SUSTAINING RACIAL EQUITY SURE GUIDE

Questions & Training

SURE CRITICAL QUESTIONS

MAINTAIN THE ARE JOURNEY BY ASKING

- What actions can we take to ensure better progress and outcomes for more of our learners?

- Which of our learners are or are not benefiting from our efforts?

- Are any of our efforts counterproductive to our goal of achieving racial equity?

- Are we communicating our current condition, our goals, and our action plans clearly?

- What strengths do we have to build on?

NOTES:

If your initial assessment indicates that you are at the advanced level of ARE competence, or if you know you are at the sustaining and nurturing racial equity stages of your ARE journey, consider some of these critical questions in order to initiate your progress.

SURE STRATEGIES FOR ALL

These strategies are strategically curated to illuminate critical aspects of racial equity, providing a lens through which we can envision a more inclusive and equitable educational environment. Below are **advanced strategies** that can guide our collective actions.

SUSTAINING MOMENTUM & LONG-TERM COMMITMENT

Discuss strategies for working with consortium partners in efforts toward sustaining broad reaching anti-racist initiatives over time, including creating institutionalized structures for ongoing education, dialogue, and action.

ADDRESSING MICROAGGRESSIONS IN PRACTICE

Provide practical scenarios and role-playing exercises regularly in orientations, townhalls, and such to help faculty, staff, and students address microaggressions in real-life situations effectively.

GLOBAL PERSPECTIVE ON RACISM

Explore the global dimensions of racism with partners on and across campuses, acknowledging that racism operates in different ways in various parts of the world, and fostering local to global international collaborations to combat racism.

COMMUNITY ENGAGEMENT

Explore ways for institutions in the CONNECT consortium to engage with and serve the institutes of higher learning in the surrounding communities in an anti-racist manner, addressing community needs and promoting social justice.

SURE STRATEGIES: PROFESSIONAL TIERS

Staff, Instructional Staff, and Leaders/ Managers may have a different way of approaching and expressing a ARE strategies. Below are a few examples of ways in which these professional tiers demonstrate advanced ARE competence toward sustaining the achievement of racial equity at their site.

▶ STRATEGIES FOR STAFF

Interdisciplinary Approaches: Encourage interdisciplinary collaboration in addressing racism and racial inequality. Show how different academic disciplines can contribute unique perspectives and solutions.

Accountability and Transparency: Discuss strategies for holding institutions accountable for their anti-racist commitments. This may involve creating transparent reporting mechanisms and tracking progress over time.

▶ STRATEGIES FOR INSTRUCTIONAL STAFF

Critical Pedagogy: Introduce critical pedagogy as a transformative educational approach that challenges oppressive systems and empowers students to become critical thinkers and change agents. Explore how this approach can be applied to anti-racist education.

Decolonial and Indigenous Perspectives: Incorporate decolonial and Indigenous perspectives to challenge Eurocentric frameworks and center the knowledge and experiences of marginalized communities.

▶ STRATEGIES FOR LEADERS/ MANAGERS

Interdisciplinary Approaches: Encourage interdisciplinary collaboration in addressing racism and racial inequality. Show how different academic disciplines can contribute unique perspectives and solutions.

Accountability and Transparency: Discuss strategies for holding institutions accountable for their anti-racist commitments. This may involve creating transparent reporting mechanisms and tracking progress over time.

Anti-Racist Policy Development: Workshops on how to develop and implement anti-racist policies at the institutional level. This can include creating diverse hiring practices, inclusive admissions policies, and equitable resource allocation.

Inclusive Research Practices: Discuss the importance of conducting research that respects and involves marginalized communities, ensuring that research methodologies and interpretations do not perpetuate harmful stereotypes.

SURE TRAINING GUIDE (ADVANCED COURSE)

This training, Sustaining Racial Equity (SuRE): Building on Progress in Higher Education is designed to be interactive, supportive, and engaging providing staff, instructional staff, and leaders/ managers with opportunities to learn from each other and to apply knowledge gained to their ARE practice. The course uses a variety of methods to achieve goals and learning objectives while maintaining the good work and progress you have made in achieving racial equity to date and in the future.

▲ GOALS

- To increase participants' understanding of the challenges and opportunities of sustaining racial equity in higher education.
- To help participants develop strategies for sustaining momentum and long-term commitment to racial equity.
- To encourage participants to reflect on their own experiences and to make personal commitments to anti-racism.

▲ LEARNING OBJECTIVES

By the end of the training, participants will be able to:
- Define racial equity and explain its importance in higher education.
- Identify the challenges and opportunities of sustaining racial equity.
- Develop strategies for sustaining momentum and long-term commitment to racial equity.
- Reflect on their own experiences with racism and to make personal commitments to anti-racism.

▲ BIG PICTURE

Brief overview of the training's purpose and goals.
- Welcome and overview of the training's focus on sustaining efforts for racial equity.

