

## Equity and the Power of Unspoken Words

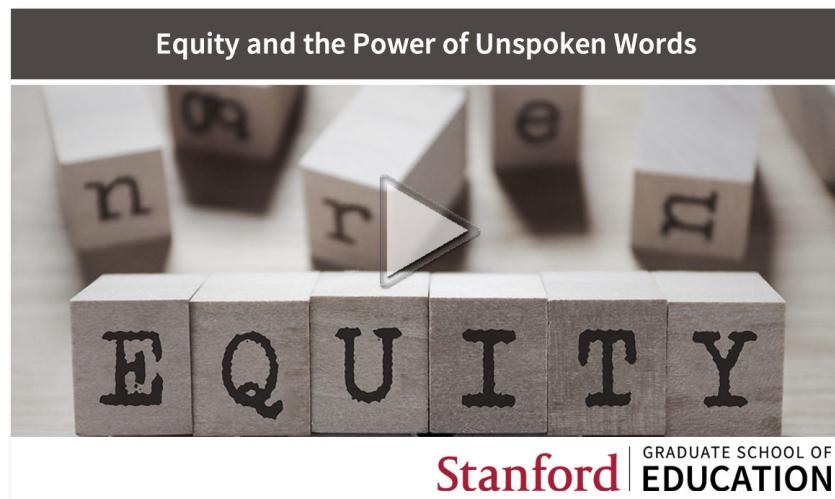
### Discussion Guide

#### Discussion Preparation

- What is your organization's working definition of equity?
- In what ways do you perceive your organization making efforts toward greater equity in terms of your **intentions** (e.g., a mission statement), **plans** (e.g., an initiative, allocation of funding/other resources), and **actions** (e.g., implementing an initiative)?

#### Undiscussables and Euphemisms in Equity

Watch the following 10-minute video clip to learn more about *undiscussables* and *euphemisms*, and how they can influence equity efforts within organizations.



#### Discussion Questions

- What are some examples of *undiscussables* and/or *euphemisms* present within your organization's equity efforts?
- How might the *undiscussables* and/or *euphemisms* you identified within your organization be influencing your efforts toward greater equity?
- Imagine addressing an *undiscussable* by talking about it explicitly, or imagine replacing a *euphemism* with a more direct word or phrase, and consider the following:
  - What might be some specific benefits from taking either action?
  - What might be some negative consequences from taking either action?
  - Are there circumstances under which the benefits could outweigh the negative consequences?

This discussion guide is based on an event hosted by the [Stanford EdLEADers Professional Certificate Program](#).