
LEADING FOR CHANGE RACIAL EQUITY AND JUSTICE INSTITUTE FALL 2020 SEMESTER-AT-A-GLANCE

2020-2021 Goals

1. Advance racial equity and justice on campuses.
2. Enhance campus team efficacy for racial equity and justice work during a pandemic.

The primary goal of the Leading for Change Consortium has always been, and remains, to close opportunity gaps in higher education, with an emphasis on closing racial educational equity gaps within an intersectional framework. The twin goals for this year recognize the key role of institutional and societal context as our campuses face the intersecting crises precipitated by COVID-19 and systemic racism. Many campuses are facing emergency conditions that make it impossible to conduct business as usual. The Leading for Change Consortium's Racial Equity and Justice Institute provides a scaffolding for continuing the work of identifying and closing gaps even as new challenges and gaps arise.

2020-21 Context

Prior to the pandemic, our campuses in the Consortium collectively have made significant progress in identifying ways to best support students and close opportunity gaps within and outside of the classroom. Through a range of data-informed practices, we have facilitated institutional changes linked to the success of BIPOC (Black, Indigenous, and people of color) students. With the support of Massachusetts Higher Education Commissioner Santiago, campus presidents, and broader leadership across public and private institutions, we have allocated resources to support the Board of Higher Education's Equity Agenda and have made real gains. Some of these efforts will be highlighted in *The Leading for Change Racial Equity and Justice Practitioner Handbook*, which will be made available to higher education institutions and other organizations in early spring 2021.

As we envision our work in the coming academic year in the context of COVID-19, we are adapting to the changing environment. The pandemic has been most devastating to people of color, those in the lower socioeconomic strata, and to women. The impacts in higher education are already severe. Across many of our campuses, we are facing the challenges of decreased admissions, economic strain on new and returning students and their families, and challenges inherent in providing teaching and learning in the context of the uncertainties associated with COVID-19 transmission.

With students returning to campus in 2021, we have time to prepare for constructive and meaningful engagement with them while highlighting the ways that we, as institutions, can advance efforts supporting equity on our campuses. At the same time, part of our efforts this year will be to support all of us who are engaged in this work. Many of us are working from home making it harder to maintain personal connections and a sense of community. The activities of the Racial Equity and Justice Institute have been designed to help us meet these challenges as we continue our joint efforts for equity.

2020-21 Program Elements

In support of the two goals stated above, all Leading for Change Racial Equity and Justice institute events will be held virtually in AY 2020-21 to facilitate participation of our members while prioritizing safety and wellbeing.

1. **Caucus Work:** To provide support to our members as we do this work, the Consortium will provide monthly virtual racial caucus group meetings to provide mutual support and learning:
 - a. BIPOC caucus: Black, Indigenous, and People of Color
 - b. White caucus: White-identifying People

Participants will meet over Zoom for 45-60 minutes monthly in small groups. This is a chance for people to build relationships, share experiences, and learn ways to support racial equity and justice in the context of their racial identity. It is important to create separate spaces for BIPOC and White identifying people so that the needs of each can be attended to without perpetuating racist structures where Black and Brown people are called upon to educate White people. This separate caucus model is widely used in racial equity work including NCORE.

- c. At least once per semester, the two caucuses will come together into one group to share and advance our joint work for racial equity and justice.
2. **Educational Equity Work:** The educational equity work has been designed to acknowledge the stressors faced by our campuses this year while prioritizing the necessity of advancing educational equity on our campuses.
 - a) Monthly team assignments will be provided along with assigned readings. It will be the responsibility of the campus team leads to set the dates for these campus meetings, convene, and lead the discussions. Due to the virtual delivery model being utilized by most member campuses for at least part of the year, the educational equity monthly curriculum this year is more concise allowing campuses to decrease their monthly meeting time from three hours to 90-120 minutes per team meeting.
 - b) We request campuses to purchase for their team members the book entitled [From Equity Talk to Equity Walk](#); print copies are \$36.46 and kindle copies are \$15.99. The book will be read in its entirety in the fall semester.
 - c) Campus teams will be asked to read the monograph, [Whiteness in Higher Education](#), in the spring semester; this resource can be accessed in its entirety at the link.
 - d) Virtual educational equity webinars/summits will be offered every other month with the request that campus teams participate in these sessions.

