

**USA Courageous Conversation
Mobile in Black and White Series
Spring 2021**



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Mobile in Black and White Framework

Conversation Values

1. Listen actively -- respect others when they are talking.
2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you").
3. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas.
4. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
5. The goal is not to agree -- it is to gain a deeper understanding.
6. Be conscious of body language and nonverbal responses -- they can be just as disrespectful as words.

Facilitator Guide

The facilitator guide was created to provide information for volunteer facilitators.

https://docs.google.com/document/d/1XnxAjl_IdJywOU2cNIMljYe38RiQ8MXeIrIG4G1S2UU/edit?usp=sharing

Facilitator List

Broderick Morrissette
Brandon Moss
Franklin Trimm
Shanda Scott
Tres Stefurak
Delisa Johnson
Juan Mata
Heather Hall
Mario Sheats
Sharon Holbert
Mohammad Hossain
Shannon Shelley-Tremblay
Aryn McDowell
Cathi Jones
Paul Frazier (Floater)
Mike Mitchell (Floater)
Aaron Long (Technology Support)

Attendee Instructions

Conversation 1

<https://docs.google.com/document/d/1VfJoEbSPH-Bk86mC8ahTZdBptpB96TEcR7k6Rhvbb5g/edit?usp=sharing>

Conversation 2

<https://docs.google.com/document/d/1xrxGIB5WrO7yPy5F6ecQon8g8RxxzZNBnHw9D7Qf5bHo/edit?usp=sharing>

Conversation 3 - Co-hosts (Benterah Morton, Katie Guffey, Jennifer Curtis)

<https://docs.google.com/document/d/1qRuLGO5HaCOgoL1eA31vSJ7ULhYb30S01CRFGy8qJzE/edit?usp=sharing>

Conversation 4

https://docs.google.com/document/d/1b8Bcl4wFwIOTi7J4NnDFs_v6HBd6nKi8Ld05PkfcfQ/edit?usp=sharing

Conversation 5

https://docs.google.com/document/d/1XEQ8tDeHu0BrczesBu0y_MZttzqDG7KYscAjufcFuXQ/edit?usp=sharing

Conversation 1 - February 18, 2021

Introduction

After the welcome and special thanks, conversation attendees were asked to log on to www.menti.com. The following responses reflect the individual and group highlights in the small and whole group discussions.

Showing Up

Attendees offered words to describe how they were entering the conversation. This word cloud reflects the most common words by the size of the word.

One word to describe how you are showing up today

Mentimeter



Desired Results

What would you like to gain as a result of your participation in the USA Courageous Conversations on Mobile in Black and White?

Attendee Response	Theme
Learn from another perspective	Increase proximity and knowledge
Perspective	Increase proximity and knowledge
Sense of momentum, promise, growth	USA Growth
How to be better than our past	USA Growth
Better connection to how this community relates to race and the issues associated with it.	USA Growth/ Issue Identification
A better sense of why we continue to be separated socially.	Increase knowledge
Diversity	USA Growth
I was part of the conversations in the Mobile community as a facilitator years ago and would like to hear the perspectives from the USA Community.	Increase proximity and knowledge
Better understanding	Increase knowledge
More dialogue with South colleagues	Increase proximity
more perspective and increased sensitivity	Increase proximity
I would like to continue my education surrounding Diversity, Equity, & Inclusion.	Increase knowledge
community perspective	Increase proximity and knowledge
Ability to look through a different lens and see a new perspective.	Increase skill
A better knowledge and understanding of the world around me	Increase proximity and knowledge
Insight	Increase knowledge
The ability to become more comfortable in speaking with other students without getting scared	Increase skill
Learn about the subject matter, diverse topics and hear everyone's insight	Increase knowledge
A new perspective to share with others	Increase proximity and knowledge
historical context	Increase knowledge
understanding	Increase knowledge

Race on USA Campus

The word cloud below is a representation of the most common responses by the size of the word. The table includes all of the responses to questions

