

BUILDING FOR EQUITY

REFLECTION QUESTIONS

Phase 5 / Step 4

This tool provides questions to support a collaborative reflection activity as an integral step within an equity-minded design process. These may be answered individually, in group dialogue, or through another process selected by the group.

Description

- In your own words, what happened during this project?
- What was your role, and how did it evolve?
- What resulted from your work on this innovation?
- What evidence of bias, inequity, or other problematic elements surfaced in the development of this work?

Feelings

- What did you feel before this project began? During the work? Now?
- How do you think other people feel about this work? Is that different from how you feel? Why/why not?
- Do you feel better or worse about issues of equity in your setting following this project?
- At what points did you feel uncomfortable, if any? Why?
- Were any voices unheard or feelings hurt over the course of this work? How?

Evaluation

- What went well with this endeavor? What went poorly? [Subjectivity is OK here.]
- What do you think were the most positive outcomes? The least?
- What did you contribute to the success of the work? What did others contribute?
- How has this work served to eliminate, or perpetuate, inequities?
- What work still feels unfinished, if any?

Conclusions

- What conclusions can you draw from your previous reflective responses?
- What conclusions can you draw when considering your responses alongside those of others?
- How could this process have been more positive for those on the design team?
- What would you do differently in a future collaboration for equity-minded school change?
- What skills should you, or others, develop to ensure greater success with similar endeavors in the future?

Analysis and Action

- What areas of inequity still exist that need to be addressed? [Subjectivity is OK here.]
- What should the group consider more carefully or look at more closely?
- What feels unfinished?
- What is your personal plan of action?
- What do you think the group's next steps should be?

