

# Ada Developers Academy & Paradigm Shift Seattle

## WEEK 5 & 6 EQUITY CURRICULUM

### Overview

Over the past three weeks, you all have had the opportunity to gain some common language and frameworks to understand systems of power and our experiences with them, along with what energizes you when it comes to dismantling systems of oppression.

These next two weeks will be focused on how we account for the ways that systems of oppression impact us as individuals and communities. We are going to explore how care and accountability support us with healing from the effects of systems of oppression and how the practice of true accountability heals and disrupts punitive power dynamics and reimagines a new future for reconciliation and healing.

### What

This section contains your content for the next couple weeks. For each topic, you will find a journal prompt, piece of material to interact with (whether that be a video, article, or podcast), accompanied by a reflection activity. This reflection activity could come in the form of additional journaling or be more structured in a template. Estimated times are a suggested minimum. Feel free to engage for as much time as you want! We look forward to processing and making meaning together at the end of the cycle during the reflection session!

**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	<b>JOURNAL</b>  ✓ What are some of your first experiences and/or understandings of self-care?		Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	10 min
	<b>WATCH</b>  ✓ Follow these links to watch activist/organizers Alicia Garza and Angela Davis talk about radical self-care.	<a href="#">Alicia Garza on Radical Self Care</a>  <a href="#">Angela Davis on Radical Self Care</a>	Take notes if it's helpful for processing and recalling information!	10 mins
	<b>ACTIVITY</b>  ✓ Use this self care wheel template to reflect on self-care/wellness in your life.	<a href="#">Self care wheel directions, self care, reflection template, and self care suggestions</a>		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: 60 mins
Community Care	<b>JOURNAL</b> <ul style="list-style-type: none"> <li>✓ What has your experience been with giving care to others and receiving care from others?</li> </ul>		Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	10 mins
	<b>READ</b> <ul style="list-style-type: none"> <li>✓ Read this article by writer, academic, and organizer Nakita Valerio.</li> <li>✓ Read this article by DEI Practitioner Fatima Dainkeh.</li> </ul>	<a href="#">Nakita Valerio</a>  <a href="#">Fatima Dainkeh</a>	Take notes if it's helpful for processing and recalling information!	15 mins
	<b>ACTIVITY</b> <ul style="list-style-type: none"> <li>✓ Complete care pod activity written by writer, educator, and organizer for disability justice and transformative justice, Mia Mingus, for the Bay Area Transformative Justice Conference.</li> <li>✓ You can fill out this template reflecting on harm as suggested in the article. You can also fill out the form thinking about your general care and wellness in connection to others.</li> </ul>	<a href="#">Mia Mingus</a>  <a href="#">Link to Care Pod Mapping activity template</a>  <a href="#">and edited article and directions</a>	<b>CW for Mia Mingus article:</b> Care pods was created by a community organization within the context of protecting young people from sexual abuse. You will find this experience described in the article. Feel free to follow the link to the activity template for some context from the article and directions.	25 mins
	<b>JOURNAL</b> <ul style="list-style-type: none"> <li>✓ In what ways are you open and willing to give care to others? How might this be the same or different from ways you've traditionally cared for others?</li> </ul>		Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	10 mins

**Intro:** In addition to care, accountability for harm is important to hold as we endure systems of oppression, heal ourselves, support the healing of others, and create patterns of being in healthy relationship with ourselves and each other. We will explore accountability through journaling, reading an article, and a reflection activity.

Session Topic	How You Will Engage	Content	Notes	Est Time: 35 mins
Accountability	<b>JOURNAL</b> <ul style="list-style-type: none"> <li>✓ How have you experienced addressing harm in your life? What's been useful? What hasn't been useful?</li> </ul>		Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	10 mins
	<b>READ/WATCH</b> <ul style="list-style-type: none"> <li>✓ Read this article by organizers, Vivette Jeffries-Logan, Michelle Johnson, Tema Okun</li> <li>✓ Watch this video where adrienne maree brown, Mia Mingus, Stas Schmiedt, Ann Russo, Esteban Kelly, Martina Kartman, Priya Rai, and Shira Hassan talk about transformative justice.</li> </ul>	<a href="#">Vivette Jeffries-Logan,</a> <a href="#">Michelle Johnson,</a> <a href="#">Tema Okun</a>  <a href="#">adrienne maree brown, Mia Mingus, Stas Schmiedt, Ann Russo, Esteban Kelly, Martina Kartman, Priya Rai, and Shira Hassan</a>	Take notes if it's helpful for processing and recalling information!	12 mins
	<b>JOURNAL</b> <ul style="list-style-type: none"> <li>✓ You can choose one or more of these prompts or free write on what's coming up for you.</li> <li>✓ Journal Prompts:               <ul style="list-style-type: none"> <li>o How do this reading and video intersect with your experience of addressing harm/accountability?</li> <li>o How have concepts around transformative justice and accountability showed up in your experience?</li> <li>o What ideas around transformative justice and accountability resonate with you and/or give you pause?</li> </ul> </li> </ul>		Reflect on this question using a medium that feels comfortable and in a place that you can refer to later.	15 mins

**ADDITIONAL WATCHING**

- ✓ These are some great videos of folx in the field of anti-violence and transformative justice speaking about the dynamics and issues in the field. These talks are hosted by Barnard College.

[What is accountability?](#)  
[Addressing Harm](#)