Work 4 Change
&
Indiana University Bloomington
Department of Theatre, Drama
& Contemporary Dance

Spring 2023

Faculty, Staff & Students January 2023
Sharing Space

- This is a supportive space
- There is room for everyone
- Listen, Reflect, Share
- Your voice is valued. Your presence is appreciated
- Honesty is brave & will push you forward. We celebrate honesty
- Do not share each other's ideas, contributions, or narratives outside
As organizational members it may be difficult to separate organizational criticism from personal feelings.

If you feel targeted, emotional, or guilty, you are personalizing the process (me), rather than receiving the information as an organizational member (role).

This is another step forward in a long process of learning, growing, and building.
Spring 2023: Change & Communication

**Leadership:** Equity Vision and Moving Forward

**Critical Challenge:** Embedding Racial Equity

**Communication:** Threats to Power, Comfort, and Resources
PAUSE
THAT PUZZLING

HOW DOES THIS EXERCISE REPRESENT DTCD?

WHAT CAN WE APPLY FROM THIS ACTIVITY?
WHAT HAVE YOU BEEN MORE AWARE OF, OR OBSERVANT OF, USING AN EQUITY LENS OVER THE PAST YEAR?

HOW HAVE YOU SHARED YOUR OBSERVATIONS WITH OTHERS?
RESOLUTION-BASED APPROACH

EMBEDDING RACIAL EQUITY AT TDCD

COLLECTIVE TRAUMA
COVID-19 & RACISM

MICROAGGRESSIONS
RACE & INTERSECTIONAL ISMS

HEALING
PATHWAY TO BEING HEALTHY & SOUND
PHYSICAL & MENTAL PAIN GETS IN THE WAY OF EQUITY WORK

Stress & Anxiety

Body Aches: Neck & Back Pain

Headaches & Grief
GOALS

What do you need me to know as I plan to "finalize" our racial equity learning experience?

What outcome(s) would you like to achieve this semester?

What is missing?