



March 16, 2022, 9:00-11:30AM

Racial Equity Community of Practice

Session Three Agenda

Intended Outcomes

1. Continue to sharpen an equity lens
2. Consider how systems of unearned advantage/disadvantage are created and perpetuated
3. Explore concepts of belonging and othering
4. Identify the WHY and the equity challenges/situations to be addressed by teams and the Community of Practice

Guiding Questions

How have I/we been positioned closer to or further from opportunities? How might we envision a new way to be together?

Time	Content	Links & Notes
9:00 - 9:15	Opening Moves <ul style="list-style-type: none"> • Welcome Back • <i>Connections Breakout Room</i> <i>Activity: Pair Share</i> • Framing for the Session 	Breakout room prompt: <ul style="list-style-type: none"> • <i>Talk about a time when you felt like you belonged? What was that like? When have you felt like you didn't belong? What was going on?</i>
9:15 - 10:00	Systems of Unearned Advantage/Disadvantage <ul style="list-style-type: none"> • Reminders about Emotions and Constructivist Listening • Input: How unearned advantages and disadvantages get embedded in systems • <i>Breakout Rooms: Double Dyads</i> • Whole Group Discussion 	McIntosh Article: <ul style="list-style-type: none"> • Copy of White Privilege: Unpacking the ... Breakout room prompts: <ul style="list-style-type: none"> • <i>Dyad #1: When have you experienced an unearned disadvantage?</i> • <i>Dyad #2: When have you experienced an unearned advantage?</i> • <i>Two rounds, 3 min per person per round</i>
10:00 - 10:10	Screen/Stretch Break	
10:10 - 10:55	Belonging as an Aspirational State <ul style="list-style-type: none"> • Introduce Belonging and Circle of Concern • <i>Breakout Rooms: Trios</i> 	
10:55 - 11:20	Application Time: Team Breakouts <ul style="list-style-type: none"> • <i>Breakout Rooms: Team Time</i> <ul style="list-style-type: none"> ◦ Calibrate as a team and reflect on the prompts 	A link to your team's worksheet was sent to you this morning by Zoe So. There will be a link to a Jamboard for you to create a vision board. Please chat or email Zoe So if you have trouble finding the link. Team Time prompts:

	<ul style="list-style-type: none"> ○ Each team creates a vision board with key ideas ● <i>Breakout Rooms: Share your vision board with another team</i> ● Whole Group Discussion via chat 	<ul style="list-style-type: none"> ● <i>What issues or areas of focus inspire your team to be in this Community of Practice (your WHY)?</i> ● <i>What equity challenge or situation would you like to address, either as an organization or collectively in the CoP?</i>
11:20 - 11:30	<p>Closing Moves</p> <ul style="list-style-type: none"> ● Reflection Form ● Homework for next time ● In-Person Pulse Check ● Appreciations 	<p>Reflection Form</p>