

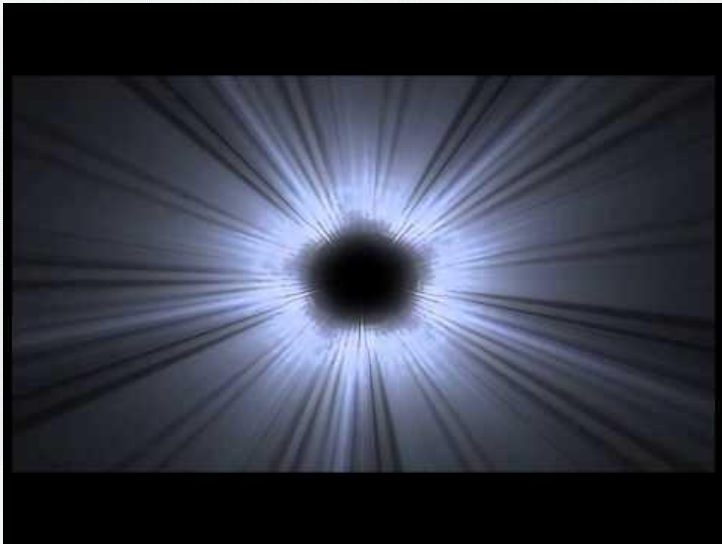
As we wait to get started, take time to pause and get grounded.



Check in with yourself [Mind/Heart/Body]

Take a minutes before we start to check in with your what your mind, heart, and body needs. This could look like...

Mindful Breathing – Stretching – Body Scan – Prayer – Setting Intentions – Journaling – Energy Clearing – Positive Affirmations – Drawing – Doodling – Singing – Humming – Dancing – Self Nourishment [water, snacks] - Any other practice that is grounding you



RECONNECT in the Creation of Liberatory Communities

**Explore People-Centered Approaches to
Addressing Barriers to Racial Equity and
to Building Liberatory Communities**

ADEI Learning Series - Session #4
February 13-14, 2024




MASSACHUSETTS
Department of Elementary
and Secondary Education



UPD CONSULTING

How ya
“Bey” doin’
today?

 **Answer
in chat**

Drop the number
in the chat



Housekeeping

1

Keep your cameras on and stay muted until ready to speak

2

Rename yourself.

Name
Pronouns
Org/Program
*Example: Phil Jacobs
(he/him) - UPD*

3

Use chat to promote community, respond & interact w/ content & others

4

Live transcript is enabled. You can turn it on and off as needed

5

Use each other and the resources provided to deepen learning



Unmute



Stop Video



Security



Participants



Chat



Share Screen



Polling



Record



Breakout Rooms



Reactions



More

End

Need help? private msg a facilitator or email adeitraining@updconsulting.com

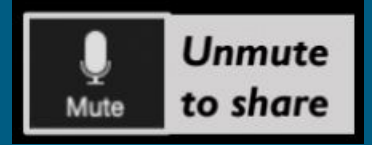


Land, Labor & Liberation Acknowledgement

The legacy of colonialism and slavery persists today as we continue to dismantle oppressive social systems.

We encourage you to research, acknowledge, and support your contemporary Indigenous and Black communities in actionable ways.

Session Agenda and Session Learning Objectives



35
minutes

Warm Welcome
Opening Remarks, Building Community

65
minutes

Defining Community and Liberation
Applying to Bridge to Practice Step One

10
minutes

Brief Break
We will try to break around 10:30/2:30

40
minutes

Power Dynamics & Design Justice
Applying to Bridge to Practice Step Two

35
minutes

Cultivating Community & Exploring Possibilities
Applying to Bridge to Practice Step Three

10
minutes

Optimistic Closure
Next Step & Reflection. Adjourn by 12PM or 4PM

By the end of the session...

- I will grow in my ability to navigate the challenging aspects of connecting across differences in radically human ways. **Individual**
- We will explore how the Building Liberatory Communities tool can help us to avoid harm and align impact with intention in our racial equity work. **Interpersonal**
- We will understand how a design justice approach to the work of organizational change is an antidote to dominant culture. **Institutional**
- We will explore how the Liberatory Communities approach enables us to engage fully in the work of challenging dominant cultural norms and assumptions. **Structural**

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.



Breakout #1: COMMUNITY CONNECTION: Consider how it felt trying to address your prioritized racial equity challenge...

Session #3 - Bridge to Practice (Complete as a Program Team)

STEP 1

DEFINE YOUR PURPOSE.

Do this by collectively identifying ONE high-priority racial equity challenge/opportunity. To help prioritize, consider:

- 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 Session #3

STEP 2

NOTICE AND SHIFT THE POWER DYNAMICS.

Do this by thinking through your three design questions to ensure you're decentering yourself:

- Whose voices are included, honored, and centered?
- Who has the (financial, policy, and organizational decision-making) power, 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 you hold?

STEP 3

EXPLORE POSSIBILITIES.

Do this by planning for hard conversations and anticipating responses by considering:

- 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?

What went well?

What was hard?

What would you change?

