

Notes taken by Kristin Lui-Martinez on 9/29/21

In case you weren't able to make it to the talk, I have some of my notes below. They recorded the session, and I strongly recommend viewing the recording when you get a chance. The session was more about why we have to decenter whiteness in our institutions and why and how to be more race conscious.

Resources provided during the talk and in chat

- Delivering on the Promise of Progressive Policy (Strengthening the Academic Senate Professional Development in California's Community Colleges): <https://app.box.com/s/u6vx0qtojv5v6xkat1d66yghi5emqkue>
- Inside Higher Education Article - "Loud and Clear Call to Invest in Black Men": <https://www.insidehighered.com/news/2021/09/27/college-leaders-seek-boost-enrollment-black-men>
- Race Breakdowns of faculty in CCs, CSUs, and UCs: <https://collegecampaign.org/wp-content/uploads/2021/07/Left-Out-Report-FINAL.pdf>
- The decentralization of race: tracing the dilution of racial equity in educational policy: <https://www.tandfonline.com/doi/full/10.1080/09518398.2019.1681538>
- "Follow the Money: California Systematically Underinvests in Black Degree Attainment": https://collegecampaign.org/wp-content/uploads/2021/02/Follow-the-Money-8_5x11-Update.pdf
- USC CUE's Racial Equity Tools: <https://www.cue-tools.usc.edu/>

Racial Illiteracy

- "When we say equity, we really mean supporting all students."
 - this is not the way to understand equity - goes back to universalist thinking
 - Equity is corrective justice, anti-racism, decentering whiteness
- "Equity-mindedness is the lens. Closing achievement gaps is the goal."
 - Equity-mindedness has a specific definition not related to achievement gaps
 - Achievement gaps is the opposite of equity-mindedness
 - leads to a deficit-mindedness of Black and Latinx students by viewing them through a lens of poverty of culture
- Racial illiteracy can do more harm to students

Disaggregating data

- We need to go deeper beyond institutional-level and discipline-level
- It is useful to examine instructor-level data to analyze how classrooms are racialized
 - it is a starting point for inquiry - does not prove or disprove that an instructor is equitable or inequitable
- why do our classrooms reproduce racial equity gaps?
 - policies?
 - assessments?
 - teaching practices?

Engaging in Race-Conscious Inquiry

- What does it mean to be racialized

- especially for students and how instructors can engage with students
- Lean into the discomfort of having race conscious discussions
 - avoiding the discomfort could be related to whiteness

What does it mean to be an equity-minded instructor/practitioner?

- we need to accept that all of us in higher-ed have not been taught to be race-conscious
 - we are first-gen equity practitioners
- we have to learn to be critically race conscious
- Don't be color-blind
- interrogating how your identity impacts students' relationships with you
- Racial equity means corrective justice for the historical exclusionary and harmful practices, anti-racism
 - doing more for those who have the greatest needs

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Pronouns: She/Her/Hers