

IMPLEMENTATION EXERCISE

EQUITY TERMS

Time required: 45 minutes

Materials required: For each participant, Courageous Conversation Journal and the worksheet that follows

1. Make a copy of the following worksheet for each participant.
2. Before the discussion begins, have all educators answer 1a, 2a, 3a, and 4a by writing down what they believe each of the following terms means:

Racism

Institutionalized racism

Equity

Anti-racism
3. Ask for three to four volunteers to share with the entire group their personal definition of each term. Compare and contrast these definitions.
4. Share the definitions of each term based on what is presented in this chapter.
5. After the discussion, have each person answer 1b, 2b, 3b, and 4b by writing down a new definition of each term.
6. Divide all participants into small groups of three or four people. Have the groups discuss how their understanding of these terms has changed.
7. Bring the large group back together and allow people to share any conclusions.
8. Have the participants reflect on their personal learning and keep the worksheet in their journals for later reference.

EQUITY TERMS

1a. I have defined ***racism*** as

1b. I now understand ***racism*** to be

2a. I have defined ***institutionalized racism*** as

2b. I now understand ***institutionalized racism*** to be

3a. I have defined **equity** as

3b. I now understand **equity** to be

4a. I have defined **anti-racism** as

4b. I now understand **anti-racism** to be
