

Learning Exchange: And Justice for All

Reporter: David Schoem

- What **innovations, ideas, opportunities, and/or action steps** received the most support among your group?
 - Organize a pre-conference on privilege
 - DD orgs should return home from this conference and seek to identify their own gaps; consider justice issues; whether they/we can lead with a social/racial justice orientation
 - Next conference have a plenary on social/racial justice
 - Offer deep case presentations from communities
- In the probes (suggestions, not mandatory questions), we ask about **language, assessment, and technology**. Please share with us anything regarding these topics that resonated with your group.
 - The language of “inclusivity,” when used by organizations dominated by whites and privileged groups, suggests continuing ownership of the activity by the dominant group with an invitation to other groups to participate in “their” organization’s activity
- In the probes, we ask about **justice, equity, and freedom**. Please share with us anything regarding these values that resonated with your group.
 - Flip the frame from how does soc/racial justice fit into DD to How does DD fit into soc/racial justice work?
 - Hold conference/sessions with a dialogue for DD and soc/racial justice participants. Careful planning first for this dialogue is critical.
 - Focus on goal of change rather than on DD; DD is one of many processes to effect change
 - Name –beyond race – class, sexual orientation, gender, etc.
 - Conversation needs to be about the process, not numbers/demographics; create a just process
 - Democracy, without intentional focus on social justice, may/will not necessarily include all groups as we know too well from the American historical experience. Deliberative democracy, like democracy, is a great idea – but will it serve to bring the voice of all social identity groups or merely broaden the participation of elites in society who have felt disenfranchised for so long. An approach that ignores social/racial justice is a kind of “Trickle-down” democracy approach for marginal groups. It will not work.
- Were there **people** in your group who were interested in working on these ideas? (If so, please be specific about who and the plans being hatched.)
- Based on the discussion, what do you think should be the **top priorities** for educators and practitioners?

- Additional comments:
 - About 60 people attended this session (and a dozen attended the follow-up). At this first session about 80% of participants were women and 40-50% were people of color – a very different demographic profile from sessions that focused on DD. This demands attention.