35

minutes

Warm Welcome

Opening Remarks, Building Community

65

minutes

Defining Community and Liberation

Applying to Bridge to Practice Step One

10

minutes

Brief Break

We will try to break around 10:30/2:30

40

minutes

Planning for Equity Detours

Workshopping the Bridge to Practice–Program Example

30

minutes

Importance & Impact of Design Justice

Program Team Planning

10

minutes

Optimistic Closure

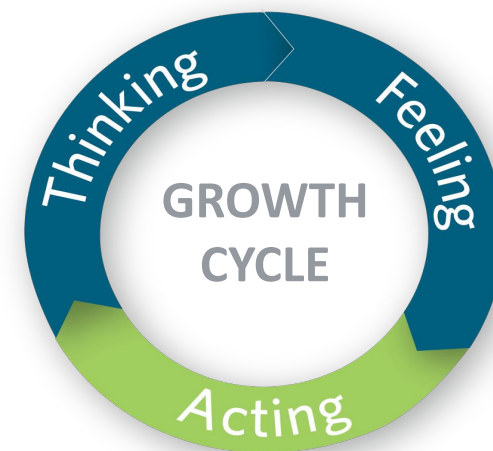
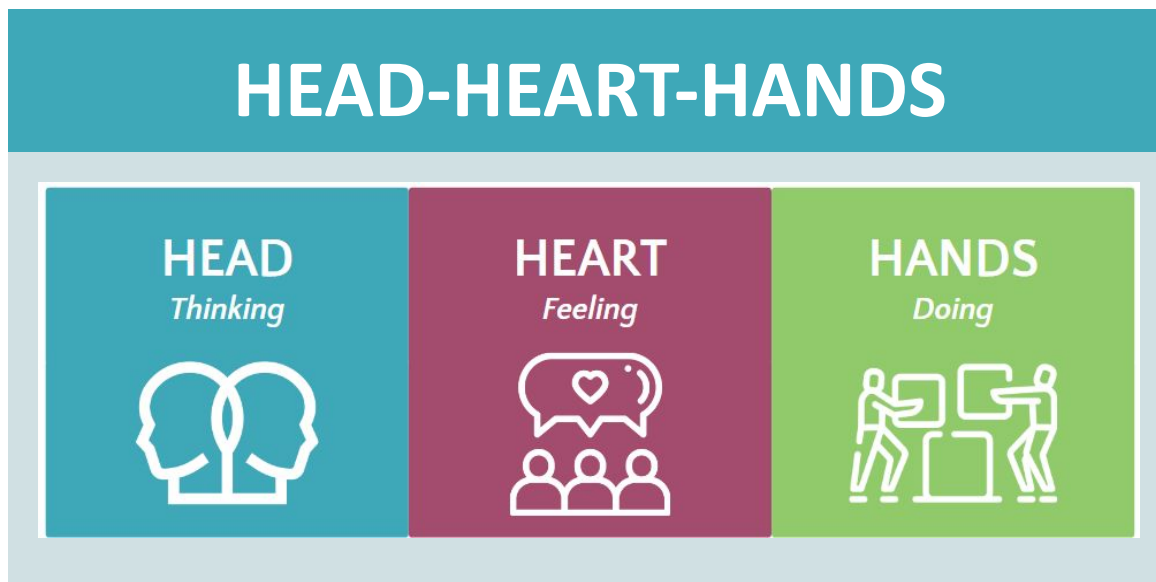
Next Step & Reflection. Adjourn by 12PM or 4PM



RECONNECT to Prior Learning That Leads to Action

“People like me, the professional troublemakers, should not be the only ones who are committed to being these dominoes, who are always falling out of planes, or being the first one to take this hit. People are so afraid... not realizing that there are many times when we walk in rooms and we are some of the most powerful people in those rooms... and I firmly believe that our job in those times is to disrupt what is happening.”

– Luvvie Ajayi Jones



What does it really mean to RECONNECT as a community?

Community

- Community is not a place, a building, or an organization
- Community it is not an exchange of information online (or in a virtual PD!)
- Community is both a feeling and a set of relationships among people that connects them

Community Members

- Members of a community have a sense of trust, belonging, safety, and caring for each other
- Members have an individual and collective sense that they can, as part of that community, have the power to influence their environments and each other

So What is Liberation?

