

## **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.

[Click here to watch the video.](#)

### **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.](#)