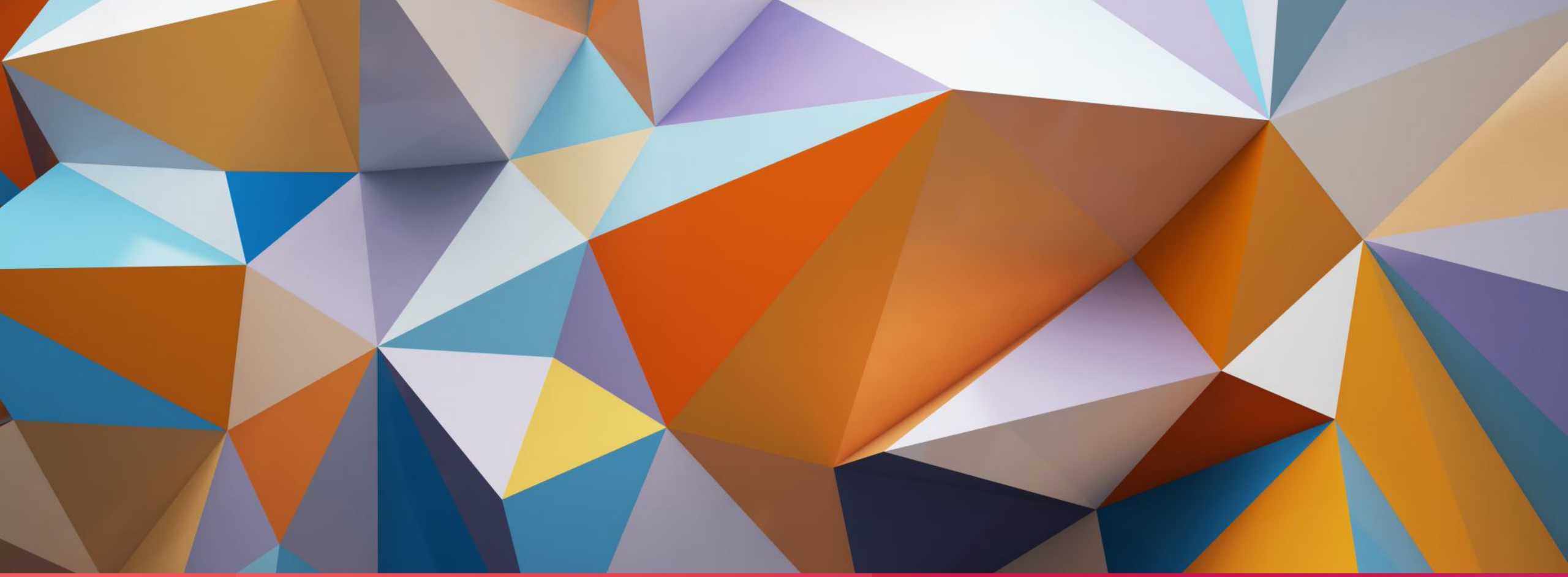


FACULTY OWNERSHIP OF EQUITY: IS YOUR VISION REALLY 2020?

ANNE VANCE, AUSTIN COMMUNITY COLLEGE

AGREEMENTS FROM COURAGEOUS CONVERSATIONS

- Stay appropriately engaged (& it's OK to pass)
- Speak your truth (but no one else's)
- Expect & accept non-closure
- Experience discomfort
- Respect & re-spect (look again!)

- Share a memory of when you first became aware of racial differences.

- What is something you're proud of from the culture you grew up in?

BREAKOUT GROUP DISCUSSION

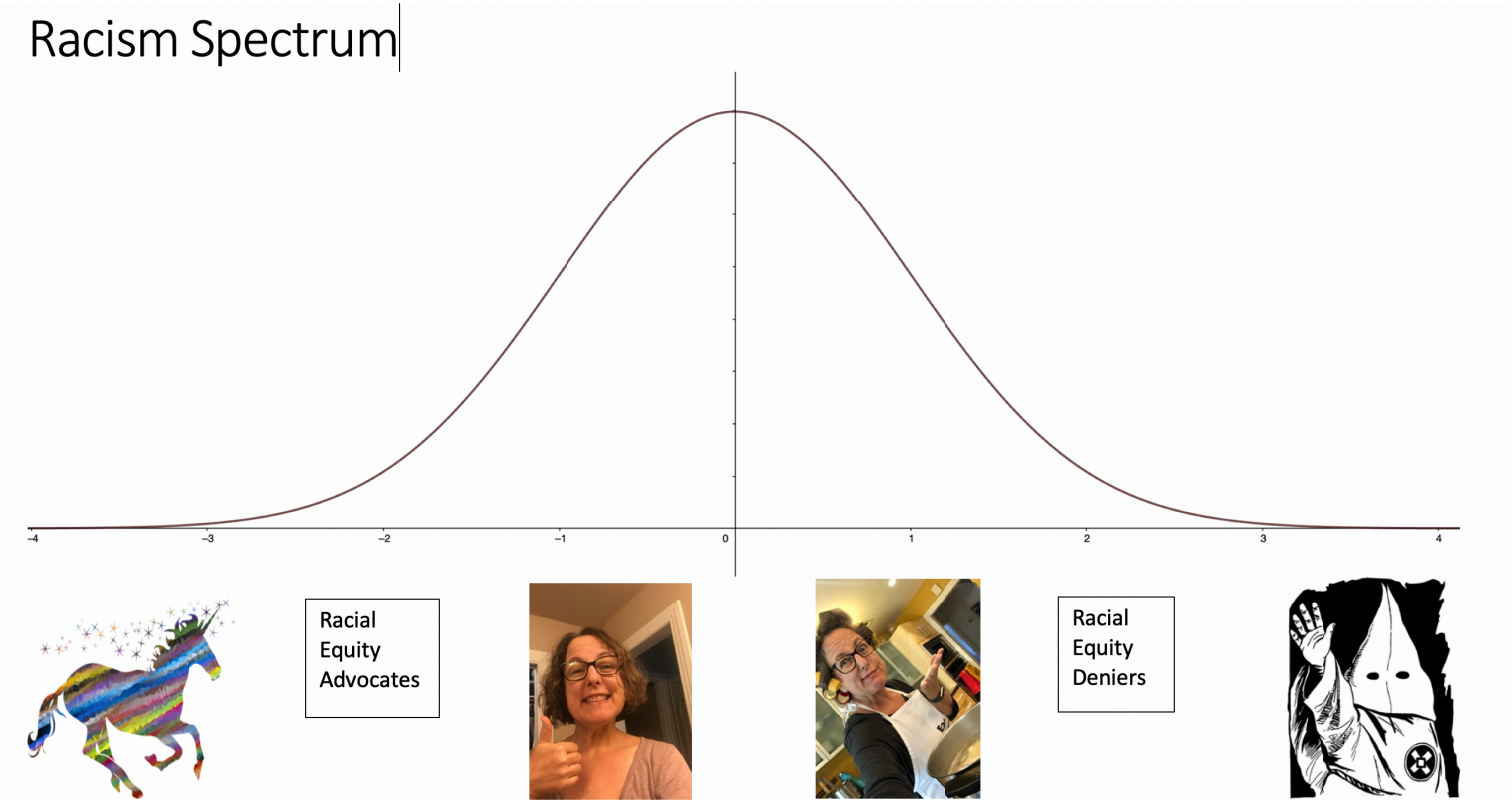
"THE GREATEST TRICK THE DEVIL EVER PLAYED WAS TO CONVINCE THE WORLD HE DIDN'T EXIST."

