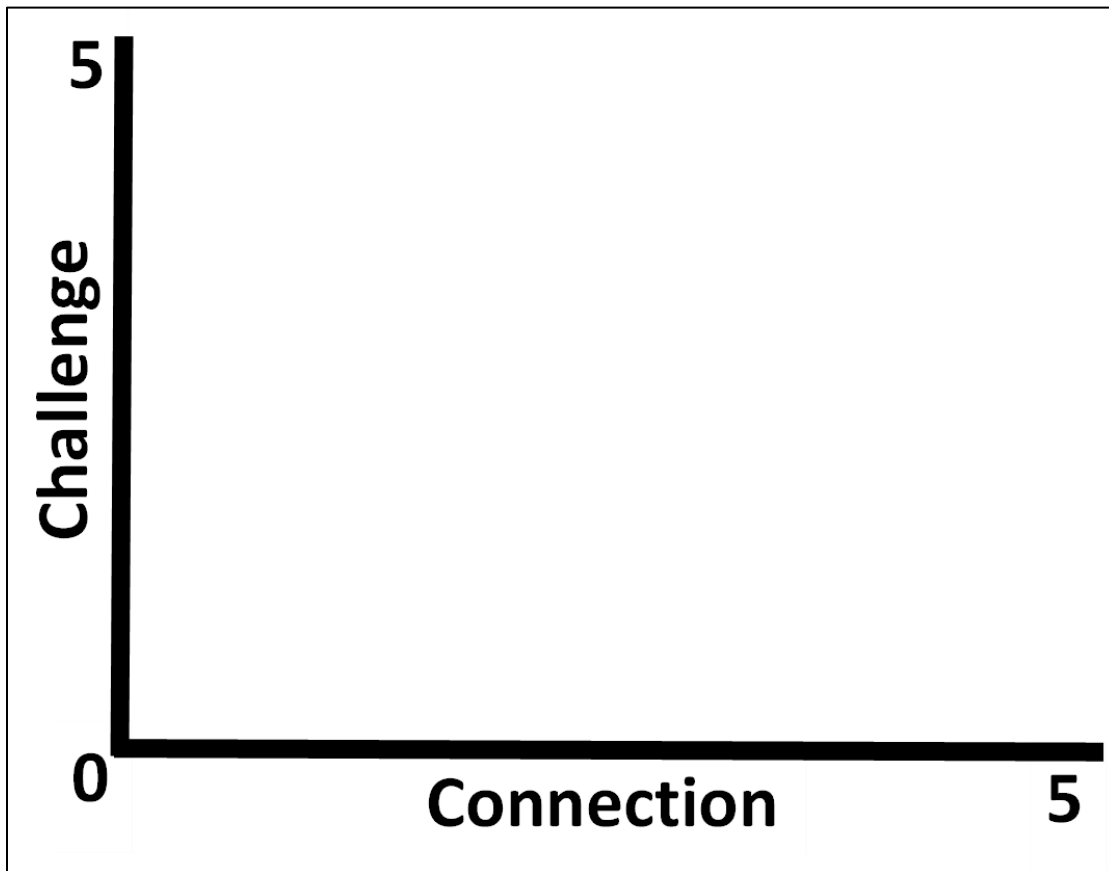




## The Social Discipline Window and Equity Activity

The Social Discipline Framework is both a window or lens by which we can understand the world and social phenomena, but it is also a window by which we can understand ourselves. This activity helps in utilizing the framework to self-reflect on our equity work.

1. Think of a recent challenging conversation that related to equity issues. Perhaps it was about an incident that happened, a policy that impacted people's rights, or activism about an issue. Take a moment to really consider how you showed up in that conversation.
2. The illustration below is an opportunity to graphically display how you showed up in that conversation.



3. Place a dot along the horizontal (x axis) line to indicate your level of connection in the conversation. In other words, how much compassion, vulnerability, understanding and love did you exemplify in that conversation? A level 5 would be the highest level of connection. Let's be honest!

4. Okay, now place a dot along the vertical (Y axis) line to indicate your level of challenge in the conversation. How much accountability, expectation and pressure did you raise in that conversation? Again, be honest with yourself.

5. Go ahead and plot your coordinate on the graph (see example)

6. Take a moment to consider these questions for reflection. Perhaps journal your responses:

- What power showed up in the conversation? Who spoke most, loudest or passionately?
- What privilege did you bring into the conversation? Did you react to any privilege or lack thereof by others? If so, how?
- What blind spots can you now see that you had at the time? How did that impact your level of connection and challenge?

7. Let's return to your graph above and draw a vertical line from about 2.5 on the X axis upwards and from about 2.5 on the Y axis over.

8. This now indicates which box on the Social Discipline Window you were in during that conversation.

9. How does this identification of the box align with how you believe that you show up naturally and most often?

10. What would [or perhaps did] showing up in the WITH box look like in this conversation? What would have been the benefits of showing up in this way? What would have been the costs?

