

FACULTY ADVANCEMENT NETWORK

INCLUSIVE LEADERSHIP WORKSHOP:

ENGAGING WITH STUDENTS AROUND RACE AND RACISM

August 28, 2020: noon–1:30 p.m. EST/11 a.m.–12:30 p.m. CST

RECOMMENDATIONS FROM BREAKOUT ROOMS

The following is a summary of recommendations generated from the workshop breakout sessions:

1. Affirm the students' realities and lived experiences. Move swiftly to respond. Act with a sense of urgency. Slow signals indifference.
2. Help students understand the appropriate institutional actors to create change, and help them lobby for change. Departments can't create more faculty lines, but Deans can. Departments can't change the campus police, but the Provost or President can.
3. Communicate with students. Hold town hall meetings, Chair's open office hours, or regular group faculty office hours. Consider including some student representatives in faculty meetings, especially in discussions of curriculum and hiring. Have students meet with prospective faculty members and provide feedback to hiring committee.
4. Be transparent about goals, processes, and outcomes. Students may assume the worst about what they don't know. Publicize goals, processes, and outcomes related to hiring and curriculum. Add courses and content to existing courses on issues of race and racism.
5. Change the academic pipeline. Provide additional financial support for students, postdocs, and faculty to diversify the pipeline. Change recruitment processes: focus on interesting candidates and new research agendas, not on perceived "best" candidates for existing research agendas. A diverse candidate pool may have research interests different from the core of the department/unit.