

Reorienting Our Consciousness To Foster Social Equity

The Forum utilizes a systems thinking engagement framework—implemented through research, education, and praxis—to foster the personal and collective development of **social equity consciousness**: the dispositions, understanding, awareness, and skills that empower us to contemplate and cultivate social equity.

Through this framework, the Forum catalyzes community-wide opportunities to develop programs and resources for embracing our social differences as a springboard for inclusive and equitable social change in our communities.



In reorienting our consciousness to actively foster an inclusive and equitable society, we position ourselves to investigate, grow, and affirm our dispositions, knowledge, awareness, and skills through actively reflecting on and engaging bilateral and interconnected spheres of consciousness development behaviors:

- ***Understanding Social Oppression*** – Understanding the systems, histories, and impacts of social dominance, privilege, and inequality.
- ***Advancing Social Liberation*** – Advancing the critical transformation of ourselves and our social systems to address systemic patterns of social inequality, privilege, and disadvantage.
- ***Examining Social Identities*** – Examining the qualitative meaning and salience we ascribe to our own social identity group and other social identity groups.
- ***Addressing Social Biases*** – Addressing our preconceived and sometimes unreasoned ideas formed, consciously or subconsciously, relative to social identity groups.
- ***Embracing Social Diversity*** – Embracing the differences and inclusion of all social identity groups.
- ***Growing Social Competence*** – Growing our capability to cultivate and maintain healthy cross-societal relationships, notice and analyze social dynamics, and confront social oppression in our environment and in oneself.
- ***Building Social Empathy*** – Building compassionate connections to the perspectives and feelings of people across social differences.
- ***Enhancing Social Stamina*** – Enhancing our capacity and motivation to engage matters of social difference and social oppression openly and constructively.
- ***Acknowledging Social Trauma*** – Acknowledging the emotional, mental, and physical impacts caused by experiences of social oppression.
- ***Fostering Social Healing*** – Fostering processes that restore individuals and communities to wholeness, repair the damage caused by social oppression, and transform societal structures into ones that affirm the inherent value of all people.
- ***Gauging Social Inequities*** – Gauging the settings in which social group identity is a predictor of disparate societal outcomes to identify root causes and systemic interventions.
- ***Championing Social Justice*** – Championing the systematic fair treatment of people across all social identity groups, resulting in equitable opportunities and outcomes for all.

Reflective of our diverse experiences, identities, cultures, and heritages, we each hold a unique perspective of life. A core gift of differences is that, together, our many perspectives show us a more complete picture of our world. Through engaging our differences, we celebrate the joy of discovery. By embracing our differences as an opportunity for discovery, we create the pathway for continuous growth of our social equity consciousness.