

Equity Learning Lab

Curriculum Modules Overview

This four module curriculum was developed to guide Equity Learning Lab participants in their organizational transformation work. Each module contains sub-topics with a set of recommended core resources, additional resources for further exploration, and a set of reflection questions to help participants process the content. The full curriculum includes the following modules:

1. Foundational Learning - Structural Racism and Health Equity
2. Making Space for Conversations on Equity and Race
3. Supporting Personal Reflection and Growth
4. Leading Organizational Change

Module 3: Supporting Personal Reflection and Growth

The third module in the Equity Learning Lab curriculum invites you to reflect on your self and cultivate a practice of inner work that enables you to learn and grow, particularly by reflecting on the role of identity, power and privilege in transformational work.

Objective: Funded partners who are contemplating or ready to advance equity work will become familiar with adult learning frameworks and power dynamics that undergird personal change.

Sub-topic 3a: Growing and Learning

Core Resources

[On Adult Learning](#)

Source: Nicola Chin for *Up With Community*

This introduction to adult learning for equity provides an overview of and links to key sources on the topic. The model presented highlights the importance of understanding how adults interpret and integrate new information into current modes of thought, and the impact this can have on behavior.

(30 minute read)



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[Managing Emotions: A Guide for Leaders and Consultants](#)

Source: Robert Gass for Social Transformation Project

This article is a guide on how to deal skillfully with emotions in work teams and organizational life.

(30 minute read)

Reflection Questions

- ❑ What aspects of the article about adult learning resonated with you? Did any aspects challenge your assumptions about how we learn and grow as adults?
- ❑ Which of the tools presented for managing emotions could you use to address challenges you are encountering (Naming/Expressing and Validating, State-shifting, Coaching and/or Unleashing Positive Energy)?

Sub-topic 3b: Cultivating a Practice of Inner Work

Core Resources

[Why Inner Well-being is Foundational to Race Equity Work](#)

Source: Kate Loving for ProInspire

This piece lays out leadership practices to support race equity in social sector organizations, with a focus on the importance of cultivating inner well-being when engaging in leadership of self (awareness and healing of internalized racism) in order to effectively practice conscious communication, support radical self-love and deepen your sense of identity.

(15 minute read)

[Toward Love, Healing, Resilience & Alignment: The Inner Work of Social Transformation & Justice](#)

Source: Sheryl Petty, Kristen Zimmerman and Mark Leach for Nonprofit Quarterly

This article explores how the practice of inner work for individuals and groups can help ground them in their purpose, deepen their connections, and sustain them in their social transformation work.

(15 minute read)

[Managing your Triggers Toolkit](#)

Source: Robert Gass and Judith Ansara for Social Transformation Project

This collection of practical tools can help leaders become more attuned to their own emotional triggers as well as learn how to manage triggers when they arise in themselves and others.

(45 minute read)



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Reflection Questions

- ❑ As we continue to dive deeper into our racial equity work, what are some ways you can show up for yourself? What does inner work look like for you?
- ❑ When engaging in discussions around sensitive topics, how do you bring awareness to the emotional needs of yourself and others? Which tools would you find most helpful in managing possible emotional triggers?

Sub-topic 3c: Understanding Identity, Power, and Privilege

Core Resources

[Cultural Identity Self-Assessment](#)

Source: *Identity Signs Activity* adapted from *Change Matrix* and the *Safe Zone Project*

Understanding your own relationship to identity, power and privilege can inform how you show up to and help guide organizational transformation processes. This tool can help you reflect on your identity from various perspectives. To use it, make a copy of the linked Google doc and save it to your personal drive to edit electronically or print a copy to fill out manually. (45 minute reflection)

[Personal Privilege Profile](#)

Source: *Interaction Institute for Social Change*

This resource looks at dimensions of identity and guides you to situate the identities you hold within the dominant/non-dominant paradigm and reflect on privileges afforded or denied to you as a result of dominant or non-dominant status for particular aspects of your identity. To use this tool, make a copy of the PDF and save it to your personal drive before filling it out electronically or print a copy to fill out manually. (45 minute reflection)

[The Urgency of Intersectionality](#)

Source: *Kimberlé Crenshaw for TEDWomen 2016*

This TED Talk implores listeners to work to understand the intersections of race and gender bias to help address and avoid the harms faced by those who hold multiple historically marginalized identities. Those who prefer to read the presentation can view the transcript [here](#).

(19 minute listen)

[#RaceAnd Video Series](#)

Source: *RaceForward*

This video series features eight short videos of individuals sharing their lived experience of



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race and how it intersects with other aspects of their identities and impacts their lives.
(30 minute watch)

Additional Resources for a Deeper Dive

[Racial Equity and Liberation Virtual Learning Series](#)

Source: *Move to End Violence*

This six-part series compiles materials offered as part of the Racial Equity and Liberation Virtual Learning Web Series. The first video focuses on the individual and looking inward with subsequent videos zooming out to focus on systems and community.

(60 minute watch per video)

Reflection Questions

- Which aspects of your identity, power and privilege rose to the top of your mind as you completed these reflection activities? Which aspects required more focus to explore and reflect on?
- What are ways in which the intersections of your various identities have impacted how you navigate through the world? Can you think of a time when you were keenly aware of these intersections and how they impacted you in a particular situation?

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