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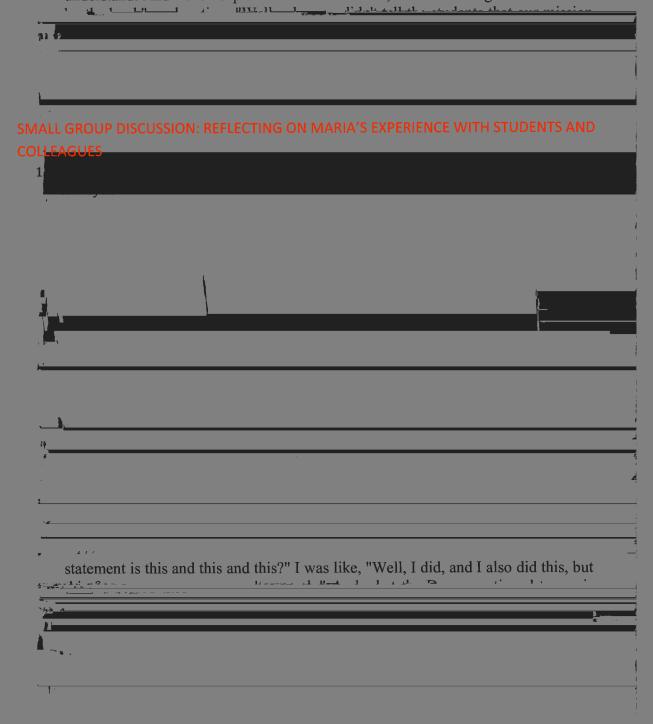
UNDERSTANDING THE IMPACT OF POLICIES AND PRACTICES ON FACULTY OF COLOR

Read the faculty narrative below. At your table, discuss the questions below.

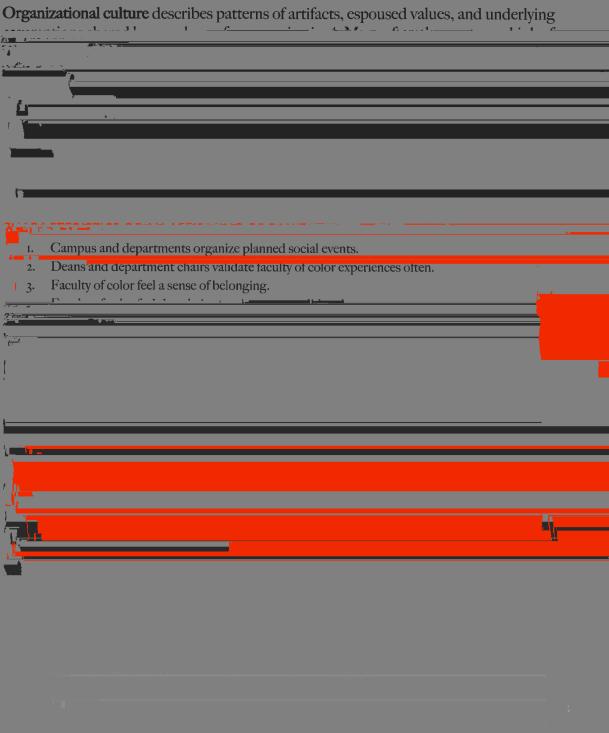
s nar	rative, we spoke to Mar	ia, a Latina tenure t	track professor in the Langua
	etings with [junior] facul	lty. So we can talk	aculty of color. Or, for example about some of our anxieties, one cifically with faculty of color
			ç <u>.</u>
	ak I would've loved to h		we can talk about some of the
	-		

the dominant culture and all the values and this and that. But when I was trying to explain my situation with other colleagues and how I felt, I had a white colleague that said, "Well, I never had that problem. When I tell this to my students, they understand."

But what she failed to realize is that she was white and she was coming from also a dominant place explaining that to their students. So it was in a more powerful position than I was. While in my case, I had to justify this. There are certain things that even speaking or talking with my colleagues, they don't understand. And I even explained this to the Dean, and the Dean gave me the "Go







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SESSION 4: CAMPUS CULTURE - NEXT STEPS CHECK LIST

 $To \ support\ campus\ culture\ change\ and\ move\ towards\ actionable\ next\ steps, consider\ implementation\ of\ the\ items\ below.$ GENERAL

	Leaders discuss or continue discussing and supporting equity efforts in public spaces.
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<u></u>	backgrounds.
LIATURE A	Hire faculty of color in clusters or cohorts.