21 Day Challenge: Reflection- Part II

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A little housekeeping...

- Safe space for all
- Acceptance of all
- Feel comfortable in the uncomfortable
- Embrace different perspectives
Today is for you...
In Review...

- Diversity
- Inclusivity
- Equality
- Equity
- Ally
- Liberation
Check in.....

During Part 1 back in December, there was some time for discussion, but not much.

1. What can we help clarify from last time?
2. Are there any topics you’d like us to specifically review in this session?
Discussion Question: On Privilege

1. What was your initial reaction when you first heard the concept “white privilege”?  
2. How did it make you feel?  
3. How have some of your thoughts or perceptions changed on the subject since Part I?
If this is where we are headed....
Decolonizing Framework

Equality

Equity

Justice

Liberation
Collectively

1. What does a decolonizing framework mean for the institute?

2. What does liberation symbolize? What’s it entail?

3. Where do you fit & where do you want to fit?

4. What exemplifies success in this area?
Individually

1. On a mezzo level, how can you incite change? (Think about your role as you perceive it and as it is perceived)

2. Do you find this work easy or difficult? What might be some blockers or pain areas that are hard to move through? Does it get easier with time?

3. What are areas of growth you have identified in your behavior/actions? (work or personal life)

4. Can you be doing more? Are you excited to do more?
• Community engagement
• Share stories
• Active effort
• Active listening

• Acknowledge privilege
• Address racism
• Reframe lens
• Challenge self

• Pulse checks
• Research/data
• Advocacy/activism
• Policy change
Just Remember...

- Listening matters.
- Data matters.
- Representation matters.
- Actions matter.

- Every person contributes to culture.

- We are in this together and together we can make a difference.
Change begins with each individual and grows with intention.
Questions?