healing

sovereignty

community

abolition

understanding

love

creativity

Liberation

trust

transformation

radical humanity

power sharing

self-determination

peace

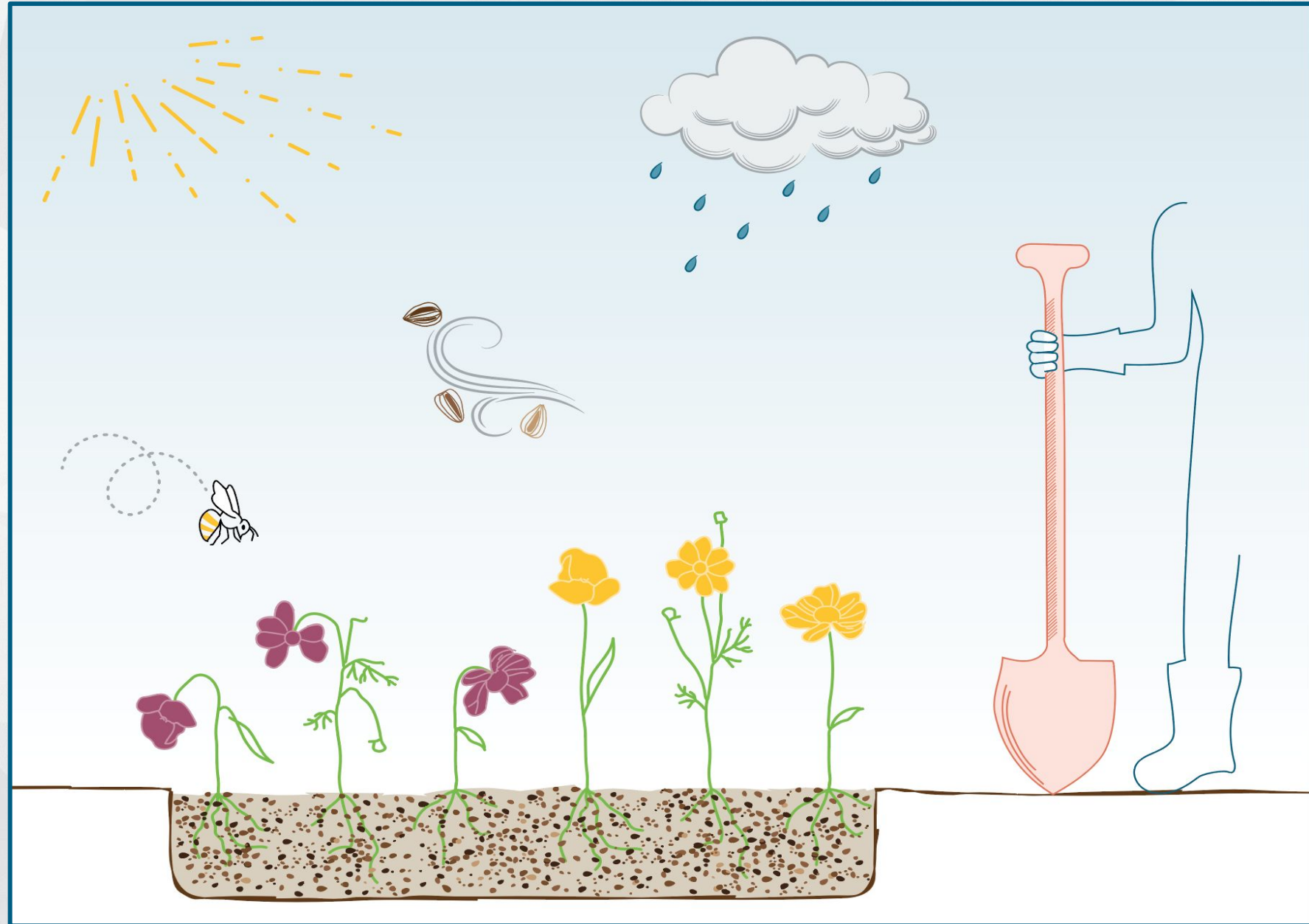
belonging

justice

What is currently poisoning the soil of our Adult Education Program gardens?

What conditions must be true for the soil to be rich enough for liberation to occur?

What is our role in the process as the gardeners?



Student Voices:

What is LIBERATION to a young person?

**As you watch, write
down words and
quotes that help you
define “community”
and “liberation”.**

**Consider how students
in your program’s
responses may be
similar or different
from these students’
responses.**



BREAKOUT #2 (in TEAMS): Apply Liberatory Community to Your Bridge to Practice

STEP 1

DEFINE YOUR PURPOSE.

Together identify **ONE** high-priority racial equity challenge/opportunity.

Consider:

- Brainstorming from your review of the posters from Session #2
- What you personally identified and tried in the Session #3 Bridge to Practice
- Any other examples that may have come to mind during this session

APPLYING CONTENT

- Defining Community, Community Members, and Liberation.
- Understanding our role as gardeners in cultivating these concepts.
- Identifying factors that can poison the soil and hinder our efforts.

In your program teams, you will have 15 minutes to plan and discuss.

Remember to use a liberatory community lens to answer:

- **What would it look like?**
- **What would it sound like?**
- **What would it feel like (to students who are most impacted and to staff who traditionally hold the most power)?**

35
minutes

Warm Welcome

Opening Remarks, Building Community

50
minutes

Defining Community and Liberation

Applying to Bridge to Practice Step One

10
minutes

Brief Break

We will try to break around 10:30/2:30

40
minutes

Power Dynamics & Design Justice

Applying to Bridge to Practice Step Two

30
minutes

Cultivating Community & Exploring Possibilities

Applying to Bridge to Practice Step Three

10
minutes

Optimistic Closure

Next Step & Reflection. Adjourn by 12PM or 4PM

Reflect. Renew. Recharge.