Pre - Where do we need to address issues of race on USA Campus? Mentimeter



Responses	Theme
Self-segregation_cause	Proximity
Recruitment_of_students Recruitment_of_faculty Retention_and_graduation	Recruitment/ Retention
Decision_Makers USA_PD Students	Administration
Faculty	Faculty
increase_minority_faculty increase_minority_admin	Faculty/ Administration
Effective_activities	Engagement
classroom	Courses
everywhere Administration Faculty	All/ Faculty/ Administration
Divides_among_students Faculty_employment	Proximity/ Faculty
better_relationships	Proximity
student_organizations classrooms	Student Engagement/ Courses
everywhere	All
Faculty_and_Staff	Faculty/ Staff
student_gatherings employment	Student Engagement/ Employees

Employment	Employees
Organizations Students	Student Engagement
Faculty_Diversity Equity Research_Opportunity	Faculty/ Research/ Opportunity
classroom student_gatherings everywhere	Courses/ Student Engagement/ All
Everywhere	All

Expectations

What actions should occur after the conversation series to make your participation worthwhile?

Reponses	Themes
See a more concrete path forward	Agenda/ Benchmarks
Action steps. Real application	Agenda/ Benchmarks
clear policy changes at USA that promote racial parity	Policy Review/ Recommendations
Students having a greater comfort level talking with faculty and staff about the things that make them uncomfortable about race on our campus.	Culture
visible change with clear policies	Policy Review/ Recommendations
Active and meaningful activities	Engagement
That we find common language around how we will continue to move forward as a University community to be as inclusive and support as possible.	Agenda/ Culture
short course created and required in HR workshops	Course
Concrete change	Culture
continuous conversations on race	Engagement
Small group sessions to continue sharing experiences. Clear policy changes.	Engagement/ Policy Review/Recommendation
Concrete ways that I can change my behavior and policy changes	Individual growth / Policy Review/Recommendations
For the inclusion of everyone as a whole at USA	Culture

I would like to see that we are actual diverse and accepting of each other,	Individual Growth/ Culture
Gather responses from participants on how they implemented new knowledge	Individual Growth
If we can work and understand each other allowing us to gain a better understanding of Black and White while respecting others.	Individual Growth/ Culture

Reasons to talk about race

From your experience, what are the reasons why the USA community needs to talk about race?

Responses	Theme
Lack of diverse faculty	Faculty Diversity
Our campus faculty and student body does not mirror our region & community either racially or economically	Faculty Diversity
Student experience, Lower Graduation Rate, Lower test scores. lower job placement, we have room for improvement, educate ourselves on cultural competency	Student Experience/ Graduation Rate/ Test Scores/ Lower job placement/ Cultural Competency
Disproportionate impacts of certain policies... the concept of colorblindness... illuminating to eliminate	Policy Impact, Lack of Analyses
Need to understand that campus reflects Mobile at large and issues don't stop "at the door" when people step on campus.	Community Connection
Quality growth by addressing racial shortcomings effectively	Lack of Analyses and Growth
To bridge the gap of the racial divide.	Identify and Address Racial Divide
To promote the success of a diverse student population	Student Experience
Race is talked about, but never acted on	Identify and Address Racial Divide

Barriers and Challenges to talking about race in the USA Community

Barriers

Mentimeter

the USA leadership culture's insane level of fear, risk aversion and conservatism

Self-segregation choice by both faculty and students.

Fear of saying the wrong thing

Don't want to say the wrong things

Uncomfortable; cyclical nature of discussions



Responses	Theme
Self-segregation choice by both faculty and students.	Proximity
the USA leadership culture's insane level of fear, risk aversion and conservatism	Fear
Don't want to say the wrong things	Fear
Uncomfortable; cyclical nature of discussions	Discomfort
Fear of saying the wrong thing	Fear
Lack of knowledge and skills to have civil conversations about race	Skill development
Inclusion is crucial	Culture

Most Important Issue in USA Community (Race)

Responses	Theme
Financial barriers to hiring diverse faculty.	Finances
Enrollment of minority populations and targeting those with qualifying ACT scores that are at our surrounding community colleges.	Recruitment
Enrollment and retention	Recruitment and Retention
Implementation of practices to positively address racial issues--don't want to "preach to the choir" constantly, but to elicit more buy-in	Increase importance and participation in DEI
Need for support and welcoming atmosphere for students and especially for faculty of color to improve retention.	Culture/Support

