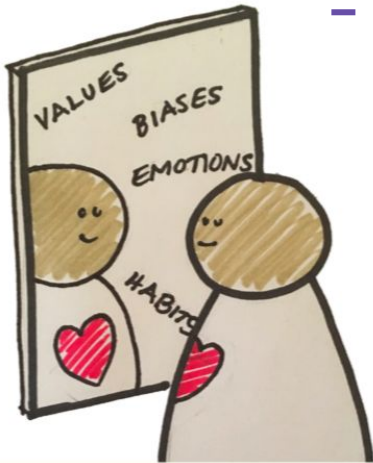


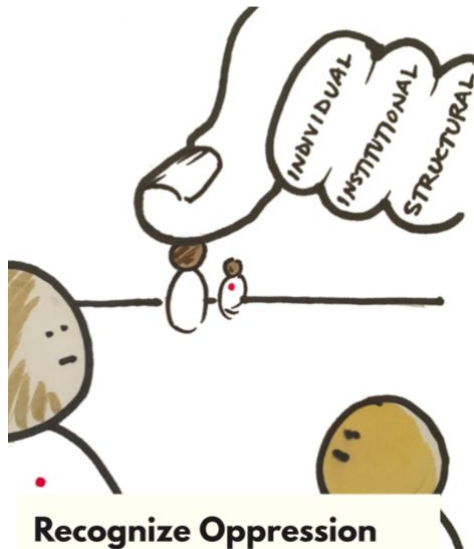
We invite you to try out these ways of using the Liberatory Design Mindsets! Please share any stories or feedback with us at: LiberatoryDesign@gmail.com and #LiberatoryDesign

Liberatory Design Mindset ACTIVITIES

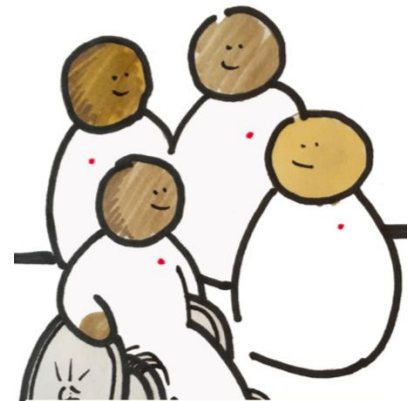
Prototype April 2020



Practice Self-Awareness

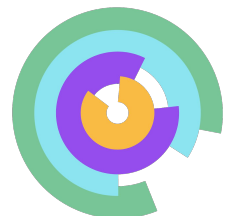


Recognize Oppression

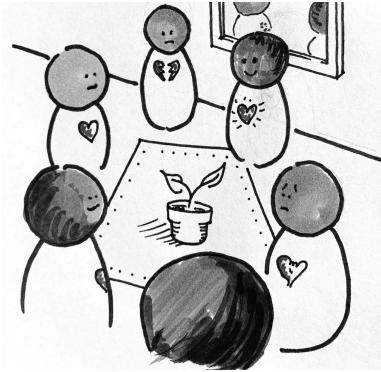


Seek Liberatory Collaboration

Liberatory Design is a complexity-centered approach to design for equity co-created by Tania Anaissie, Victor Cary, David Clifford, Tom Malarkey and Susie Wise during a collaboration in 2016-17 with the [National Equity Project](#) and the Stanford d.school K12 Lab



Liberatory Design Mindset Activity #1



Notice Situation and Set Intentions

Why: Before jumping into equity-centered design work together, it's important to build awareness of our situation (Notice) and of what is feeling important to our team NOW. The Mindset Cards can help teams name aspects of their design situation and what intention(s) the team wants to set as they move into the work.

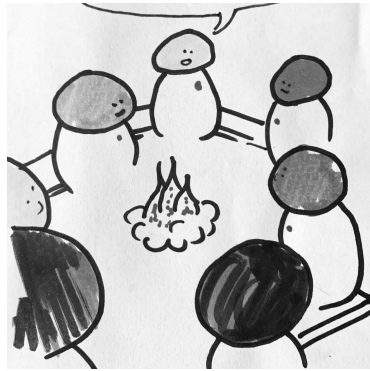
Option 1: Individuals Choose Mindsets

- Look through the cards and consider “What mindset(s) feels most important for me now?”
- Select 1-3 mindsets to set intentions for how you personally want to show up for the work ahead. How might you bring these to life? (Feel free to create your own mindset cards.)
- Share which mindset(s) you picked - and why - with a partner or the group.

Option 2: Team Chooses Mindsets

Discuss your team's shared work and together, select 3 mindsets to set intentions as a team for how you would like to work together moving forward. (Feel free to create your own mindset cards.) These can serve as agreements, and you can refer back to them periodically to spark conversation on how you're doing acting on those intentions.

Liberatory Design Mindset Activity #2



Process Reflection

Why: Slowing down to see how things are going can be a powerful interruption of harm or inequity. Reflect with your team on what's going well, what's not going well, or what's missing as you work on equity challenges within the organization or team.

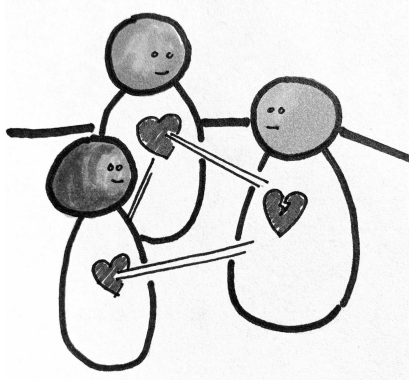
Team Reflection on Work Together:

Mid-meeting or at the end of your meeting, take turns sharing perspectives on:

- What mindsets have we been practicing well?
- Which mindsets do we need to pay more attention to?

Reflect on similarities and differences you hear in people's experiences of your work together. This can help set intentions for what you want to build on and what you want to shift.

Liberatory Design Mindset Activity #3



Connect Through Story

Why: Naming and sharing stories builds trust and collective understanding. Using the mindset cards can help us better name and understand what we experienced while also opening possibilities for further action.

Option 1: Self-Reflection

Reflect on an (in)equity challenge or situation you personally experienced. Select **3 mindset cards** that help you capture and share a story from that experience. (You can create your own mindset cards as well.) Then share the story with a partner or a group explaining how the mindsets were present or not.

Option 2: Reflection on Team Experience

Reflect on an (in)equity challenge or situation that affected your team. On your own, select 3 mindset cards that help you capture and share a story about that experience from your perspective. (You can create your own mindset cards as well.) Then share with a partner or a group. This sensemaking together supports deeper team development.