

# Striving for non-normal after the pandemic:

Racism, resetting, and equity within the academy

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# Resetting

## Digital devices

- When they are low on battery...
- When they stop working...

*“When they stop working the way we want them to, they have to get reset...Education, schooling, has to get engaged in a hard reset....This is an opportunity and I just hope we don't squander it.”*  
~Dr. Gloria Ladson-Billings

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## The normal

- Decreasing number of Black student enrollment
- Low numbers of faculty of color across campus
- "F" diversity rating
- Overall experience



# Culturally Relevant

What does it mean to be culturally relevant?

We are more likely to see the world through our own eyes and to assume that others see the same world in the same way we do.

*Culturally relevant practice “empowers students to maintain cultural integrity, while succeeding academically”.*

*Dr. Gloria Ladson-Billings (1990)*

- Enables students to relate workshop content to their **cultural** context
- Alter curriculum, not individuals

# Anti-Racist Teaching Praxis

## Course inventory

- Authors of literature
- Theorists
- Videos
- Guest speakers
- Overall course material
- **CENTER BLACK VOICES**

## Language and communication

*Saying NOTHING is still saying SOMETHING*

## Inclusivity through

- Surveys – (Demographics include “AfroLatinx”)
- Questions
- Readings
- Teaching materials
- Various modes that meet participants’ needs

*“Like fighting an addiction, being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination.”*

*~Dr. Ibram Kendi*

# Important Things to Remember

Inclusion is not simply about physical proximity. It is about intentionally planning for the success of all students.

**THANK YOU!**  
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