

Ada Developers Academy & Paradigm Shift Seattle

PRE-COHORT EQUITY CURRICULUM

Who We Are

Paradigm Shift Seattle is a BIPOC collective based in Seattle, WA. We believe that liberation through decolonization, radical re-imagination and action are individual and communal pursuits. A core component of this liberation process is centering the consciousness, healing and activation of everyone we encounter. We seek to support organizations in their accountability to anti-racist behaviors, systems, and policies for their staff and communities through tailored partnership. Regardless of where you are on your journey, we take a relationship-first approach to offer strategic guidance and short and long-term organizational planning, while centering the experience of BIPOC participants and staff.

Overview

As you kick off your onboarding equity curriculum, we will focus on big picture concepts, frameworks, and shared language that will support you entering your Ada cohort experience. During these pre-cohort weeks, we will create a common foundation and entry point for Ada community members into our equity framework. We will explore the overarching questions: ***Who are we? What is the “water we swim in” and how have we been impacted? How do we take care of self and our communities?***

- Align on commonly used equity terms, and begin exploring what we already know and need to learn more about
- Introduction to a macro level framework for contextualizing how power and oppression manifest
- Explore the ways our identities have been socialized over our lifetime, with a deeper dive into gender
- Consider how our cultural contexts impact who we are as leaders, and why we do this work
- Reflect on the concept of “care” and how we might practice care for self and our communities

All of this content has been curated for your experience. There is a cycle of learning, digesting, processing over time and reflecting on how this content relates to your own personal experience that is iterative. By no means are you meant to leave as an “expert” in these topics- this is a lifelong journey.

What

Below you will find your self-directed content. For each topic, you will find a piece of material to interact with (whether that be a video, article, or other written materials), accompanied by a reflection activity. This reflection activity could come in the form of individual journaling that you do in a place that makes sense to you, or be more structured in a template. We ask that you do your journaling in a place you can save, and come back to during our workshop. The content is designed to be completed at your own pace, leading up to our workshop in February and will take anywhere between 4-6 hours. We recommend you do all components within a grey box together in one sitting. We look forward to processing and making meaning together in a workshop space at the end.

Intro: This work happens in community with others, and having a shared language will support our group in moving through the content together. Notice when you encounter a term that you know a lot about, and when they might be new for you. Consider, why might that be?

Session Topic	How You Will Engage	Content/Activities	Notes	Est Time: 35 min
Language Building	READ <ul style="list-style-type: none"> ✓ Read over the terms in the Language Building packet 	Language Building Glossary On your own	This will serve as a foundational glossary. You will come back to it as we move through the content. Consider journaling in a place you can keep and revisit.	15 minutes
	JOURNAL <ul style="list-style-type: none"> ✓ As you are reading, consider: <ul style="list-style-type: none"> a. What terms are you most familiar with? Why might that be? b. What terms are you least familiar with? Why might that be? c. What terms are you looking forward to learning more about? 			20 minutes

Intro: This content will support us in unpacking the “water we swim in”- the notion that there is an invisible force at play that can be hard to see or name, because like a fish in a bowl, it is a water that is all around us. This unpacking supports our ability to be more specific in our language about those forces as play and their impacts.

Session Topic	How You Will Engage	Content/Activities	Notes	Est Time:25 min
The “Water We Swim In”	WATCH <ul style="list-style-type: none"> ✓ YouTube video on the 4 “I’s” of Oppression 	The 4 I's of Oppression Video The 4 I's of Oppression Overview		5 minutes
	READ <ul style="list-style-type: none"> ✓ The 4 “I’s” of Oppression overview document 			10 minutes
	JOURNAL <ul style="list-style-type: none"> ✓ What might be some other examples of Ideological Oppression? How do those ideas manifest in Institutional, Interpersonal, and Internalized oppression/superiority? 			10 minutes

Intro: Now that we have centered on the system we are all born into, we will pause to look at our different social identities, and the ways they have been socialized to us over time.

Session Topic	How You Will Engage	Content/Activities	Notes	Est Time: 60min
How Socialization Manifests	COMPLETE <ul style="list-style-type: none"> ✓ Your own identity wheel, along with noting where power and privilege come with those identities 	Identity Wheel	Do this activity first, before reading about the Cycles of Socialization.	15 minutes
	READ <ul style="list-style-type: none"> ✓ The Cycles of Socialization 	Cycle of Socialization		30 minutes
	JOURNAL <ul style="list-style-type: none"> ✓ Choose 1-2 identities. What were some of the messages you heard that socialized that identity for you? When and by whom? What were the impacts of those messages? 	On your own	Consider journaling in a place you can keep and revisit.	15 minutes

Intro: As we come to know and name the systems we live within, and our various identities within, we get to know who we are and what we care about in a deeper way. The following activities are designed for deeper self reflection into all that is “you.”

Session Topic	How You Will Engage	Content/Activities	Notes	Est Time: 60min
Who Am I in The Work?	JOURNAL <ul style="list-style-type: none"> ✓ This activity to consider how your familial cultural context plays a role in how you view leadership 	Cultural Leadership Frames	Directions for activity in link	30 minutes
	COMPLETE <ul style="list-style-type: none"> ✓ The 5 Why's 	The 5 Whys Activity	Here is an example, if you need support: The 5 Whys Example	30 minutes

Intro: Writer Audre Lorde elevated the idea of self-care as self-preservation within the context of surviving systems of oppression. This idea became popular in mainstream media and lost much of the groundedness as a practice of resistance. For this topic, you will reflect on your past and current experience with self care, listen to some insight on self care, and then reflect on areas of care in your life.

Session Topic	How You Will Engage	Content	Notes	Est Time: 35 min
Self Care	JOURNAL <ul style="list-style-type: none"> ✓ What are some of your first experiences and/or understandings of self-care? 	On your own	Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	10 min
	WATCH <ul style="list-style-type: none"> ✓ Follow these links to watch activist/organizers Alicia Garza and Angela Davis talk about radical self-care. 	Alicia Garza on Radical Self Care Angela Davis on Radical Self Care	Take notes if it's helpful for processing and recalling information!	10 mins
	ACTIVITY <ul style="list-style-type: none"> ✓ Use this self care wheel template to reflect on self-care/wellness in your life. 	Self Care Wheel Directions Self Care Wheel Suggestions Self Care Wheel Blank		15 mins

Intro: Building on self care, community care serves as a source of healings as well as protection from systems of oppression. Community care acknowledges that people need people and that weathering the impacts of systems of oppression requires collective support. We will explore community care through some journaling, reading articles, and a reflection activity.

Session Topic	How You Will Engage	Content	Notes	Est Time: 40 mins
Community Care	JOURNAL <ul style="list-style-type: none"> ✓ What has your experience been with giving care to others and receiving care from others? 	On your own	Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	10 mins

	READ <ul style="list-style-type: none"> ✓ Read this article by DEI Practitioner Fatima Dainkeh. 	Fatima Dainkeh Article	Take notes if it's helpful for processing and recalling information!	15 mins
	JOURNAL <ul style="list-style-type: none"> ✓ When you think about your identities where you are privileged, what ways are you open and willing to give care to others? When you think about your identities where you are harmed, what support would you want from folx with privilege in those identities? 	On your own	Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	15 mins