

# Social Justice Literacy in Colorado Secondary Schools:

Intersectional Principles and Practices for Equitable Learning

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# Foundations of Social Justice Literacy

**When and Where We Enter**

# What is Equity Literacy?

**Definitions**

# Equality Vs Equity

Everyone is assumed to be the same and have the same access

Based on assumption of sameness,

Doesn't recognize difference

Assumes that power and privilege do not exist

Only addresses providing same opportunities and access

People are valued in their uniqueness

Understand that differences exist and adjusts for them

Assumes that all contexts are laden with power

Based on fairness as an antidote to privilege

—Based on addressing outcomes

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# Paul Gorski

*“Equity Literacy: Definitions and Abilities”* from  
<https://www.equityliteracy.org/equity-literacy-definition>

“Equity literacy is a **framework** for cultivating the knowledge and skills that **enable us to be a threat to** the existence of **inequity** in our spheres of influence. More than cultural competence or diversity awareness, equity literacy prepares us to see even **subtle ways** in which **access and opportunity are distributed unfairly** across race, class, gender identity, sexual orientation, (dis)ability, language, and other factors. By recognizing and **deeply understanding** these conditions, we are **prepared to respond** to inequity in transformational ways in the immediate term. We also strengthen our ability to foster longer-term change by redressing the bigger institutional and societal conditions that produce the everyday manifestations of inequity.”

# **Understanding Power, Privilege, & Difference**

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# THINKING ABOUT POWER

## POWER OVER



## POWER FROM WITHIN





# MORE POWER

**POWER WITH  
(SOLIDARITY)**



**POWER UNDER**



# SOCIAL POWER

## EARNED



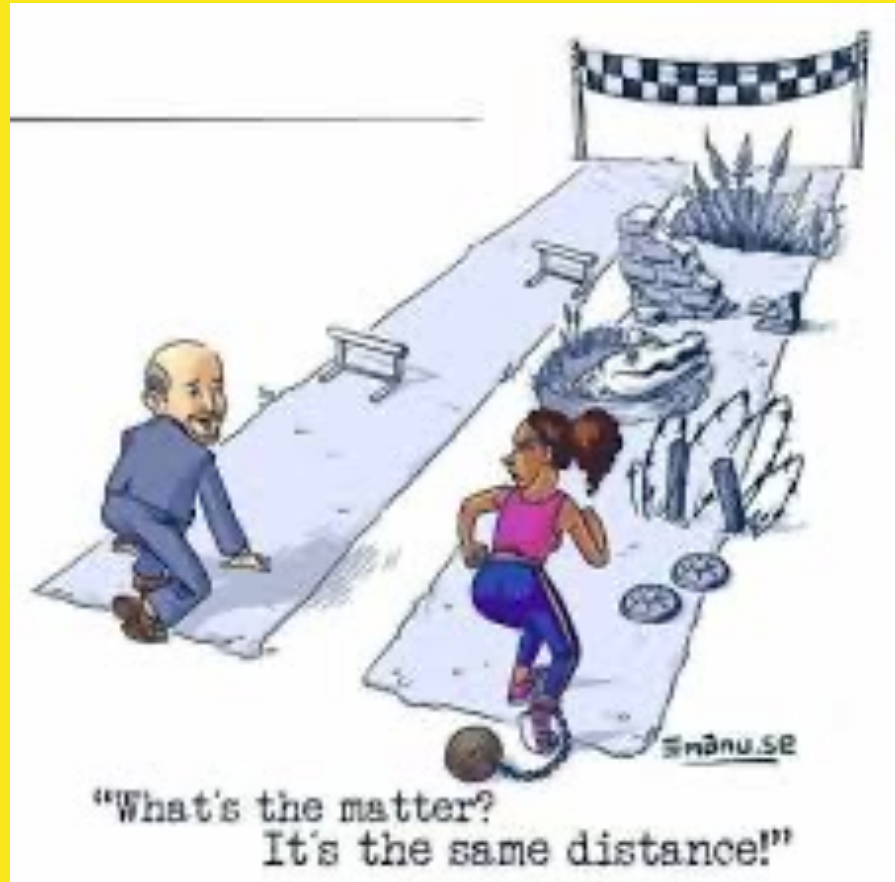
## UNEARNED

### EXAMPLES OF SOCIAL POWER



# PRIVILEGE

HOW DOES IT WORK?



# Patterns of Power

**Where are  
you from?**



# Self-Reflexivity Thru Social Location

A Tool for Equitable Relations

Reflections on Healing

## WHAT IS SELF-REFLEXIVITY?



*Super Powered Reflection for Personal Growth*

# Self-Reflexivity

**Self-Reflexivity:** To intentionally examine how and why you come to a particular set of beliefs, values, ideas and knowledge in the context of broader power relations (gender, race, class, sexuality, abilities, age, religion, nationalities, etc.) (p. 15)

- Purpose of critically analyzing one's own social position or relationship to power (oppression and privilege) to determine how they may be unintentionally contributing to the oppression of others whether through direct or indirect participation in oppressive acts against others, or by passively benefitting from said systems of oppression.

# Social Location

What does it mean?

- ❖ A **conceptual framework** that allows for **close attention** to “women’s social location within the social structure, that is, in looking at the **social spaces created by the intersection of class, race, gender, and culture**” (Zavella, 1997, 187).
  - ❖ Emphasizes the **dialectical process** in which **historical conditions**, including **cultural traditions**, and the **social construction of self occurs**” (Ibid: 188).
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**Who Am I?**  
**A SOCIAL LOCATION**  
**EXERCISE**

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# CLOSING INSIGHTS

**ONE WORD TO DESCRIBE YOUR LEARNING**