**Return in 10 minutes
with cameras on and
ready to engage.**

35
minutes

Warm Welcome

Opening Remarks, Building Community

50
minutes

Defining Community and Liberation

Applying to Bridge to Practice Step One

10
minutes

Brief Break

We will try to break around 10:30/2:30

40
minutes

Power Dynamics & Design Justice

Applying to Bridge to Practice Step Two

30
minutes

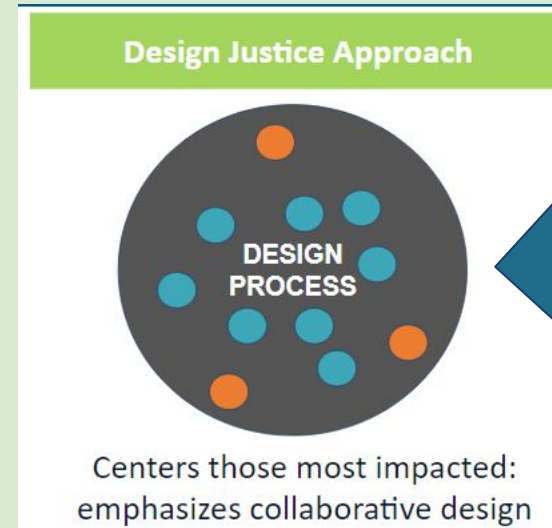
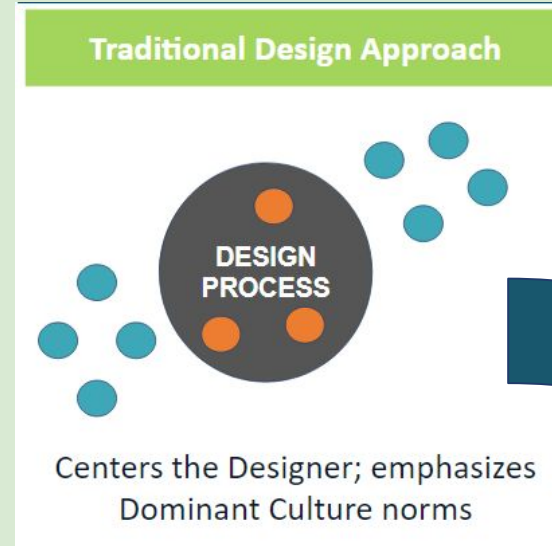
Cultivating Community & Exploring Possibilities

Applying to Bridge to Practice Step Three

10
minutes

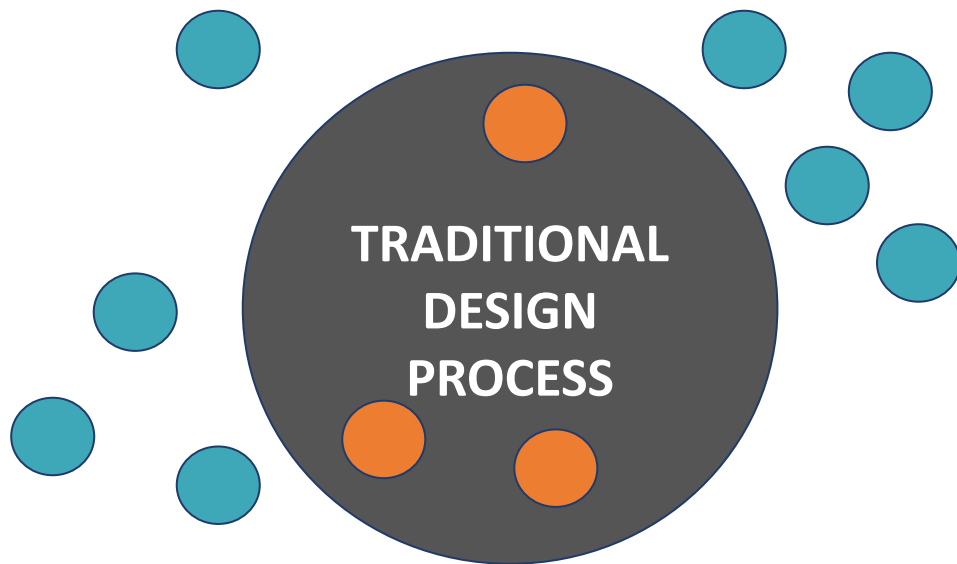
Optimistic Closure

Next Step & Reflection. Adjourn by 12PM or 4PM



Why Liberatory Design?

Traditional Design Approach



Centers the **Designer**
Emphasizes Dominant Culture Norms

Design Justice Approach



Centers **Those Most Impacted**
Emphasizes Collaborative Design

As Ian's shares his story, consider the **Design Justice** questions and how they might apply to this situation.

- Whose voices are included, honored, and centered?
- Who has the power (financial, policy, and organizational decision-making)?
- What are your intersecting identities and what power do you hold?