Question from Participant

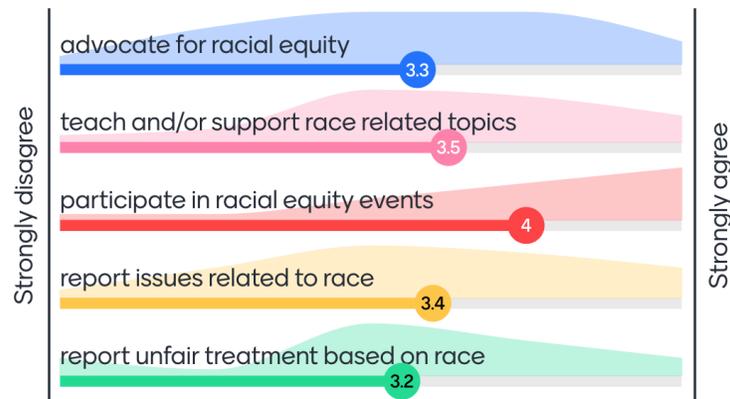
1. Is the History of Mobile and/or Alabama's history with social justice & race relations something that could be added into the first year experience? Do we offer any type of first year experience courses/workshops to our transfer students?

Conversation Two - February 22, 2021

Go to www.menti.com and use the code 22 23 27 6

USA Safety: I feel safe to

Mentimeter



USA Safety

The following statements are responses about safety to talk about issues of race at USA.

Response	Theme
It starts with open, honest communication and realizing that we're trying to get to a better place for everyone.	Communication/ Common goal
Difficult and awkward to address race issues in the classroom if not directly related to course content	Curriculum
We need an open clearinghouse where people can drop in ideas for solutions, policy changes, procedures, etc. that is anonymous and continuously available, reviewed and implement.	Campus-wide anonymous feedback
The outcome of voicing one's opinion seems hopeless. The University is a vital part of Mobile, State, and the Country. However, when it comes to diversity and inclusion nothing changes	Lack of progress/ Importance of USA
It depends on who you are speaking and what level of issues you are speaking about. I believe that it is easier to talk around the issue of students and their needs but less so about the lack of diversity in the administration	Communication/ student needs vs infrastructure

In my immediate circle, I feel safe. Not sure campus-wide.	Safety outside of inner circle
In my group we discussed how safety and trust go hand in hand. If campus loses our trust we are no longer going to feel safe.	Trust relationship to safety
USA should be leading town hall conversations in the community to highlight and inform about racial disparities and their impact on the educational trajectory of youth. USA should be actively recruiting in the public schools earlier across the city.	USA Role in community USA outreach

Policies, Procedure and Actions

What policies, procedure and actions need to be taken to increase safety for students, staff, and faculty to report, speak, share, and suggest?

Responses	Themes
Anonymous reporting/ suggestion boxes with specific changes, trainings, etc. that come from the reports	Campus-wide anonymous feedback
Need to find ways to ensure that students from less privileged backgrounds find access to student support services	Student support/ student needs
There needs to be some safe spaces created. People have a crippling fear of retaliation, especially when supervisors are a part of the conversation.	Safety/ Fear/Authority
Educate students, staff, and faculty on proper channels for reporting. Maintain a no tolerance policy for retaliation. Buy in from multiple leadership angles.	Campus-wide anonymous feedback Policy
There absolutely need to be more conversations like this. When I was a student nothing like this existed and students were not able to talk with faculty/staff about this.	Conversations Student/ Faculty relationships

Trust and respect

Trust and respect were themes in last week's conversation. What are solutions to trust and respect on the USA Campus?

Responses	Themes
Being willing to admit fault and layout ways that we are trying to do better and being transparent	Institutional responsibility/ Growth/Transparency

The USA community has to double down on its identity. We are facing an identity crisis that prevents us from making changes where they need to be made	Institutional identity/ problem identification
Consistent follow through when issues arise	Issue Acknowledgement/ Follow-through

Consistency

What could USA do consistently to address issues of race in the student experience, campus climate for employees, and community engagement?

