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| SAMPLE INSIDE/OUTSIDE REFLECTION QUESTIONS |

I am aware of various forms of systemic oppression that are embedded in the institution of Education

X---------------------------------------------l---------------------------------------------X

Never Always

I have struggled with bias toward some groups that I acknowledge and am working on

X---------------------------------------------l---------------------------------------------X

Never Always

I have listened to podcasts, accessed inclusive news sources, and read books to increase my diversity knowledge

X---------------------------------------------l---------------------------------------------X

Never Always

I have reached out to people who are different than me to inquire about their experiences in life to better understand their perspectives and experiences

X---------------------------------------------l---------------------------------------------X

Never Always

**My Personal Self-Assessment**

I am aware of who is not at the table when making critical decisions specifically regarding underserved or over-represented populations?

X---------------------------------------------l---------------------------------------------X

Never Always

I have read and studied disparities in education consistently

X---------------------------------------------l---------------------------------------------X

Never Always

I have integrated cultural humility (it’s not just about me) and my life

X---------------------------------------------l---------------------------------------------X

Never Always

I have openly advocated for vulnerable and marginalized populations in my life & work

X---------------------------------------------l---------------------------------------------X

Never Always

I can name my individual biases that may impact my equity consciousness and decision-making

X---------------------------------------------l---------------------------------------------X

Never Always

I consistently integrate my understanding of equity concepts into my work programs/projects/services & parenting

X---------------------------------------------l---------------------------------------------X

Never Always

My professional and personal commitment to equity is the same regardless if I’m at work, home, or in my community

X---------------------------------------------l---------------------------------------------X

 Never Always

*(Sampson 9-7-22)*

*\*adapted from DHS Disproportionality Protocol*

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