

Appendix B:

Systems Tools

Compass
AEIOU Protocol
3 C's of Change
Capacity Equation
CLEAR



BELIEVING

soul

What do you care about?

What is important to you?

What values do you hold?

Happy

Sad

Angry

Annoyed

Excited

Hurt

Confused

Fearful

Nervous

Hopeful

Worried

Embarrassed



FEELING

heart

THINKING

mind



What are you curious about?

What questions do you have?

What are your thoughts in the moment?

What does action look like to you?

What would your response be?

ACTING

hands and feet



PROTOCOL

To Identify and Respond to the Impact of Race and Culture

Ask questions

- Start with self-reflection
- Seek various racial perspectives
- Inquire mindfully

Engage fully

- Embrace discomfort
- Commit to ongoing conversations about race

Isolate race and culture

- Examine the impact and intersection of race and culture
- Understand the social construction of race

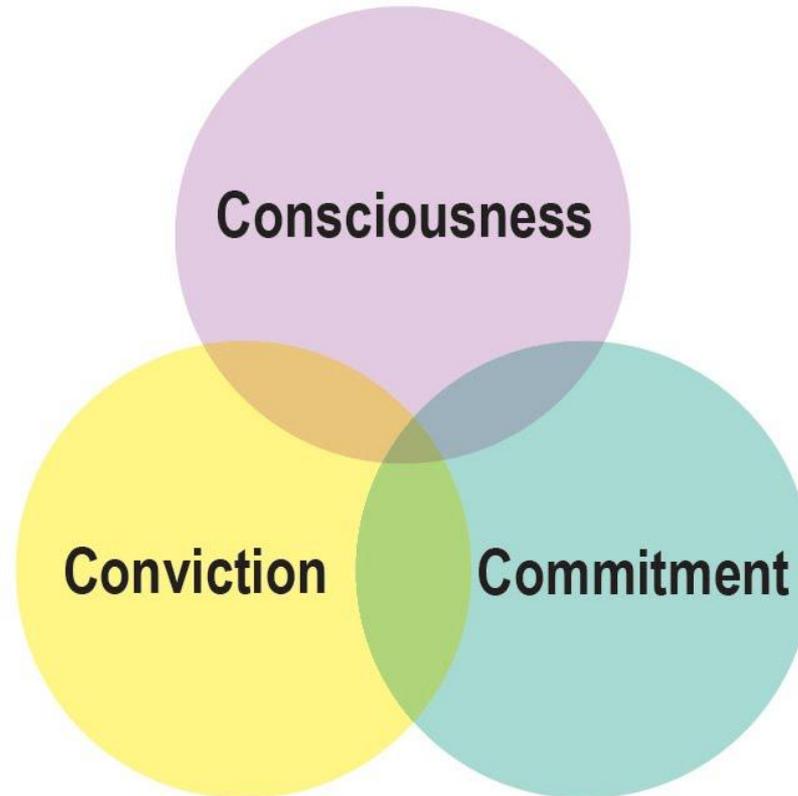
Own where you are

- Analyze your own racial and cultural identity
- Share your own racial and cultural lived experiences
- Investigate the role and presence of whiteness

Use what you learn to impact change

- Identify and respond to racialized experiences
- Address racial and social dominance/privilege
- Continue to develop racial consciousness, measure conviction, and implement commitment

3 C's of Change



CAPACITY EQUATION

$$(K + S) \times W = C$$

Knowledge = Valued information

Skill = Ability to apply knowledge

Will = Personal investment

Capacity = Maximum aptitude

The CLEAR Model



Cultural- emphasizes the human purpose of what is being learned and its relationship to the students' own culture.



Learning- encourages students to make choices in content and assessment methods based on their experiences, values, needs, and strengths.



Equitable- respectful learning environments in which students racial and ethnic diversity is valued and contributes to successful academic outcomes.



Achievement- includes multiple ways to represent knowledge and skills and allow for attainment of outcomes at different points in time.



Responsive- through positive relationships, rigorous learning experiences are created involving higher order thinking and critical analysis used to address relevant, real(ness) world issues in an action-oriented manner.



Responsive

$$(R + R) \times R = R$$

Relevance Realness *Relationship Rigor*