Responses	Themes
Active dialogue about going beyond conversations and into action. We've been conditioned to operate in a certain manner in our society. That cannot be undone overnight. We must continue to work at race relations.	Dialogue to action/ Sustainable commitment
Adding a Mobile history & Alabama as a state history with social justice and race relations for all new students to the university including transfer students, continued diversity trainings and consistent messaging	Curriculum/ City/ County/History/ Social Justice/ race relations Sustainable commitment
Following through on trainings, projects, etc. consistently in order to garner more effective participation from the USA community routinely; "social conditioning"	Culture/ training/ Sustainable commitment
Promote broader participation in conversations like this	Participation in DEI
Continue to have these conversations. Make sure we highlight these issues outside of Black History month and not just in black organizations.	Conversation/ Communication Sustainable commitment
Integrating these conversations into faculty meetings, staff gatherings, and class discussions, not just special events	Integration across departments curriculum Sustainable commitment
There should certainly be more conversations like this.	Conversation/ Communication
(1) student engagement with community; (2) strategic objectives for DEI; (3) positive changes in admin (i.e., diverse graduation speakers, fostering this event; (4) but insiders/white mainstream culture coded as "collegiality"; (5) need for education	Student engagement Sustainable commitment Administration Collegiality/Culture Sustainable commitment

Video Highlights

What is a highlight from the video that relates to the USA community?

Response	Theme
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<p>The segregation of Mardi Gras affects our students and our staff/faculty since we all live here.</p>	<p>City/ USA relationship City/County/State History</p>
<p>Segregation in religious groups.</p>	<p>Segregation</p>
<p>Trickle down effect of opportunities and preparedness for college.</p>	<p>College preparedness City/County/State History</p>
<p>Mobile is majority black, but USA is majority White. How are we responding to the needs of our community?</p>	<p>Community engagement</p>
<p>April Dupree Taylor's personal story of exclusion within her department and with a colleague around the segregation of Mardi Gras social events.</p>	<p>Exclusion City/County/State History Personal stories</p>

Conversation Three - March 1, 2021

Participants were guided through an activity co-facilitated by Benterah Morton, Katie Guffey and Jennifer Curtis. The activity required each participant to become a student who had representative characteristics of the USA student population. The responses below reflect feelings after participating in the activity. The main objective was to identify what students need in their backpacks to be successful at USA.

Activity is linked here:

<https://docs.google.com/document/d/1qRuLGO5HaCOgoL1eA31vSJ7ULhYb30S01CRFGy8qJzE/edit?usp=sharing>

One word to describe how you are showing up today

Mentimeter



Before Activity Question

What do we need to put in students' backpacks to be successful at USA?

Mentimeter



After Activity Questions

One word to describe how you feel about the student you were assigned

Mentimeter



After this activity, what do we need to put in students' backpacks to be successful at USA?

Therapy, mentoring, safe environment, food accessibility, testing accommodations, transportation pass

Let students know of all resources on campus: Food Pantry, support groups, counseling, car checks before breaks.

We need a literal list of services available that we can have ready to hand out to students. I realize the info is online, but if it were to get that info into one place & share with Faculty/Staff then they can be better educated on what we have.



Conversation Four - March 8, 2021

Garage Sale - USA Courageous Conversations-MIBW

The Garage Sale highlighted current USA strategies that are working, not working, worth keeping but needs work, and needs to be thrown away.

The sections were divided into quadrants labeled 'Not for Sale', 'Needs Work', 'For Sale', 'Trash', and 'Hazardous'. Jamboard was the technology tool used for virtual interaction. This is the link to the actual responses

<https://jamboard.google.com/d/1NEloZzoggIfmkChMDNJjmspi7JvmeM6VoeWkPfQJ3Ek/edit?usp=sharing>

The responses listed in tables below:

Garage Sale Component	Participant Responses	Theme
Not For Sale	<ul style="list-style-type: none"> -Open and honest classroom discussions -Social engagement and community building -Cultural festivals and events -Promote Collegiate 100 and 100 Black Men. Black Alumni Association -Retain our faculty and staff who align with our collective values -Equity - not about everyone having the same bicycle, it can be customized to the person, children need training wheels, adults don't, provide resources that match the individual's needs -Equal opportunity, access, strong examination of our processes at all levels in this regard -Curiosity -Mobile in Black and White -Values - kindness, respect, ethics, integrity -Listening, not just to answer, active listening for meaning -Common Read -Opportunities for Conversation -Diversity and Inclusion Trainings -Hiring Diversity & Inclusion Director -Counseling for Students -Mentor Programs - OMSA -Jags for Justice - Action items -Open panel discussions -Increasing diversity among faculty and staff -Passionate, caring students -Passionate and caring faculty, staff, administrators -Transparency and open communication 	