DEFINITIONS

- Race = a social construct based on appearance, usually skin color
- Implicit bias = what feels normal
- Racial equity in schools = skin color is no longer a reliable predictor of success

OWNERSHIP

From AMATYC's *IMPACT, the Ownership Pillar:*
"For faculty, ownership involves being a reflective practitioner who examines curricula and teaching practices to identify areas that need improvement."



George Floyd tried to use a counterfeit $20 bill (killed by police)
Ahmaud Arbery went for a jog in South Georgia (killed by local residentss)
Atatiana Jefferson's neighbors called the police because her front door was open (killed by police shooting through her window)
Eric Garner allegedly sold loose cigarettes (killed by police)
Freddie Gray was arrested for possession of a switchblade (shackled by police, put loose in the back of a van in motion; killed)
Trayvon Martin wore a hoodie and ate Skittles from his pocket (killed by local resident)
…
Amy Cooper called 911 saying an African-American man was threatening her. He was bird-watching.

I don't need equity training; I treat everyone the same.

TWO CLIPS FROM "THIS IS US"

https://www.youtube.com/watch?v=kbk68fC3DSo 1:05 – 1:30

This Is Us on Hulu, Season 5, episode 2. 1:05:44 – 1:09:00

IF YOU'VE NEVER HAD A
SUPREME COURT CASE
DECIDE IF
YOU HAVE THE
SAME RIGHTS
AS OTHERS,
YOU HAVE PRIVILEGE.

- Describe a past experience of feeling different or out of place. How did you cope?

- Describe a past environment where you felt completely comfortable and fully accepted.

BREAKOUT GROUP DISCUSSION

2020 VISION

- "The arc of the moral universe is long, but it bends towards justice." Martin Luther King, Jr., 1964 (inspired by Theodore Parker, Abolitionist Unitarian Minister, 1853)

- Who's doing the bending?? YOU ARE.

- *Strategies to improve racial equity are good for ALL students!*
  - Check-in: "What do you need to succeed & how can I help?"
  - Consider easing up on policies that are easier for some students than others (attendance, deadlines, outside group projects, etc)

What is one strategy to increase racial equity at your school?

OR

What is one thing you do when you catch yourself thinking racist thoughts, or saying racist things?

BREAKOUT GROUP DISCUSSION

WHEN YOU KNOW BETTER, DO BETTER

1

Ownership

ACKNOWLEDGE RACE

2

Action

AVOID AVOIDANCE

3

2020 vision

BEND TOWARDS JUSTICE

MORE RESOURCES

HTTPS://SITES.GOOGLE.COM/VIEW/UNPACKINGBIAS/HOME

ACKNOWLEDGEMENTS

- *Thank you to all my racial equity teachers, especially* ***Dr. Stephanie Hawley*** (Chief Equity Officer for Austin Independent School District) *and* ***Glenn Singleton*** (President and Founder of the Pacific Educational Group, Courageous Conversations & Beyond Diversity)
- *Thank you to all who join me on this journey towards racial equity. We keep learning and growing together.*

- *THANK YOU for being here today!*

Anne Vance anne.vance@austincc.edu

- More options…if time allows…

ACTIONS

- Paralysis
- Crying
- Intention vs. Impact
- Past behaviors
- Current thoughts—*despite your "new" self!*

THE SODA STRATEGY

Stop	Observe	Detach	Awaken
Resist old habits; open your mind to other versions of “normal”	Note what is going on as if you were a scientist (without initial judgement)	What is triggering you? Are you feeling defensive? Breathe.	Shift focus away from you and towards others.