

PEER-ASSESSMENT/CHECK-IN IN 5 AREAS BELOW

Recommend: Schedule a time with a social justice mentor (perhaps once/month) to go through each item below (and serve as a mentor to another colleague for the same). Articulate a detailed response. Commit to working on one of the items for your next check-in.

1) SOCIAL JUSTICE SCHOLARSHIP

- a) In what ways am I developing my social justice *vocabulary*?
- b) In what ways am I seeking out *academic readings and resources* on topics related to race, gender, class, disability, and other issues of social justice?
- c) In what ways am I continuing to situate myself in terms of my group memberships? E.g. can I name my own key social identities and articulate how one's identity is shaped individually as well as collectively? What identities are easier to work through (e.g. gender/sexuality), and which are more difficult (e.g. race/ethnicity)?

2) AS TEACHER (CLASSROOM DYNAMICS)

- a) How do I organize my classroom activities in response to dynamics of individual students with unique personalities, as well as a collection of social group members?
- b) How do I regularly revisit my curriculum choices to ensure that a diversity of authors are read by my students?
- c) How do I practice skills (such as avoiding good/bad, right/wrong binaries, practicing both/and thinking) when intergroup tensions arise in the classroom?

3) AS COLLEAGUE (WIDER WORKPLACE DYNAMICS)

- a) How do I get informed about the social justice initiatives that exist at my workplace?
- b) What is my plan to actively support the work of the Diversity office in my institution in order to support my colleagues, the staff, and the students here?
- c) If I am in a position of privilege (e.g. in terms of gender as masculine male, or race perceived as White), do I monitor my group's tendency to control and direct workplace interactions (such as meetings)?

4) AS SOCIAL BEING IN THE WORLD

- a) Have I practiced identifying and naming how racism functions in the world around me (at the drugstore, grocery store, among friendship groups, theatre and movies I attend)?
- b) How do I avoid remaining silent, how do I practice addressing racist and hetero/sexist incidences when they occur?
- c) Are there friends in my wider circle who make me cringe around their racism and hetero/sexism? How have I committed to working with them to reduce their racism/sexism?

5) BEING A MENTOR TO SOMEONE – BEING MENTORED BY SOMEONE

- a) Have I identified someone who is slightly ahead of me in the learning process, who I can check-in with and troubleshoot around challenging issues when they arise?
- b) Have I made myself available to serve as a mentor to someone who might need to check-in and troubleshoot challenging issues?
- c) What is my 1 month, 6 month, and 1 year plan to work on developing my skill set and vocabulary on one aspect of racism or hetero/sexism?