	<ul style="list-style-type: none"> -Courage to speak out -Caring nature and empathy of the campus community who have actively participated in launching Courageous Conversations. -Support for student success -Climate surveys -Resilience and fortitude of the South Student body -Fostering a climate that encourages student action -Continue to incorporate tools and systems that value the voices of the entire campus community -A constructive way of approaching the hurt and moving forward -Reputation of diversity; global student community -The existence of opportunities to have conversations about diversity -Strong - Respectful - Trustworthy people in different departments and colleges -Inclusive events, promoting other cultures 	
<p>Needs Work</p>	<ul style="list-style-type: none"> -Classroom discussions that are NOT open and honest -Hiring and retaining faculty of color -Providing platforms for students to have their voices heard, and then taking action as needed. (This is tricky though because who decides what is needed?) -For faculty and staff whose values don't align we need remediation and realignment opportunities -recognition of bias, regular and ritualized ways to discuss, challenge and identify bias -accept people where they are, but provide resources to make them equal in skills to others, some people begin at a place where they need more and specific resources -Transparency -Trust -Educating others on policies, procedures, resources, etc -More conversations need to be had -Diversity, Equity ,and Inclusion Training as a requirement (orientation module, all freshmen, graduate schools, build capacity then focus on freshmen) -Listen to students and find tangible ways to address/fix what is being reported -ONGOING CONVERSATIONS (IN CLASSES AND EVERYWHERE) about diversity, equity, and inclusion -Annual training for Faculty and Staff center on 	

	<p>diversity, equity, and inclusion. (possibly more frequently)</p> <ul style="list-style-type: none"> -Hiring practices -Diversity Training -Active Inclusion -Better awareness of programming that exists for our students, faculty staff - messaging, communication etc -Bi-Annual meeting for faculty/staff to have a roundtable discussion with other departments -Events for faculty & staff to come together -Overview on Diversity, Inclusion, Equity (how is that happening at South Alabama) Town Hall Meeting to update everyone -Branding "We Are South" ? -Diversity, Inclusion, & Equity Initiatives should be more specific to South Alabama -Diversity, Inclusion, & Equity as it relates to religions and sexual orientations -Race relations on campus -Heal the divide -Passionate & caring faculty retention -Trust with upper administration and our students -Increase community -Underfunded areas that address discrimination -Faculty-student relations -Staff representation -Create intentional hiring practices -Increase accountability for faculty and staff who break expected norms -Courageous conversations that move into action -The current investigation is very limited in scope. It should be a deeper assessment of South's commitment to DEI. -Proactive assessment and action-based surveys to make changes prior to a crisis -Surveys should be on-going and they should drive conversations -Repair: We cannot change the past, but we can construct a present and future. I would like to see that our repair is restorative in nature. (Restorative Leadership and practices.) -Can we find a common language to help us all connect? -The existence of opportunities to have conversations about diversity. Need to be more frequent. More participation in discussions. -Understanding that DIE conversations involve the putting skin in the game. Realizing that doing so may mean giving up some areas of privilege. -It's always the same people attending DIE conversations. -Emphasizing the value of diversity: cultural 	
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	<ul style="list-style-type: none"> backgrounds, ways of thinking.... -General inclusiveness university-wide -More intentional communication with students about issues around the university -inability to discuss different views without getting angry -Further education on the racism in our community and how we can solve it together -being too scared to talk about racism 	
For Sale	<ul style="list-style-type: none"> -Ignorance about racial climate at South. -Deficit Mindset: Meet students where they are! -bureaucracy - SOOOOO frustrating to get anything done -"we do it this way because we always do it that way" -innovation - there is like a stop sign, the easiest answer we seem be able to give is "no" rather than "how would we do that" -our financial model -Fear of repercussions -Environments that are not psychologically safe. -Lack of knowledge on who to contact with concerns -Lack of action -Siloed staff, faculty & students lead to no one communicating -Accountability for actions of our faculty/staff when things happen. Deal with it as it's happening at that time, whatever the issue is and make it a teachable moment. -Comparing ourselves to other institutions -Commuter school mentality -Just talking -Not including campus in conversations when survey results are in -The idea that Diversity, Inclusion, and Equity (DIE) can be addressed in a singular module in a course -The idea that, Diversity, Inclusion, and Equity can only be lead by people of color and women -Pretending race does not exist "I don't see color" 	
Trash	<ul style="list-style-type: none"> -Climate of fear to speak up -Symbols of hate and terror -Climate of fear of retaliation -racism, sexism, classism, hate speech, -our chronic and all pervasive fear of change -intolerance -bullying -not giving students a voice, actively ignoring 	