- Emphasis on personal reflection, dialogue, and collaboration.

SURE TRAINING CON'T

SESSION 1: HOW TO SUSTAIN RACIAL EQUITY (ALL PARTICIPANTS)

Self-Reflection: Participants reflect on their own experiences with sustaining anti-racist efforts, and the challenges and opportunities they have faced.

Conversation: Participants discuss the importance of clear communication, effective collaboration, and personal accountability in sustaining racial equity.

Activity: Participants work in small groups to identify areas of strength and opportunity for sustaining racial equity at their institution.

SESSION 2: SUSTAINING MOMENTUM AND LONG-TERM COMMITMENT (ALL PARTICIPANTS)

Presentation: Instructor provides an overview of strategies for sustaining momentum and long-term commitment to racial equity.

Activity: Participants participate in a brainstorming activity to generate ideas for sustaining anti-racist efforts at their institution.

Discussion: Participants discuss the challenges and opportunities of sustaining racial equity over time.

SESSION 3: GLOBAL PERSPECTIVE ON RACISM (ALL PARTICIPANTS)

Presentation: Instructor provides an overview of the global history and impact of racism, highlighting current events and context.

Activity: Participants engage in a discussion about the different ways that racism manifests itself around the world highlighting current context.

Discussion: Participants discuss the importance of understanding racism in a global context.

SESSION 4: ADDRESSING MICROAGGRESSIONS IN PRACTICE (ALL PARTICIPANTS)

Presentation: Instructor provides an overview of microaggressions and their impact on institutional ARE goals.

Activity: Participants participate in a role-playing activity to practice responding to ongoing microaggressions as a practice to maintain.

Discussion: Participants discuss the ongoing challenges and novel opportunities of addressing microaggressions in practice in their institution and in the consortium.

SURE TRAINING CON'T

SESSION 5: COMMUNITY ENGAGEMENT AND SOCIAL JUSTICE (ALL PARTICIPANTS)

Presentation: Instructor provides an overview of the importance of community engagement and social justice in sustaining racial equity.

Activity: Participants engage in a discussion about the different ways their institution can engage with surrounding communities in a socially just manner.

Discussion: Participants discuss challenges and opportunities of engaging with surrounding communities in a socially just manner.

SESSION 6: INTERDISCIPLINARY APPROACHES AND ACCOUNTABILITY (STAFF)

Presentation: Instructor provides an overview of the importance of interdisciplinary approaches and accountability in sustaining racial equity.

Activity: Participants engage in a discussion about different ways their institution can utilize diverse academic perspectives to address racial inequality.

Discussion: Participants discuss challenges and opportunities of utilizing diverse academic perspectives to address racial inequality.

SESSION 7: CRITICAL PEDAGOGY AND DECOLONIAL PERSPECTIVES (INSTRUCTIONAL STAFF)

Presentation: Instructor provides overview of critical pedagogy and decolonial perspectives as tools for anti-racist education.

Activity: Participants engage in a discussion about different ways their institution can incorporate critical pedagogy and decolonial perspectives into the curriculum.

Discussion: Participants discuss challenges opportunities of incorporating critical pedagogy and decolonial perspectives into the curriculum.

SESSION 8: ANTI-RACIST POLICY DEVELOPMENT AND INCLUSIVE RESEARCH (LEADERS/MANAGERS)

Presentation: Instructor provides overview of the importance of anti-racist policy development and inclusive research in sustaining racial equity.

Activity: Participants engage in a discussion about the different ways their institution can develop and implement anti-racist policies and conduct inclusive research.

Discussion: Participants discuss the challenges and opportunities of developing and implementing anti-racist policies and conducting inclusive research.

SURE TRAINING CON'T

SESSION 9: PERSONAL REFLECTION AND COMMITMENT (ALL PARTICIPANTS)

Reflective Practice: Participants reflect on insights gained and commitments made during the training.

Individual Action Plans: Participants set personal goals for sustaining anti-racist efforts.

Activity:
1. **Staff:** Create a list of resources for further sustaining ARE competence and impact for policies, practices, and procedures.
2. **Instructional Staff:** Brainstorm ways to sustain ARE into your teaching and learning practices for the rest of the academic year and into the next.
3. **Leaders/Managers:** Transfer your ARE practice into the strategic plan or bolster your metrics and accountability measures in every area possible. Let your measures reflect your ARE.

SESSION 10: PLAN TO SUCCEED (ALL PARTICIPANTS)

- **Reiteration** of the importance of sustained commitment to racial equity.

- **Encouragement** to collaborate, learn from one another, and continue the journey toward an inclusive higher education environment.

- **Identify a plan** and provide resources for ongoing learning and engagement.

- **INSTITUTIONALIZE** your work in your institution and the Consortium.

Follow-up:
- **All Participants:** Use the MA DHE Resources
- **All Participants:** Use the REJI Resources
- **All Participants:** Get the word out as you practice, share with other colleges and institutions