



## Practice-Based Coaching: Components and Implementation Strategies

*Activity: Reflection on Culture and Equity*

### Think-Pair-Share

Coaches are able to build stronger collaborative partnerships when they understand that concepts, relationships, and practices are embedded in culture. This means thinking critically about cultural identities and their relationships to privilege and oppression. It also means examining interactions and teaching practices through an equity lens.

### Objective

The purpose of this activity is to reflect critically on one's own cultural identity and relationship to privilege and oppression.

### Instructions

#### Discussion

Reflect on the questions below.

1. Am I aware of my own cultural identity and history? How comfortable am I about who I am?
  - a. Am I aware of biases I may hold and how these biases may influence my actions?
  - b. Do I acknowledge interpersonal power dynamics related to privilege and oppression that may influence relationships with others?
  - c. Do I seek to foster my own personal growth by learning from others with diverse cultural and linguistic backgrounds and experiences?
  - d. Do I view diversity and exceptionalities as strengths? Do I believe that ALL children can succeed regardless of their race, gender, ethnicity, language, or ability?
  - e. Am I able to give accurate, honest answers to questions about differences and am I comfortable admitting when I do not know the answer to a question?
  - f. Am I able to intervene with ease when I hear comments that exclude someone, show bias, or are discriminatory? Do I know what to say and how to say it with ease? Do I model ways for responding to bias?
2. Choose one or two questions and share your reflections related to these questions with a partner.
3. Find a partner. Share your reflections. Discuss how you can build on your reflections to promote equity in your coaching partnerships.