	<ul style="list-style-type: none"> student experiences -students shouldn't have to protest to be heard, by the time there is protest the university has failed -Inaction -Real time accountability -If the media doesn't ask, we won't talk about it -Stereotypes -Divisions in Greek Life -"Always been done that way" -unwillingness to talk about race in classes -apathy -Reactive decision making -unfair hiring practices -Lack of diversity in upper administration -The rug that things get swept under - Continuing NOT to hear others and learning each unique story. AND not recognizing that each of us deserves a voice. -The belief that USA does not have diversity issues -Fear of retaliation for holding others accountable to the standards (doing their job) -Lack of accountability for effectively doing the job -We've always done it that way -Skewed views of diversity. (1 person does not make a unit diverse) -The good ol' boy system and prioritizing internal hires -Sororities/fraternity -"turning a blind eye" -Lack of Accountability -discrimination against different religious beliefs -Lack of diversity in sororities and fraternities -Hate speech 	
<p>Hazardous</p>	<ul style="list-style-type: none"> -Hierarchy -Feelings of fear and marginalization around coming to campus -The "isms" -Implicit & Explicit Bias -Inequity among men-woman pay -Top down university structure -Fear of change -Racism -Tolerance for expressions of racist ideology on campus -Retaliation against students for speaking out and expressing their truth/passion. -There isn't any systemic change demonstrated on campus -The segregation, hazing, toxicity in 	

	sorority/fraternity	
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Ways to move forward (notes added from garage sale)

- Transparency from the admin in documenting who has completed training and is available an access for communication.
- A space for addressing areas of concern and clear paths for addressing concerns.
- Concrete action items coming out of conversations.-- with benchmarks to measure progress

Garage Redesign-USA Courageous Conversations-MIBW

The Garage redesign was an effort to investigate ways to fix some of the items that need work, ideas on how to dispose of the trash, the addition of items that can be useful in the USA strategy, and what is still meeting.