Design Justice in Ian's Story

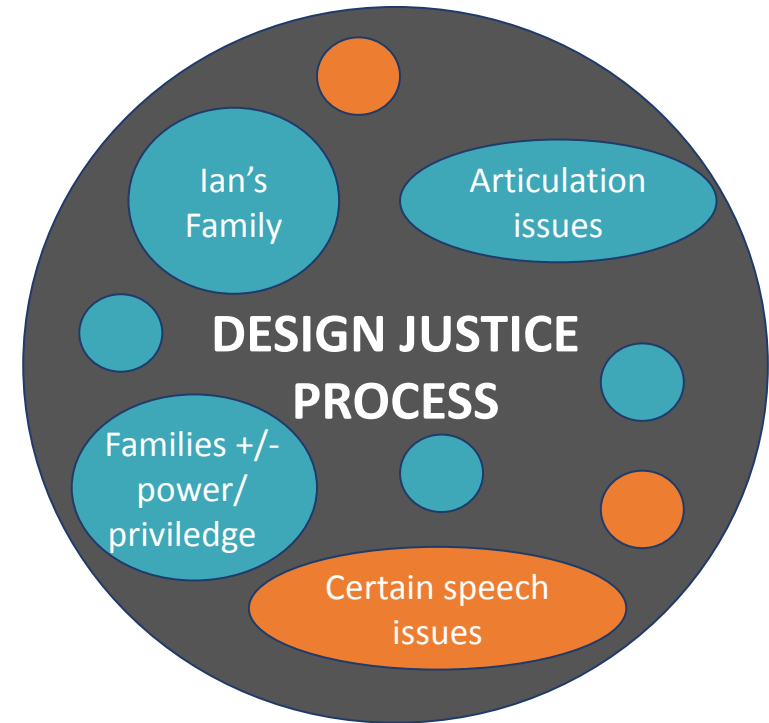
Current Speech Support



Centers the **Designer**

Emphasizes Dominant Culture Norms

Design Justice Approach



Centers **Those Most Impacted**

Emphasizes Collaborative Design

BREAKOUT #3 (in TEAMS) Applying Liberatory Community Approaches to Your Bridge to Practice

STEP 2

NOTICE AND SHIFT THE POWER DYNAMICS.

Do this by thinking through your three design questions to ensure you're decentering yourself:

- Whose voices are included, honored, and centered?
- Who has the (financial, policy, and organizational decision-making) power, *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 you hold?*

APPLYING CONTENT

- Defining Community, Community Members, and Liberation.
- Understanding our role as gardeners in cultivating these concepts.
- Identifying factors that can poison the soil and hinder our efforts.

In your program teams, you will have **15 minutes** to plan and discuss.

What will it take from yourself and others to create this liberatory community?

35

minutes

Warm Welcome

Opening Remarks, Building Community

50

minutes

Defining Community and Liberation

Applying to Bridge to Practice Step One

10

minutes

Brief Break

We will try to break around 10:30/2:30

40

minutes

Power Dynamics & Design Justice

Applying to Bridge to Practice Step Two

30

minutes

Cultivating Community & Exploring Possibilities

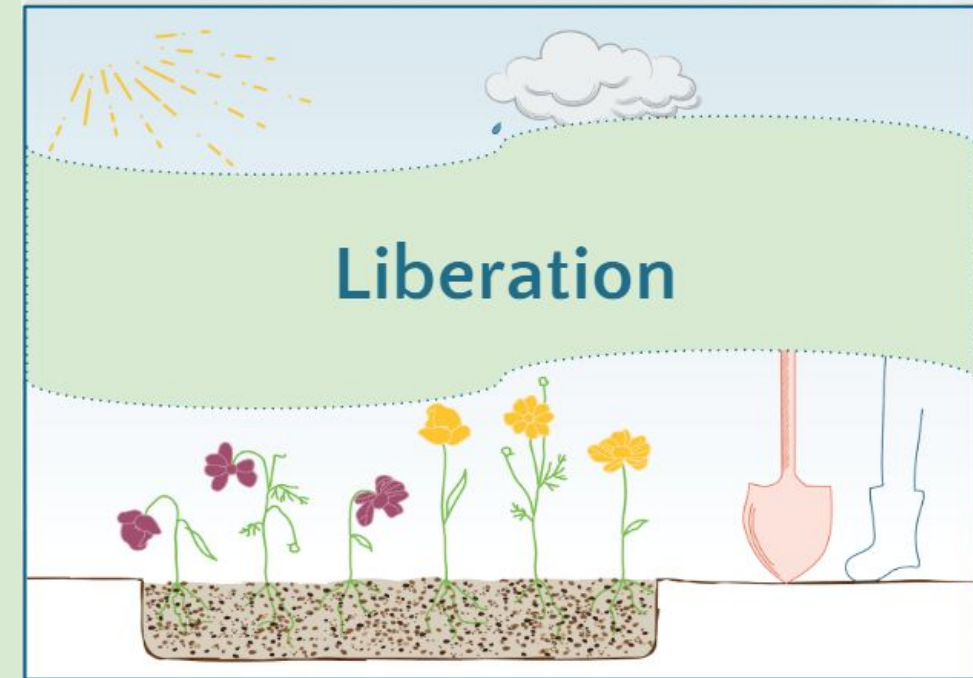
Applying to Bridge to Practice Step Three

