

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)
A. Empathy – How do you try to understand others’ feelings through their frame of reference?	Talk to others that are different than you and learn about their culture, language, and personal experiences through empathetic dialogues. Understand and share the feelings of another. 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.	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. Take an Implicit Association Test and discuss your results with a partner: https://implicit.harvard.edu/implicit/takeatest.html Complete at least 3 guided exercises to determine one's position in relation to systems of oppression (e.g. Be Antiracist workbook questions) Practice inclusive language that demonstrates empathy for others when facilitating dialogues. Take ‘Mastering Civility Quiz’ (take in the beginning, and then in the end) – Christine Porath
B. Self-Education - What knowledge do you need to act as an advocate for social justice?	Seek interactions and experiences that enhance one’s understanding of racism, antiracism, LGBTQIA+, disability and various cultures. Builds knowledge of racism and antiracism through historical references, book-reading (How To Be An Antiracist).	Participate in discussions in regards to the book, How To Be An Antiracist by Ibram X. Kendi. Submit responses to reflection/survey questions (<i>Be Antiracist</i> workbook) Submit a pre-assessment and post-assessment to gauge growth. Participate in Equity Week/OEI Spring Equity event.

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

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).