconsulting.com

NEXT SESSION: November 7th