10

minutes

Optimistic Closure

Next Step & Reflection. Adjourn by 12PM or 4PM

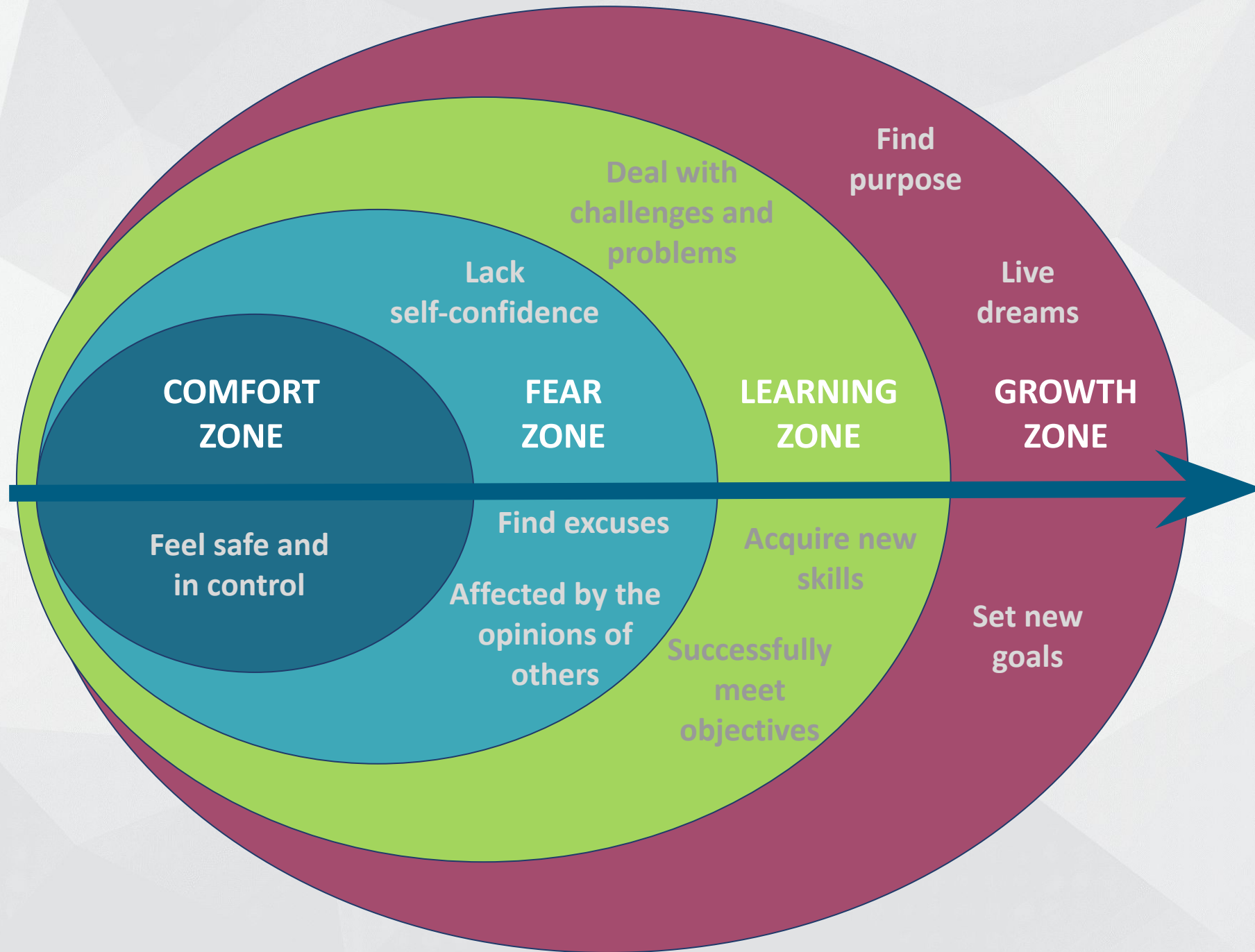


No progress without the risk

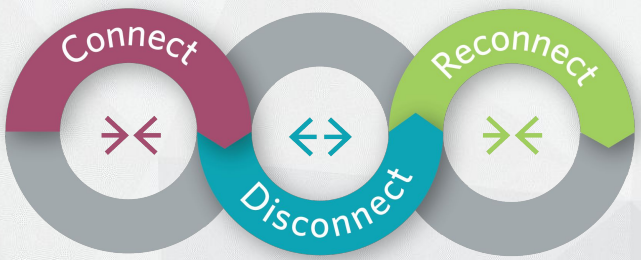
Don't stay on the airplane (in the **Comfort Zone**) and maintain status quo



