

College Meeting Minutes

July 1, 2020

12:00 – 1:05pm

Discussion Prompt(s):

Last week we discussed our individual and collective learning experiences, shared resources and how we can be of further support to one another. I'd like to continue our discussion at the individual level and round out the conversation by offering question(s) provided by one of your faculty colleagues.

- a. How do we prepare and plan to continue this work that focuses on systemic and institutional racism and combating the impact of these constructs in education and human service disciplines?
- b. How will you prepare for the sustaining your efforts for what we know is a marathon and not a sprint which requires stamina.
- c. Further, how can this learning community be of support in sustaining your learning and action related efforts?

Also, I'd like to offer time for the group to engage at the group level to identify next steps or options for continuing to advance your efforts by developing smaller groups as mentioned last week. It would be great if faculty and staff could offer suggestions on how smaller groups can be established and identify ways in which the Deans office can be of support.

In our quest to enlighten folks how do we education people who are speaking out of ignorance? How do I frame questions that are more inviting to engage in dialogue? Framing questions in such a way that arrives at such a goal.

Request: In preparation for next week's discussion, please consider specific ways in which you would like to sustain our efforts as a learning community. It's important to note that this prompt is centered around sustaining equity and justice-oriented initiatives in the College. Consider being more inclusive than not as we challenge ourselves to think of our community as representative of all voices who are part of the College. Suggestions should be considerate of your current schedules, responsibilities, and time constraints. Suggestions and plans should not only be actionable but doable. Commitments and one's ability to follow through on the commitments are integral to sustaining equity and justice-oriented initiatives.

Noted Ideas for Next Steps:

Gathering Folks Around ...

1. Readings, webinars, topics, challenges and problem areas
2. Study practice and development over time that should be interdisciplinary and interracial
3. Departmental evaluation serving as a model consider a self-study approach to invite others to look at our systems as a whole
 - a. Faculty having the capacity to look into workload data
4. World Café as a model – discuss topics in a variety of formats. Zoom is one such format

- a. 4 people per room
 - b. General question is posed
 - c. Facilitator for each room
 - d. 15-20 minutes and then rotate rooms
 - e. Report out to the larger group
5. College weekly meetings are important consider framing smaller groups as inquiry or self-study so that there is continuity across groups – small pieces that could focus on curriculum, college, university level topics/challenges
 6. Mission/Vision of the college and how the work will align with the mission and vision
 7. Shape policy and priorities of the University
 8. Work toward a gathering of some sort, personal and professional, interrogation of our work – establishing a date where folks share out. It's important to consider all levels institutional, college and micro-aggressions and accomplishments
 9. Intentional engagement of the Diversity Council to keep conversations moving forward
 10. Interrogating practices to determine if there are racial discrepancies and if so what do we do?

Suggestion 1:

Questions for the Group

1. How are we defining the various groups (ex. Support, affinity, or accountability) that are developed in the college to address the work pertaining to equity and inclusion?
2. How do the groups align with the mission and vision of the college?
3. Is it possible to have various voices be a part of the different groups (ex. Students, graduate assistants, staff, outside partners: k-12 schools, agencies)?

Possible Next Steps to Move the Work Forward

1. Revisit the mission of the college to ensure that it aligns with the work that we are currently doing. Create a vision statement for where we want to go as a college pertaining to this work.
2. Create a strategic plan that is data-driven to hold us accountable for the work that we will do to move this work forward.
3. Establish groups that will focus on the areas in the strategic plan.

Suggestion 2:

I propose we organize a self-study of the college around small groups that explore key questions and report back to the full group. To promote accountability, each small group would meet regularly and regularly reporting back to the full group.

First, we would have to decide what our questions are or what themes we would organize around. I include some suggestions below. These come from a perspective in TE but would be very important that we come up with the list of questions that represents the whole college.

- How does our foundational curriculum address issues of racial justice and equity?
- How do our program's curricula address issues of racial justice and equity?

- How do our address issues of racial justice and equity in field placements?
- What are barriers to black and brown students' success in our programs academically?
- What are barriers to black and brown students' engaging in the department, college, and university communities?
- What are barriers to black and brown students' achieving licensure?
- What are barriers to black and brown students' enrolling in our programs
- What factors contribute to black and brown students' higher rates of non-completion?
- What are barriers to black and brown staff members' engagement in the department, college, and university communities?
- What are barriers to black and brown faculty members' recruitment and promotion?

Each organized group would consist of 4-5 people to investigate a single large question and all of the subsequent smaller questions it encourages. They could be responsible for:

- Leading the whole group discussion to help define the essential questions under each larger area.
- Meeting as a small group and explore data to answer these questions.
- Leading whole group discussion to share their findings.
- Leading whole group discussions to help generate ideas for action plans.
- Meeting as a small group to craft proposals for specific action plans.
- Leading whole group discussions to help refine those plans.
- Leading proposals to departments and the college to implement action plans.

These major touchpoints could be scheduled and given deadlines, but I would not want to impose specific methods of inquiry or specific methods of presentation to any of these groups. I think it is a strength that we have scholars who will approach these issues in different ways.

The resources that the administration could use to support this are:

- Staff support in scheduling and organizing small group meetings.
- Access to data.
- Staff support to collect, compile, and analyze data.
- This is important enough that I think we should consider supporting this effort with service credit on workload and/or supplemental contracts.

This is just a suggestion for organization and possible topics. I am sure the organization can be improved upon and the questions would have to be generated by a large group to be meaningful.