

The SOCIAL JUSTICE BADGE validates that the earner demonstrates the following competencies:

Competency	Competent - what does it look like to be competent? (2 points)	Evidence of Competency - what is submitted to evaluators to demonstrate that competency has been achieved (3 points)
<p>A. Empathy – How do you try to understand others’ feelings through their frame of reference?</p>	<p>Talk to others that are different than you and learn about their culture, language, and personal experiences through empathetic dialogues.</p> <p>Understand and share the feelings of another.</p> <p>Learn about the cycle of change process and identify a problem within one’s sphere of influence at the College or in the community where it could be applied.</p>	<p>Listen to a land acknowledgment and its purpose - research the land in which you live and identify the tribe that lived in it in order to fully understand our land acknowledgment.</p> <p>Take an Implicit Association Test and discuss your results with a partner: https://implicit.harvard.edu/implicit/takeatest.html</p> <p>Complete at least 3 guided exercises to determine one's position in relation to systems of oppression (e.g. Be Antiracist workbook questions)</p> <p>Practice inclusive language that demonstrates empathy for others when facilitating dialogues.</p> <p>Take ‘Mastering Civility Quiz’ (take in the beginning, and then in the end) – Christine Porath</p>
<p>B. Self-Education - What knowledge do you need to act as an advocate for social justice?</p>	<p>Seek interactions and experiences that enhance one’s understanding of racism, antiracism, LGBTQIA+, disability and various cultures.</p> <p>Builds knowledge of racism and antiracism through historical references, book-reading (How To Be An Antiracist).</p>	<p>Participate in discussions in regards to the book, How To Be An Antiracist by Ibram X. Kendi.</p> <p>Submit responses to reflection/survey questions (<i>Be Antiracist</i> workbook)</p> <p>Submit a pre-assessment and post-assessment to gauge growth.</p> <p>Participate in Equity Week/OEI Spring Equity event.</p>

	<p>Explains how to be antiracist using own words supported by credible sources and examples.</p> <p>Identifies and differentiates between different forms of oppression relating to racism.</p>	<p>Complete Safe Zone Training/LGBTQIA inclusive and intersectionality language training</p>
<p>C. Self-Awareness – look within to manifest a non-judgmental view of who you are in terms of compassion for others, biases, and an action plan towards more inclusionary practices.</p>	<p>Reflects mindfully on one’s own character, feelings, motives, and desires related to social justice on an ongoing basis.</p> <p>Practice self-awareness through checking our biases, and seeking out opportunities for multicultural engagement.</p>	<p>Take the intercultural development inventory (IDI) and discuss with your IDI qualified administrator to understand results.</p> <p>Take a personality test (DiSC Styles, Myers-Briggs or True Colors) to better understand yourself and why you do what you do.</p> <p>Ask yourself, ‘What is my intention?’</p>
<p>D. Advocate – how can you apply social justice to your own community?</p>	<p>Applies the cycle of change process to an identified problem within one’s sphere of influence at the College or in the community.</p> <p>Advocates or acts with the intent to interrupt and eliminate biases, systemic racism, and inequities.</p>	<p>Complete an advocacy project that benefits and impacts your community through awareness, education and/or an action plan.</p> <p>Create a visual (poster, website, brochure, short film) that can be used to spread your message of social justice.</p> <p>Participate in an OEI event as a panelist, facilitator, or a moderator to demonstrate your use of the Cycle of Change Model.</p>

Last updated on: November 9, 2021

*Competencies align with 1) National Association of Colleges and Employers (NACE) [Equity and Inclusion Career Readiness](#), 2) Montgomery College Office of Equity and Inclusion [Cycle of Change](#), 3) Selected scholarship in the field of antiracism including the work of Ibram X. Kendi, *How to be An Antiracist* (New York: One World/Random House, 2019) and *Be Antiracist: A Journal for Awareness, Reflection, and Action* (New York: One World/Random House, 2020).