Mission, Goals, & Sustainability

Embedding Racial Equity
March 2023
Faculty & Staff SESSION
Practice Self-Reflection

As department members it may be difficult to separate organizational criticism from personal feelings.

If you feel targeted, emotional, or guilty, you are personalizing the process (me), rather than receiving the information as an organizational member (role).

It is also important, however, that you do not distance yourself from criticism, so that you can be accountable for your actions that contributed to the issues to be resolved.

This is a step forward in a long process of learning, growing, and building.
Setting our Intentions

- This is a welcoming space
- There is room for everyone
- Listen, Reflect, Share
- Your voice is valued. Your presence is appreciated
- Honesty is brave & will push you forward. We celebrate honesty
- Do not share each other's ideas, contributions, or narratives outside

ON STAGE
Today's Plan

- Acknowledge your feedback -continued equity work
- Examine what makes equity work effective and sustainable
- Identify equity best practices and common strategies
- Identify key priorities for TDCD moving forward and a plan for achieving them
There is a desire to unify the efforts of diversity, equity, and inclusion work throughout TDCD. This will come about through thoughtful collaboration between TCDC faculty, staff, and students.

As you move to integrate equity work throughout TDCD, a deeper understanding and analysis of TDCD's organizational culture will be helpful.
What do you want/need moving forward?*

- how to translate this work to new students/culture
- how to embed this work in all classes/and outside
- model or framework to continue work
- a toolkit for better communication and discomfort
- strategies for institutional barriers/recruitment
- how to "normalize failure"
- how to address grief and trauma
- more positive student engagement and interaction
- how to make room for work and time for self
- how to ensure BIPOC students and members are cared for
- how to deal with unrealistic expectations
- direct conversations to improve culture

*feedback from 2/23
## Reminder: Goals

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Navigating Barriers: A Self-Reflection Exercise

**Personal**
Accountability: How am I a part of the problem? What can I do better? What is my responsibility? How can I help? What help do I need? **I will communicate and honor my boundaries.**

**Interpersonal**
Community: Social and informal activities reduce stress and tension. Replace virtual with face to face interaction/communication. Have empathy. **Practice trust building.**

**Practice**
Support systems: How can I support others? Who is my benevolent role model? Who needs to give me space? How do I prioritize my goals? **Identify & build your network of support.**

**Policy**
Strategy: Update and review strategic plans, funding sources, curriculum, workload, etc with an equity lens. Document challenges and progress. **Build accountability.**

I commit to getting the help I need.
I commit to empathic communication.
I commit to honoring my priorities.
I commit to inclusive excellence.
Write 3-5 goals your unit has/needs to improve Racial Equity Efforts.

Do not write “continue what we are doing...”
Write 3-5 goals your unit has to improve Racial Equity Efforts.

Do not write “continue what we are doing…”

Rewrite those 5 goals with “-/less” and “+/more” actions.

(-)Example words: decrease, remove, minimize, downsize, ease, discontinue, stop
(+)(Example words: improve, increase, invest, boost, raise, advance, develop

Example 1: Decrease misinformation on racial disparities by investing in more anti-racist education (workshops, training, learning series)

Example 2: Discontinue inviting all white guests and increase the number of non-white and paid experts on the topic

Example 3: Stop assuming Black students’ recruitment considerations and develop mentoring and pipeline programs
(Revise) and Transfer those goals to your Strategic Planning, Curriculum, Syllabus, or relevant source
What makes up Organizational Culture?

Organization-as-Actor

Arrangements & activities that structure daily work
Hierarchy and power; how decisions get made
Distribution of resources and use of resources
Values, guiding principles, and organizational identity
Communication content and processes; messaging

New Ideas
Examining Organizational Culture with an Equity Lens: Some Key Questions

1. How are key work activities (internal and external) structured & organized? How does this structure impact work experiences differently for people across TCDC?

2. Who gets to make decisions about work processes? Who is over-represented in decision-making? Who is under-represented? How does power flow throughout TCDC?

3. How are resources created and allocated? Are grants/funding and work projects aligned with TCDC commitment to equity?

4. What are TCDC core values? How are these values reflected in organizational culture? How does TCDC see itself in terms of organizational identity?

5. What are communication channels/ pathways like? What key ideas get communicated? Who gets to communicate key ideas? Who doesn’t?
What's going to happen when the Work 4 Change learning series (2022-2023) is done?

"I fear we will stop, lose momentum, deprioritize, or revert after this is over"
Equity initiatives fizzle out because...

They lack support or have artificial support by leadership; DEI is usually led by middle management.

Most implicit biases go unnoticed and unchecked; lack of equity lens.

Lack of financial support to keep programming and education going; DEI treated as secondary rather than primary activity.

Trust and transparency are not shared across entire company; assumption that DEI efforts won't change much, if anything.

Accountability is not practiced; renders DEI inconsequential.
Equity initiatives WON'T fizzle out at TCDC because...

They lack support or have artificial support by leadership; DEI is usually led by middle management. You are "middle management". Accept this truth and push for authenticity from leadership and self.

Most implicit biases go unnoticed and unchecked; lack of equity lens. Build accountability checks with colleagues and students. Build trust and support each other in growth.

Lack of financial support to keep programming and education going; DEI treated as secondary rather than primary activity. Center equity in programming rather than fund equity programs. But also fund equity programs.

Trust and transparency are not shared across entire department; assumption that DEI efforts won't change much, if anything. Be the change you want to see in the world (or get out the way). People's experiences must match equity messaging.

Accountability is not practiced; renders DEI inconsequential. Accountability pairs with authenticity. People must feel empowered as change agents.
Equity work isn't linear; be accepting of that

You don't have to know everything ahead of time; stay reflective

Focus on 1-2 priorities; don't get bogged down with too many initiatives/projects

Equity work isn't designed to be fun; but you can enjoy learning, growing, and challenging yourself

Set short and long-term benchmarks for achieving your priorities; 3-month, 6-month, and 12-month.

Best Practices for Equity
How to BUILD equity into your organization

- Create an equity advocate/liaison position
- Form affinity groups or caucuses
- Allocate % of budget to equity education and training
- Formalize equity by building it into reward structure
- Require equity professional development hours
Let's discuss

Knowing what makes equity efforts effective and sustainable, consider the following questions:

1. What are 1-2 top priorities for TCDC to address moving forward?
2. Pick one and discuss a semester-long month plan to address it
Next Steps:
Create Time & Space &
Continue this conversation...

FINAL SPRING SESSION