

Social Justice:

Emotional Strategies for Change Making

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What Social Justice Work Can Look Like in Higher Education

How can we as advisors push for more equitable change? There are lots of ways. We can:

- Examine and change policies that inequitably impact our students.
- We can make an effort to include voices that are not in the room.
- We can ask questions that break down the status quo:
 - How will this affect trans students?
 - How many voices of color were included when writing this policy?
- We can engage our advisees and colleagues in discussion about power and privilege.
- We can form communities and coalitions of allies and co-conspirators, working collectively towards change, and supporting and holding each other accountable.
- We can examine what are the larger values my institution is adopting, and how is it impacting behavior in my department?
- What's within my purview of action that I can do today, tomorrow, and next week?

Learning Zone Model

Panic Zone - State where new learning is difficult, material overwhelms as it's so outside of what is known.

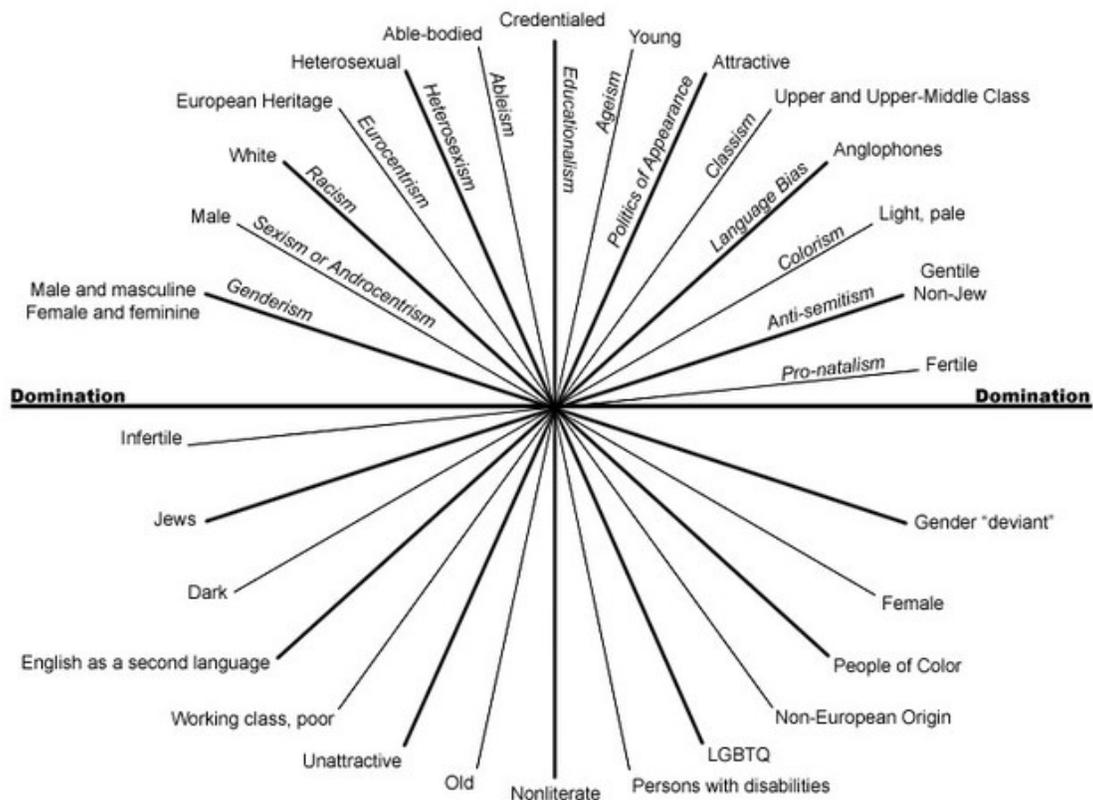
Learning Zone - Discomfort and challenge is experienced as new information is taken in and processed.

Comfort Zone - Sense of safety with what is known, can return here to rest and regroup.



Intersecting Axes of Privilege, Domination and Oppression

Adapted from Kathryn Pauly Morgan, "Describing the Emperor's New Clothes: Three Myths of Educational (In)Equality," *The Gender Question in Education: Theory, Pedagogy & Politics*, Ann Diller et al., Boulder, CO: Westview, 1996.



Reflecting On Identity

What do you need to learn because of your identities?

What do your identities help you see?

What do your identities make it harder to see?

Reflecting on What You Learned

What ideas were in the comfort zone for you?

What ideas were in the learning zone?

What ideas were in the panic zone? How did you know you were moving too far beyond your comfort zone?

How do you know that certain emotions are coming up? What are the physical sensations?

When you experience overwhelmingly strong emotions, how do you care for yourself? Do your strategies depend on which feeling you're experiencing?

Connecting Mindfulness, Advising and Social Justice

If you had greater comfort in working with identity power differentials how would that change your advising practice?

If mindfulness allows us to become more aware of cultural norms, social dynamics and instances of oppression, how would that impact your advising practice?

If you knew that you were going to respond to yourself with compassion, how would that impact your social justice advising?

Social Justice Identity Care Plan

Think back to an experience that activated you and the identity that it was connected to - it may be a privileged or oppressed identity, it may be a combination of both (e.g. white woman). You will work through each question to identify what are your emotions, resources etc. to practice centering yourself and maintaining your own social justice goals.

Identity (or cluster of identities) <i>See sample list</i>	
Activating Event <i>e.g. experiencing or perpetrating a microaggression</i>	
Emotions <i>e.g. Sad, angry, disappointed, see example</i>	
Strategies <i>e.g. caring for your emotional needs, grounding exercise, self-compassion activity</i>	
Learning <i>e.g. how to sit with discomfort or learn about the identity and culture of others better. Something that lands in your learning zone</i>	
Community Resources <i>See list of resources on following pages</i>	
Allies/support systems <i>e.g. folks to give you feedback and perspective</i>	
Actions (internal or external) <i>SMART Goal if appropriate (Specific, Measurable, Achievable, Realistic, Timely)</i>	

Resources

Self Compassion Test from the Center for Mindful Self Compassion

[Take the Self-Compassion Test \(centerformsc.org\)](https://www.centerformsc.org/)

Recorded Meditations with Rhonda Magee

[Meditations - Rhonda V. Magee](https://www.rhondamagee.com/meditations)

UC Davis Mindfulness Resources

[Mindfulness | Safety Services \(ucdavis.edu\)](https://www.ucdavis.edu/safety-services/mindfulness) *(your institution may have additional resources)*

How Privileged Am I?/Privilege Checklists

<https://projecthumanities.asu.edu/content/how-privileged-are-you>

Backdraft Response to Self Compassion

Chris Germer What to do with Backdraft <https://vimeo.com/207351724>

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Do not be dismayed by the brokenness of the world. All things break. And all things can be mended. Not with time as they say, but with intention. So go. Love intentionally, extravagantly, unconditionally. The broken world waits in darkness for the light that is you.

-L. R. Knost.