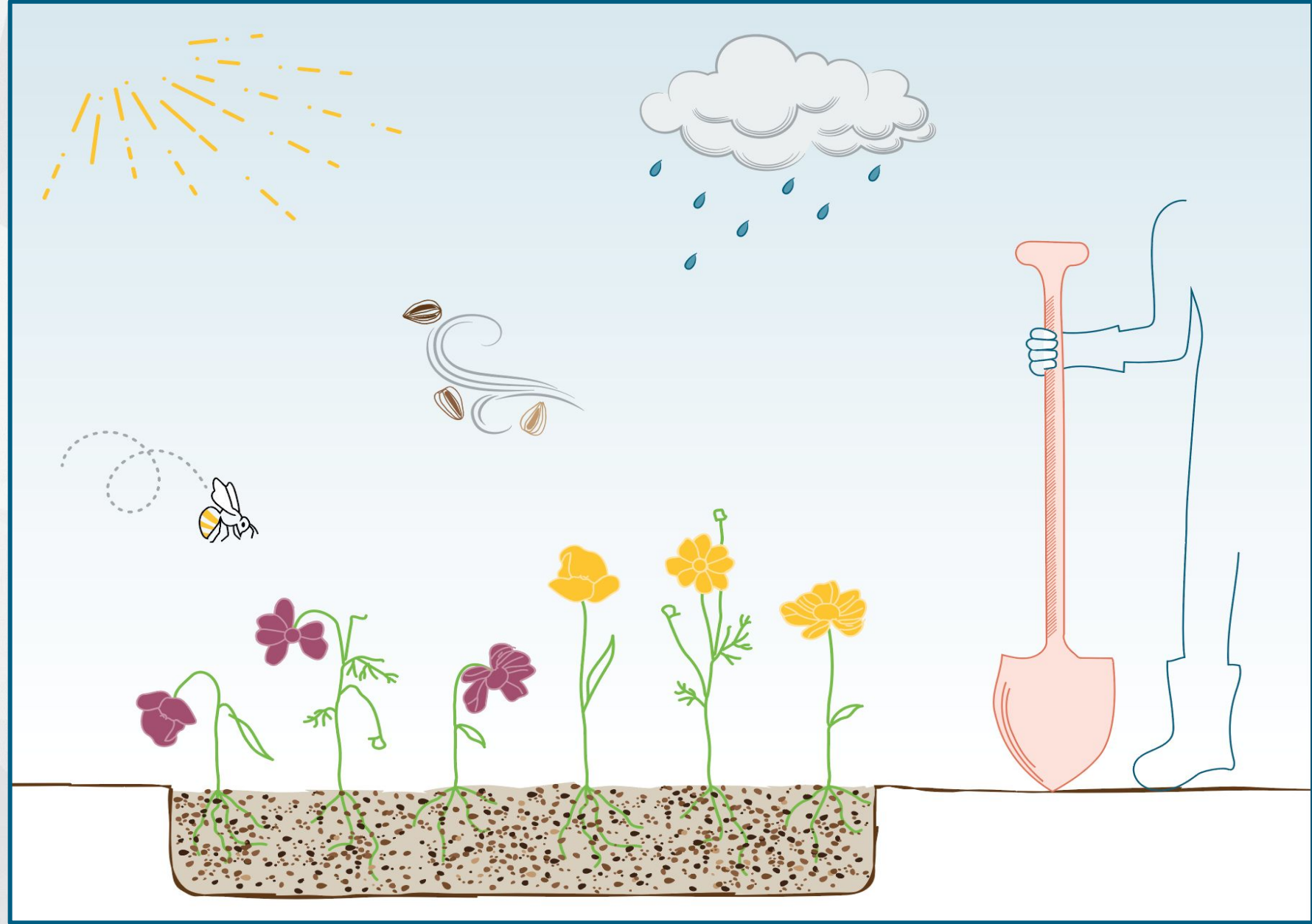
Push through the **Fear Zone** of discomfort that speaking truth causes and LEAP into the **Growth Zone**



What tools can we use to DISCONNECT from Dominant Culture and help us to have uncomfortable conversations about racial equity?



↑↓
Disconnect from oppressive practices and structures



BREAKOUT #4 (in TEAMS) Applying the Cultivating Community Framework to Your Bridge to Practice

STEP 3

EXPLORE POSSIBILITIES.

Do this by planning for hard conversations and anticipating responses by considering:

- What responses from those we talk to might feel hurtful?
- When we experience these responses, how will we remind each other to persist through the discomfort?
- How will we hold each other and ourselves in loving accountability if/when we cause harm during these convos?

Cultivating Community Framework



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.

In your program teams, you will have 15 minutes to plan and discuss.