Fix	<ul style="list-style-type: none"> -CAMPUS-WIDE DEI TRAINING, NEEDS TO BE INTERACTIVE AND NON-REPETITIVE -VALUES CONNECTED TO TRADITIONS AND CULTURE: DISCUSSION OF HOW TO "REGULATE" ATTITUDES AND HABITS -Required diversity training that is recurring and expounded upon -holding faculty and staff accountable to institutional values, make it a disposition that can be included in performance evaluations -Institutional change goals around cultural climate, tolerance and equity should have a time frame specified in terms of how long we expect certain changes to take -F/U interviews and exit interviews that seek to understand why people stay and why people go, and how those answers differ by culture -Townhall-style opportunities to discuss issues/concerns with a variety of administrators/stakeholders -Listen, listen, listen! -Disaggregating more data to identify potential barriers to equity -Survey Results -Bias Reporting Hotline -Transparency -Historical informational markers for buildings tied to racialized histories--routinely updated -Environment that feels like you can speak up without any repercussions or being feeling judged -Roundtable discussions where you can have a safe space to speak -Even more conversations about Diversity, Inclusion & Equity -Review the brand "We Are South" and determine if it is a statement we are truly ready to support as an institution -guidelines for hiring practices -open conversations between admin and students -multicultural courses in every major by qualified instructors -seek student input -'real' diversity trainings -mandate consistent diversity training -Fully fund & staff areas that address discrimination -Proactive assessment and action-based surveys to make changes prior to a crisis. -The current investigation is very limited in scope. It should be a deeper assessment of South's commitment to DEI. -Climate surveys should be on-going and they should drive
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	conversations.
Dispose	<ul style="list-style-type: none"> -No tolerance for resistance to diversity training -Presidential Search -Strategic Plan -Mandatory collaborations between Greek Life groups. -Incorporate more safe spaces around campus regardless of identity -study of discrepancies in salaries -strategic hiring plan -shared governance -Transparency
Add	<ul style="list-style-type: none"> -QEP APPROACH TO DEI: WE NEED A DIRECTOR, A COMMITTEE, GOALS AND A 10 YEAR PLAN JUST LIKE A QEP -GENERAL ED LEARNING OBJECTIVES -Engage psychologist and social workers to improve mental aspects -Identify shared values and commonalities to build cohesion -Listening takes place in the context of conversation and celebration. A great way to honor a diverse community is to rejoice when members of the community rejoice. A festival(s) that highlight communities represented at our University. -university-wide cross cultural communication and relational training, not just cultural sensitivity training, actual on the ground cultural competence training -Creating a culture of celebrating solutions and success at the level of leadership -Utilize the Diversity Matrix in hiring -university-wide cross cultural communication and relational training, not just cultural sensitivity training, actual on the ground cultural competence training -We have to change the culture of the university to be welcoming and safe for diverse people. Not simply recruit diverse faculty and staff. -Continuous updating on the progress on the projects/demands made by students -Guidance for all aspects of the university in how to discuss and pursue DEI -Acknowledgement that students have different experiences at USA -Accountability -An Overview on Diversity, Inclusion, and Equity (Town Halls to discuss the phases of the plan. -Zero Tolerance Policies -Mandatory Courses/Modules on D, I & E for Faculty, Staff, and Students -Empowering staff -Human resources to study inadequacies in salary among men v. women. -Empowering faculty fostering agency -Increased accountability for "stipends" for faculty -Include all our voices in conversations. -Creation of an opportunity hire program -Include campus in conversations when survey results are in so that issues don't get swept under the rug -Implementing college/dept wide DEI committees across the board.

	<ul style="list-style-type: none"> -Need to bring disparate DEI initiatives together, currently very siloed. -DEI issues should not just be student-focused, but incorporate faculty and staff. -Have an outside leadership group assess dept/college DEI annual reports and provide guidance -
What's Missing?	<ul style="list-style-type: none"> -Include diversity, inclusion and equity in teaching, service, leadership, etc. as part of annual employee evaluations -Hiring enough faculty from diverse backgrounds to allow anonymity in reporting issues of concern. -Mechanism for reporting issues of concern anonymously. -Avenues for people from all areas to become a part of conversations -Real time accountability Process -Transparency -Intentions -Push back on mandatory aspects of DEI initiatives from some fac/staff/students.

Conversation Five - March 15, 2021

This USA Community Agenda on race was based on data from USA Courageous Conversation: MIBW Series in Spring of 2021. The members of the USA Community including students, faculty, staff and administration participated in five conversations on Zoom utilizing technology tools Mentimeter and Jamboard. The community agenda includes actions, outcomes, stakeholders, barriers, benchmarks, strategy, and timeline.

Category	ACTION	DESIRED OUTCOME	RESPONSIBLE STAKEHOLDERS	BARRIERS	BENCHMARKS	STRATEGY/ TIMELINE
Curriculum	Integrate DEI into curriculum across the university and change classroom environments	<ul style="list-style-type: none"> -Creating norms & trust -Clear line of dialogue -Discuss related topics that may be uncomfortable 	<ul style="list-style-type: none"> -Faculty -Staff -Students -Administration 	<ul style="list-style-type: none"> -Fear of backlash/retaliati on -Skill of how to have difficult conversations -Etiquette/Tact -Cultural Differences/ Microaggressions 	<ul style="list-style-type: none"> -Course survey results (student perceptions) -An increase in empathy -Fun/interactive activities showcasing ways we're more alike than different -Evidence of DEI Curriculum integration -Ongoing Conversations 	<ul style="list-style-type: none"> -Incentives in grading and evaluation -Partner students with those different from themselves
Resources	Provide Resources	<ul style="list-style-type: none"> -Individualized diversity training based on participants current cultural competency -Support the office of Diversity and Inclusion -Provide faculty with tools to integrate DEI 	<ul style="list-style-type: none"> -Administration -All faculty and staff 	<ul style="list-style-type: none"> -A lack of dedicated commitment by admin for long-term behavior change -Community members who are not willing to change or learn 	<ul style="list-style-type: none"> -Training offered and completed -Resources provided and impact -Faculty implementation of DEI 	<ul style="list-style-type: none"> -Long term plan rather than superficial plan
Authenticity and Transparency	-Initiate & facilitate ongoing conversations in classes and communal spaces on campus and virtually	<ul style="list-style-type: none"> -Authenticity -Transparency -Feel safe and feel trust to be able to share our thoughts 	-Everyone	<ul style="list-style-type: none"> -Navigate differing opinions that is respectful and productive, agreeing to disagree -Saying the wrong thing, vulnerability -Getting the 	<ul style="list-style-type: none"> -Cultural Competency Training - Faculty, Staff & Students -Allocation of resources that hire & support people 	-ASAP

