

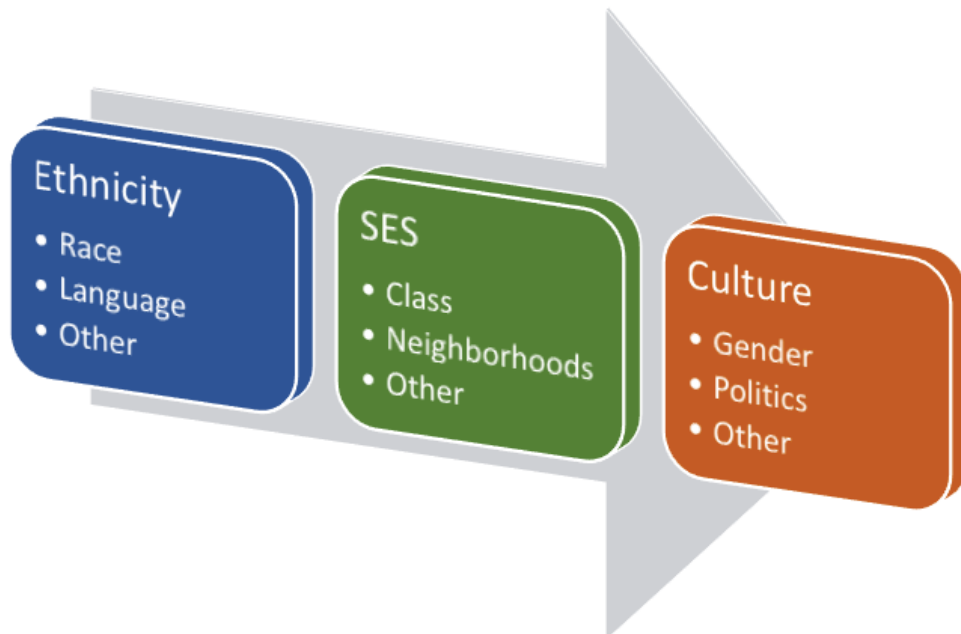
Journey Mapping Exercise

The Journey Mapping Exercise equips leaders to reflect upon their path to early childhood leadership and also considers how race, economic status SES, and culture contribute to individual perspectives and the vision and results that drive them. These conversations are a foundation for developing strategies that contribute to the well-being of children, their families and the programs and systems that serve them.

Having productive conversations that lead to effective strategies is enhanced by the ability to understand both your own and others' experiences and assumptions about how race, SES, culture and other implicit factors contribute to disparate results for children. The Journey Mapping Exercise allows you to reflect on and express how your own life experiences have influenced your understanding and assumptions about how race, class, culture and other factors, e.g., gender or sexual orientation, work to create positive results and address disparities. From this self-awareness, you develop the ability to share your own and listen to others' experiences and explore the underlying assumptions that inform strategies.

The following diagram is the context for the journey mapping exercise:

ADDRESSING DISPARITIES



Instructions: Journey Mapping: the influence of race, class, culture

Materials: have 8.5x14 paper and crayons, colored pens or pencils

The exercise:

On top of the page write your name.

Step One: Think about your own life experiences and what influenced you. Your family, your community, your educational and work experiences. In what ways did race, class, culture influence your leadership path. How did your life journey shape your values and beliefs? How did they lead you to the work/contributions you make or want to make to impact results? How did you identify your own race, SES, culture, or other identity factors at the beginning of your journey? Where you are today?

Remember that it is important to note time and place of what influenced you – what influenced you in your early years may be different from your current experience and influences. For example, the beginning of your journey might describe when and where you were born and describe the family and community influences on your early years of growth and development.

Step Two: Draw your journey map– beginning with the early influences and moving to the present. Illuminate the experiences that influenced that journey -- in particular those that shaped your understanding and assumptions about race, economic status, culture (language, gender, etc.).

Step Three: Using your journey map, have a conversation with a partner about your race, class, culture experiences and assumptions. Focus on listening to, and more deeply understanding your own and the other person's experiences. How do those experiences shape their assumptions, perspectives and views about leadership.

Step Four: After the conversation, journal the following: How might your experience of all of these many factors influence the work that you do? What are the insights from your conversation that might influence how you engage in conversations to constructively explore the development of strategies to address disparities?