Month	Monthly Team Meetings <i>(It is the responsibility of campus leads to schedule these meetings, convene your team and lead the discussions below).</i>	Date and Focus of Month's Virtual Meetings
September 2020 <i>Theme: Honoring this moment by advancing our campus' racial equity and justice work</i>	To honor the beginning of the year activities that will be more complex this year due to COVID-19 related issues, no campus team meetings in September will be requested.	September Educational Equity Webinar Date: September 22, 2020 Time: 2:00-3:30 Setting Goals That Address COVID and Racism-Related Challenges
October 2020 <i>Theme: Setting Goals to Guide our Work</i>	In advance of the October team meeting, team members are asked to read <u>From Equity Talk to Equity Walk</u> by McNair, et al, pages: xvii-51 (<i>Preface, Chapter 1: From Equity Talk to Equity Walk, Chapter 2: Building and Equity-Minded Campus Culture</i>). During the team meeting: Answer the following question for the reading you did in advance of the meeting: <ul style="list-style-type: none"> • Identify the obstacles your campus has “blocking the path toward racial equity” (<u>From Equity Talk to Equity Walk</u>, see pp. 21-51). • Now reflect on the challenges posed by the COVID-19 pandemic. Review any documents available to your campus team (most campuses have made these documents available to the public) that delineate what your campus is doing to support the success of 	September Racial Justice Caucuses: Date: September 29, 2020 Time 2:00-3:30 Doing our Own Work to Advance Racial Equity and Justice. October Racial Justice Caucuses: Date: October 13, 2020 Time: 2:00-3:00 BIPOC Caucus: Setting and Working Towards Wellness/Self Care Goals While Doing the Work White Caucus: Strategies to Move Beyond Guilt to Action

October continued

your students in the face of COVID-related factors.

- Are there any equity-related issues that appear to be missing in your institutional response (consider financial support for COVID related issues; technology access; online learning support; attention to building community for students in general as well as those from minoritized groups)?
- Reflect on this discussion and the goal-setting panel at the September REJI Educational Equity webinar. Use this information to help your team complete the Campus Racial Equity and Justice Goals handout for the year. (*Handout will be sent to the team leads who are encouraged to send it to their team members in advance of the meeting so that team members come prepared with potential goals for the year.*)
- Looking ahead: The institutional research office should be asked to present the data requested in the November team meeting agenda below.

November 2020

Theme: Creating the Campuses our BIPOC Students and Colleagues Deserve

In advance of the November team meeting, team members are asked to read [From Equity Talk to Equity Walk](#) by McNair, et al, pages: 53-77 (*Chapter 3: Using and Communicating Data as a Tool to Advance Equity*).

During the team meeting:
Institutional Research Data Presentation

- IR data presentation focused on data disaggregated by race/ethnicity, gender, GLBT+ identities (if available), income status, commuter/residential status, colleges within the

November 12, 2020 Summit:

- 9:30-9:45 Welcome activities
- 9:45-11:15 Listening and Acting on the Voices of Our BIPOC Students
- 11:15-12:30 Lunch Break
- 12:30-2:30 Keynote Workshop -- [Dr. Estela Bensimon](#)
- 2:30-2:45 Closing Activities

November Racial Justice Caucuses:

Date: November 17, 2020

Time: 2:00-3:00

White Caucus: Equity Walk to Equity Talk: What are we going to do?

November continued

university. Data presentation could include admissions data, retention and graduation rates, participation rates in High Impact Practices, enrollment and completion rates in developmental/non-credit bearing courses, on-time credit accumulation, DFWI rates in gateway courses, information from focus groups and other qualitative campus data focused on BIPOC students.

BIPOC Caucus: Speaking Our Truth to Our White Colleagues

- Use the questions in From Equity Talk to Equity Walk by McNair, et al, page 61 at the bullet points) to help in understanding and applying the data.
- Revisit the Campus Racial Equity and Justice Goals handout to determine if the data you just discussed changes any of the goals you set for the year.
- Looking ahead: Discuss two constituency groups to invite to your December meeting; prepare to share the data you examined in this meeting and explore collaboration in racial equity and justice efforts.

December 2020

Theme: Building Institutional Capacity for Racial Equity Work

In advance of the December team meeting, team members are asked to read From Equity Talk to Equity Walk by McNair, et al, pages: 79-118 Chapter 4: *Aligning Strategic Priorities and Building Institutional Capacity* and Chapter 5: *Building Capacity for Equity Mindedness Among First Generation Practitioners*)

During the team meeting:

- Meet with 2 campus constituency groups you have not yet collaborated within your racial equity and

December Racial Justice Caucuses (Both Caucuses Meet Together)

Date: December 15, 2020

Time: 1:00-2:30

Hearing and Acting on the Truth of BIPOC Members of Leading for Change

December continued

justice efforts. Use the Campus Collaboration Handout to guide the meetings. *(This handout will be sent to campus team leads who will make it available to the team members for the meeting.)*

- (Note: Teams should revisit the Campus Racial Equity and Justice Goals handout after meeting with your colleagues to determine if goals should be added to or refined based on these meetings.)