

# ADA Developers Academy & Paradigm Shift Seattle

## WEEK 3 & 4 EQUITY CURRICULUM

### Overview

In weeks 1 and 2 you had the opportunity to explore some baseline definitions that will support you in having common language around social justice work. After reflecting on those terms, you were able to engage in some reflection around how “the water you swim in” has manifested in your life experiences within the system via the cycle of socialization. In weeks 3 and 4, we will be zooming out to give context around how these cycles began and how oppressive ideologies manifest in our country and become social justice issues. Afterwards, we will begin defining our unique paths around decolonization to explore the overarching question: **What is our place in the movement?**

#### Week 3 & 4 learning outcomes

- Explore the concept of colonization and how it has manifested
- Explore new terms/ concepts that are connected to colonization
- Make connections between colonization and social justice issues our nation experiences
- Explore different ways folks are engaging with their journeys around decolonization
- Explore their own “why” for engaging in the process of decolonization
- Uncovering concepts/ ideas they might be interested in exploring as they move forward in their journeys.

### What

This section contains your content for the next couple weeks. For each topic, you will find a 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 individual journaling that you do in a place that makes sense to you, or be more structured

In order to get at some of the root issues impacting our country, it is important to zoom out enough to see the underlying issues. This week will be about grounding ourselves in what colonization is so that we can more clearly understand our roles in the fight for social justice.

Session Topic	How You Will Engage	Content/Activities	Notes	Est Time
<b>Week 3: Understanding colonization</b>	<b>READ</b>  ✓ Read over the narrative we've created to explain the concept of colonization and how it has manifested	<a href="#">Narrative unpacking colonization</a>		20 minutes

	<p><b>JOURNAL</b></p> <ul style="list-style-type: none"> <li>✓ As you are reading, consider:             <ol style="list-style-type: none"> <li>a. In what ways might white supremacy, patriarchy, and/or human supremacy be connected to social justice issues we're currently experiencing in our nation?</li> <li>b. What resonated with you as you read the narrative?</li> <li>c. What are topics/ideas you might want to explore further after reading the narrative?</li> </ol> </li> </ul> <p><b>EXTRA CREDIT</b></p> <ul style="list-style-type: none"> <li>• Read over this article around how colonization has impacted the tech industry</li> </ul>			
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“We must transform ourselves to transform the world.” The systems designed by colonizers to uphold supremacist ideologies have also been created/replicated inside of us – much like the cycle of socialization. Because of this, we have the most leverage to make change when we do the internal work of pushing towards our own liberation within oppressive systems. This week, we’d like to offer up a few examples of what decolonization has looked like for other folks and give you all the opportunity to reflect on what you might want to explore in your own quest for liberation. The answers you uncover this week will support you in unpacking the ways you personally want to feel liberated as you join a movement for a more equitable and just system.

Session Topic	How You Will Engage	Content/Activities	Notes	Est Time
<p><b>Week 4: The decolonization journey</b></p>	<p><b>CHOOSE YOUR OWN ADVENTURE</b></p> <ul style="list-style-type: none"> <li>✓ Watch one or more of these Youtube videos that illustrate ways folks have begun their journeys of decolonizing their minds and joining the fight for a more just world.</li> </ul> <p><b>REFLECT</b></p>	<p><a href="#">Decolonizing beauty standards</a></p> <p><a href="#">Decolonizing sexuality and gender</a></p> <p><a href="#">Decolonizing our food system</a></p> <p><a href="#">Decolonizing our thoughts around race: Being an anti-racist</a></p>	<p>We’ve attached a version with an example of a reflection</p>	<p>20 minutes max</p>

	<p>✓ Download a copy and complete the “5 Why’s” activity to reflect on why decolonization might be important to you.</p>	<p><a href="#">“5 Why’s” activity</a></p> <p><a href="#">“5 Why’s” activity (modeled)</a></p>	<p>to support you in navigating the activity.</p>	<p>30 minutes max</p>
	<p><b>JOURNAL</b></p> <p>✓ Your place in the social justice movement will be unique to you and inspired by the ways you’ve been impacted/activated by oppressive systems and ideologies.</p> <p>After reflecting on your deepest “why”, what topic (s) might you currently be curious to explore in your journey towards decolonization?</p>			<p>10 minutes max</p>