35
minutes

Warm Welcome

Opening Remarks, Building Community

50
minutes

Defining Community and Liberation

Applying to Bridge to Practice Step One

10
minutes

Brief Break

We will try to break around 10:30/2:30

40
minutes

Power Dynamics & Design Justice

Applying to Bridge to Practice Step Two

30
minutes

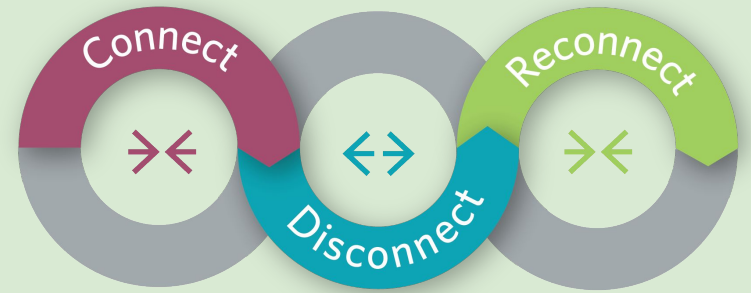
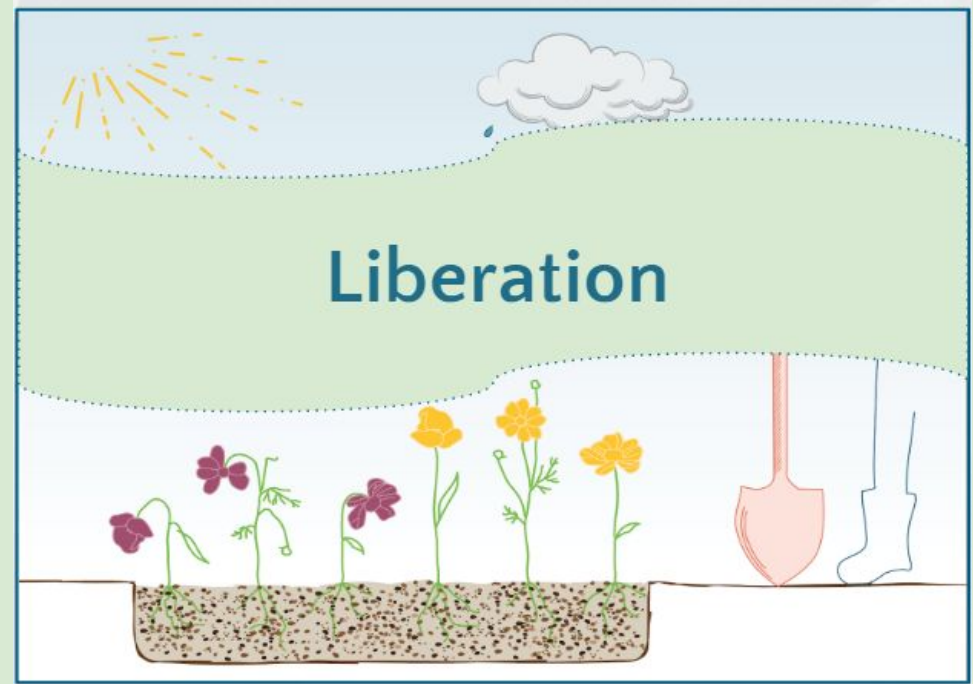
I Cultivating Community & Exploring Possibilities

Applying to Bridge to Practice Step Three

10
minutes

Optimistic Closure

Next Step & Reflection. Adjourn by 12PM or 4PM



RECONNECT in the creation of liberatory communities by exploring People-Centered Approaches to Addressing Barriers to Racial Equity and to **Building Liberatory Communities**

Before Next Session (Complete as a Program Team)

STEP 1

PLAN & PRACTICE COMMUNICATING YOUR ORG/PROGRAM'S CHOSEN RACIAL EQUITY CHALLENGE.

When asked to share with leadership, colleagues, students, and others, can you clearly and confidently:

- share your **PURPOSE** for choosing and prioritizing
- notice and name how you're shifting the **POWER** dynamics
- explore **POSSIBILITIES** that may detour your racial equity efforts

STEP 2

COLLECTIVELY DREAM AND DESIGN LIBERATORY SPACES IN YOUR AE SETTING.

Do this by thinking through (individually and as a org/program team):

- What would a liberatory community look like in our professional setting?
- What would we see, hear, and feel as members of this community?
- What will it take from yourself and others to create this liberatory community (with a Design Justice lens)?

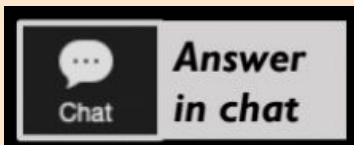
NEXT SESSION

COLLABORATE ON YOUR APPROACH BY OUTLINING AN INITIAL ACTION PLAN

Do this by planning for what it will take to actionize your learning from previous sessions by considering:

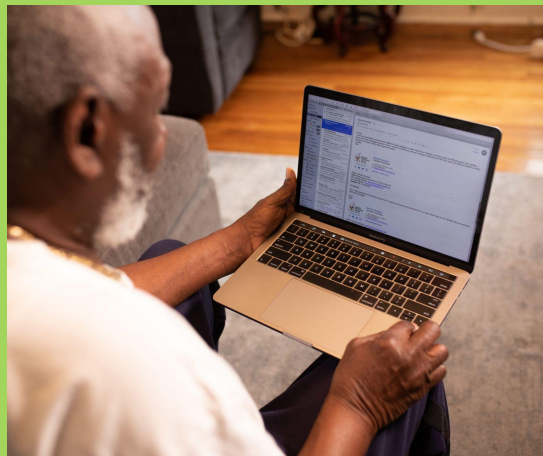
- *the "big actions" you need to take to move forward*
- *the resources and supports you need to move forward*
- *The equity detours and the characteristics of dominant culture that may impact your efforts*

NEXT STEPS



As you leave this space today, share a word or phrase that is resonating with your HEAD - HEART - or HANDS

SURVEY



SESSION

We are excited to welcome you for Session #5

IN-PERSON at the Devens Common Center

Wednesday, March 27
9AM-4PM

SOURCES

Check the ADEI website and your follow-up email later this week for links to resources from this session



www.adeitraining.com



Send questions & comments to adeitraining@updconsulting.com