Curated List of LACRELA E-Convenings

Session 1: Leading Productive Conversations About Race
https://drive.google.com/drive/folders/1fzWCpN_AirJxJ_xFJfjCdWHWINbvYqqM

- The materials from this session describe ways to:
  - Write/speak personal statements of support
  - Move beyond institutional statements
  - Prevent the harm caused by avoiding race talk
  - Structure productive conversations about race
- They also include case vignettes

Session 2: Fostering and Sustaining Inclusive Classrooms for Students of Color
https://drive.google.com/drive/folders/1IA8-NtgcPv8aOH1D40cJ4loKJHmryyag

- Learn about racial climate research and its importance for the classroom
- Learn about the different ways in which racism presents itself in the classroom
- Learn about effective practices to make classrooms inclusive and affirming for students of color

Session 3: Accountability and Incentives for Advancing Racial Equity
https://drive.google.com/drive/folders/1Ru8uWcNyyTbBJjvkZno4PRj6wX24KkdV

- Learn about the external and internal forces that impact colleges and universities such as historical movements and policies and programs within departments that impact anti-racist education
- Learn about the forces that disrupt racial equity such as actions and goals that are not measurable or tangible, being afraid to fail forward, and career stagnation of key BIPOC employees
- Learn about incentives to create a more racially diverse and equitable campus
- Learn about the importance of taking accountability for past actions and providing transparency of present actions

Session 4: Confronting Explicit Acts of Racism and Racial Violence on Campus
https://drive.google.com/drive/folders/1bSh5ruuN7AApAA1okQGJXNZFZ1e-5hVd

- Learn about Race Conscious Leadership as an Approach
- Recognizing race-related stress and racial trauma
- Learn what rapid, coordinated and comprehensive care for our campus community looks like.
- Folder includes resources about rapid response protocols

Session 5: Disaggregating Data to Identify Racial Inequalities
https://drive.google.com/drive/folders/1Nae9obhYW1TmmmyEv1cn1vyRP6p_No9P

- Understand what disaggregating data means and its importance
- Understand the practical challenges when identifying racial inequities
- Learn about strategies and resources for disaggregating data to identify racial inequities
- Learn how to use disaggregated data to resolve racial inequities

Curated by Equity and Justice Team

Session 6: Recovering from Covid-19 Racial Inequalities
https://drive.google.com/drive/folders/1SEDsXaAweWJ9zKjBdAhvq7__G3sHH4zo

- Understand the inequities that existed before COVID19
- Learn about what we should be mindful about upon our return to in person work and learning such as racialization of layoffs and terminations, disproportionately placing essential workers at risk, and more that affect our campuses
- This link provides an article on the topic by Shaun Harper, Founder and Director of the USC Race and Equity Center - https://drive.google.com/drive/folders/1-UUc6zQjPsaAs_ifXXKKfaEYWVz7BXRE
- Understand the inequities that existed before COVID19

Session 7: Teaching the Truth About Slavery and America's Racial History
https://drive.google.com/drive/folders/1nK58IhRycsKcXToNXEKz8sysMAnqR1t4

- Understanding the racist history of higher education
- Teaching Truth: Techniques for classes
- Addressing Race: Techniques for Administrators and Staff
- Why teaching the truth is more important now than ever

Session 8: Strategically Hiring Faculty of Color
https://drive.google.com/drive/folders/1XXrdDZ_O09gIXtg7uBrvP5wQeqycKyB6

- Understand why there is low faculty diversity at your college expanding on reasons such as implicit/explicit bias and habitual methods that need to change
- Learn 10 practical strategies to hire more faculty of color such as not using names or educational institutions in hiring, understanding what worked in hiring faculty of color at your institutions, campaign for faculty of color, and more.

Session 9: Supporting and Retaining Faculty of Color
https://drive.google.com/drive/folders/1vjTw0XTA3tjbBvZkBFEqMR584YeOGRCU

- Understand the historical roots of why colleges struggle to retain faculty of color including the culture and climate of campuses that may contribute to their departure
- Understand why your specific campus struggles to retain faculty of color by looking at demographics and campus climate studies
- Learn methods to retain faculty of color such as taking accountability for actions, structural reform to improve assessments and advancements, and individual reform such as participating in anti-discrimination training

Session 10: Recruiting and Strategically Diversifying Staff at All Levels
https://drive.google.com/drive/folders/1P3DPa5K-CaJyHpCsn4fpMQ8xnuhztk5d

- Understand the barriers and challenges to hiring diverse staff
- Understand how to recruit, advance, and retain diverse talent at all levels
- Learn practical skills and strategies about how to improve equity within the campus workforce

Session 11: Creating Equitable Pathways to Leadership Roles for Employees of Color
https://drive.google.com/drive/folders/1Ydk7em9AqleWFiWLr9KrsD0rbLCUZsTh

- Why what we think we know about being a leader devalues diversity
- Learn about what defines transformational leadership
- Learn specific practices that develop transformational leaders who successfully promote the careers of others.

Session 12: Meaningfully Integrating Racial Topics Across the Curriculum
https://drive.google.com/drive/folders/18I920c4bhZ83hXm4DOxcnDHAXLNyFH-U

- Learn about the importance of integrating race in curriculum
- Learn about the barriers to integrating racial topics
- Learn strategies for teaching about race and racism