				people who need to participate to show up, possibly for fear of repercussion		
Impact	-Impact vs Intention	-Recognize that impact doesn't always equal intention and can be harmful to the community -Effective communication throughout the entire process	-Stakeholders need to be more diverse -The University Community	-Our own biases/ Unconscious bias -Ignoring what's in front of us -Defensiveness -Distrust the stated values of the university	-Accountability beginning at the top -Voices need to be heard through the process.	-Immediate action -Begin asking these questions from a diverse group before they become problems

USA Common Ground
<ul style="list-style-type: none"> -Enhance our lives -Success of USA -We're all wanting positive change. -Here to learn and grow through open-mindedness -Respect -Vision -Advances in research and scholarship. -Humanity/Community -Students having a positive experience -We are here for student success. -Here for our students and each other -Learning -Cultural Competence for all -Student Learning and Success -Success of ALL students -Future bound in equity that is rooted in this moment -We are all a part of the USA community

Jamboard is not accessible for some of those who are visually impaired. Additionally, not all of the DEI training modules are accessible

Summary

Five Reasons Why (USA needs to talk about race)

1. Faculty/Staff diversity
2. The USA Student Experience and Outcomes
3. Analyses of USA policies
4. Community Connection and Engagement
5. Address Racial Divide and Disparities

Recommendations to University

Faculty and Staff

- Provide opportunities for faculty and staff to increase knowledge and skills in DEI
- Training for faculty to create a safe environment and DEI integration, conversation, using race as a biologic construct, and language use
 - Teaching approaches that are anti-racist
- Collaborate with ILC on faculty development
- Increase diversity of the faculty and staff to reflect the student population

Curriculum

- Integrate DEI in the curriculum throughout the university
- Increase student proximity to different perspectives, cultures, and diversity of thought
- Recommend a syllabus template including DEI

Institutional

- Analyze current systems, policies, and procedures for bias and disproportionate outcomes

- Reckon with minority student and alumni experiences of USA by gathering information and addressing concerns
- Create an action plan with priorities that relate to race
- Emphasize culture and climate as an outcome for each college and department
- Implement student-centered institutional decision-making processes
- Create safety for expression of perspectives, reporting, recommendations for institutional improvements
- Revisit standards of conduct and expectations in behavior for USA employees and students
- Communicate challenges and collaborate across all levels to create action plans
- Conduct accountability/trust-building initiatives internally and externally
- Increase awareness of anonymous channels of communication for reporting
- Increase understanding of USA student population and needs
- Align desired outcomes with requirements and approaches to evaluation
- Increase transparency
- Provide programming to address needs expressed by the USA community
- Consider mandatory options (General education, faculty training)
- Develop an Speakers Bureau specializing in DEI topics
- Increase awareness of safety reporting (communication, marketing, placement on website)

USA Culture needs to improve

- Trust
- Safety
- Collaboration between councils
- Actions that have good intent but produce negative impacts
(Communication about race related events)
- Make students feel welcome (in general)
- Switch from institution-centric to student-centric climate/culture

Specific Priority Areas in Transition of Leadership

- Determine how to prepare the incoming president with DEI recommendations
- Inform the USA community of data on faculty, staff and students
- Create and support a template for system analyses
- Gather data continually to determine priorities
- Communicate with interim administrators
- Acknowledge and decrease fear through creating safety
- Develop accountability and trust alignment with administration
- Adopt a unified software platform for students
- Increase community engagement and support for community engagement office
- Increase student representation on decision-making committees