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

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?

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
Ante-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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