

Ada Developers Academy & Paradigm Shift Seattle

WEEK 1 & 2 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 staff.

Overview

Weeks 1 & 2:

As you kick off your pre-cohort equity curriculum, we will focus on big picture concepts, frameworks, and shared language that will support weeks 3-6. During these first two weeks, we will create a common foundation and entry point for Ada community members into our equity framework. We will explore the overarching question: ***What is the “water we swim in” and how have we been impacted?***

- 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
- Dive into how this socialization has impacted ourselves and those we engage with

Weeks 3 & 4:

In weeks 3 & 4 we will be defining what it means to join the liberation movement, and providing some guiding activities to help you reflect on what your passions might be within this movement. To do so, we will zoom out and contextualize what colonization is, then zoom in to make connections around how some of these oppressive systems intersect with you and activate you as an agent of liberation that strives to decolonize yourself and the communities you're a part of.

Weeks 5 & 6:

Weeks 5 & 6 will be focused on how we account for the ways that systems of oppression impact us as individuals and communities- and explore the necessities of being in relationship in ways that honor people and communities. We will explore concepts around conflict, repairing of harm, and care webs while grounding ourselves in our own experiences with these ideas.

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

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 a template. We look forward to processing and making meaning together at the end of the cycle!

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 for our 6-week curriculum. You will come back to it as we move through the content.	15 minutes
	JOURNAL <ul style="list-style-type: none"> ✓ As you are reading, consider: <ol style="list-style-type: none"> What terms are you most familiar with? Why might that be? What terms are you least familiar with? Why might that be? What terms are you looking forward to learning more about? 		Consider journaling in a place you can keep and revisit.	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 	4 I's of Oppression Video		5 minutes
	READ <ul style="list-style-type: none"> ✓ The 4 “I’s” of Oppression overview document 	4 I's of Oppression Overview		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? 		Consider journaling in a place you can keep and come back to.	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