

Feedback from November 8, 2023 All -Faculty Meeting on Racial Equity Gaps

Faculty (full-time and adjunct) from all academic divisions of the college engaged in a working session to examine the equity gaps in their departments and courses. Session feedback is provided in the themes below.

Improved data use

- Most respondents said that the breakout session helped them increase their understanding of the dashboards and how to use them. They also indicated the desire for more data.

Digging into specific courses/examining intersectionality

- Interest was piqued most by examination of data for a particular course and digging into the intersectionality of race/ethnic data by modality, parts of term, and time of day.

Previous training and/or experiences helped prepare faculty for the conversation.

Examples include:

- Internal and external trainings: DEI sessions, symposium, webinars, conferences, Academy offerings
- Personal or professional experience
- Data training (e.g., statistics courses or in-house data training)
- Department discussions
- Program review

Desire to focus on solutions/actions in future conversations.

Recommendations include:

- Look at more data and how to use it.
- Marketing to and recruiting of special populations to the college and to specific programs.
- Review course design/equity-minded syllabus.
- Have departments that are doing this work and narrowing equity gaps share what is working.
- Intentionally incorporate support services into the classroom.

How will you address racial equity gaps in your class(es)?

- Improve connections with students and build community (Four Connections).
- Mentor students.
- Improving communication.
- Increase peer collaboration/group projects.
- Increase flexibility.
- Intentionally integrate student services into their classes or directly connect students to services.
- Implement culturally responsive and humanistic pedagogies.
- Highlight persons of color accomplishments/contributions to class topics; consider course resources and who is represented.