

UMD Collective Wisdom, Summer 2017 Faculty-Staff Brown-Bag Discussions

June 22, 2017: What do you need to engage effectively given this climate of divisiveness?

Information

- While it's not good PR, we need to hear about every incident not just really big ones!
- I need majority groups to know what's happening on a regular basis from administrative channels so that no one is surprised by what our community really is.
- Sometimes I'm unaware of trends and what is pc I am from a different generation than the current students and would like to learn what is considered socially ...
- Helping faculty acknowledge what is happening outside the classroom, perhaps with training on how to facilitate a difficult conversation.
- I would like the University to be more proactive in letting faculty, staff, and students know what opportunities are available to get involved in anti-racist work off campus. There is already a lot of good activism being done in the DMV area, why can't we tap into that and use those ideas on our campus?
- When things happen, locally or nationally, we need to name them, acknowledge that they happen and talk about them.
- Making an effort as a student to reach out to other communities and inform faculty of our experiences
- I wonder what is going on at Bowie State

Acknowledgement of issues/truth telling

- Actively acknowledge unfairness to the members of the group in your circle
- Actively educating both students and faculty about race relations and the history behind the present issues.
- Transparency and acknowledgement that systems of oppression are a reality at and are perpetuated by UMD as an institution and society at large.
- I need my department to make this a regularly-discussed priority, not just something we touch on in reaction to a major event.
- Understanding from non-minorities instead of making excuses or ignoring reality
- Immediate supervisors (leadership at all levels) actively showing willingness to discuss issues of discrimination and identity on a regular basis

Consciousness raising

- I need: 1) white men to get woke, 2) for dialogues on white privilege to be a required PRD

component, and 3) for people to get a lot more comfortable confronting awful behavior. Confront!

- I need people to stop saying "I'm not racist". It is an oversimplification of reality and often prevents them from doing anything more active
- More exposure to the different communities on campus (student, staff, faculty, women, men, people of color, queer people, rural folks, military, etc).
- Ensure that I don't add to these negative attitudes in myself and my children by constantly learning and exposing myself to different people and cultures

Opportunities to talk/listen/act

- I need to feel that I am being heard instead of placated
- A safe space to have open and productive dialogue
- Trust that it is okay to be open and to say the wrong thing for the sake of learning
- Opportunities to process, listen, talk, and then create plans of action that resonate with people at all levels of campus
- Time to take part in these discussions and tools/strategies to use w/staff and students.
- Build real relationships, on purpose, across ethnic and cultural lines.
- Keep talking and listen with empathy
- Listen first
- Listening before action.
- Clear communication between students, faculty, staff, and administration
- People who care, are listening and want to work to make things better.

Guidance on how to respond

- I need a mechanism to reach those who want to create divisiveness
- Develop a method of verbal correction that do not raise cortisol levels
- What to do as an individual who wants to help
- I need my allies (folks in majority groups) to actively educate themselves on experiences of others whether that be listening to a colleague, reading art
- A generosity of interpretation, a shift in our discourse towards discovery and understanding from one of finding fault and declaring a winner and a loser

- Tools, resources to mobilize faculty, who represent hundreds of agents for change. This is not just about what President Loh has or has not done.
- Suggestions

Effective teaching strategies

- How can I make a difference in my role as a teacher?
- We should be helping our teachers learn about and use anti-racist pedagogies
- Opportunities for staff and faculty to engage in real conversations with students about what their experiences are and what they need from us

Training/Education

- REQUIRE at least all new faculty to attend TLTC's diversity workshops, potentially require it of all faculty and staff as well
- Diversity trainings in each unit
- Dedicated spaces and times to meet, make action plans and deploy resources. In other words, mandatory diversity integration within classrooms, complete with an added anti-discrimination clause in the honor pledge.

Action/commitment to action

- I need to know that the administration will be willing to act on some of the suggestions created through that engagement
- I love the idea of students, faculty and staff taking a pledge to not denigrate others based on race, gender, sexual orientation, religion, etc. And also

- Knowledge of key persons/gatekeepers/influencers for enabling change big for myself and for empowering students
- Education is not enough. It appears people that care come to these meetings. Accountability is key. Reprimands to hate speeches are not enough.

Leadership

- Exercising bold leadership in our own areas and doing our part, not waiting for it to come from the top.
- To feel like institutional leaders actually Better leadership from my supervisors in acknowledging and addressing hate and discrimination on campus
- Leaders who actually show up
- Assurance that the administration is taking the concerns of our students seriously through concrete actions.
- Actual, legitimate intervention by top tier administrators. Not vague promises and hand waving.
- We need buy-in from many different campus constituencies
- Putting Nyumburu on the campus tour
- A way to involve my local neighborhood community.
- Reexamination of how the university addresses issues of free speech vs. hate speech
- Not just putting it off on the office of diversity and inclusion.

June 28, 2017: What is ONE action I will take / ONE idea I have to promote justice on campus?

Reflect/explore own privilege

- Commit to being aware of my privilege
- Talk with someone to clarify privilege vs. just differences
- Talk about privilege with my friends
- Use my privilege to support those without it.
- Accept your own privileges
- Reflect
- Reflect

Educate myself

- We need to all understand the history of UMD with respect to race and gender inclusivity (and lack thereof).
- I will READ about injustice and inequity, as they relate to my own communities and as they relate to other marginalized communities. Suggestions welcome!
- Continue to educate myself
- Learn Spanish

- Educate myself
- Continue to educate myself
- Gain insight from reading and starting discussions
- Read
- Read
- Read
- Read

Create safe spaces for conversations

- I will engage my team in sessions like this
- Set up a space/time for grad students to have these conversations
- Like we create safe spaces for our LGBTQ colleagues and note them with signs and stickers, could we create safe spaces for difficult conversations. The explicit covenant would include rules of engagement and discourse to ensure all are heard and all are lifted up.
- Organize more spaces in my area to talk about privilege

- I will center the voices of POC in my classroom
- Incorporating the thoughts and opinions of students
- Read and have these discussions outside of this space
- Regular brown bags that include follow up on actions

Reach out/share information with others

- Conversation with colleagues on workshop in faculty meeting
- Share this material with my department
- Encourage others to attend these brown bags
- Share information about this session with my supervisor.
- Share this information with my children
- Reach out to Appalachia
- Include The Students
- Include students

Talk and listen

- Have difficult conversations with people who aren't interested
- Facilitate conversations about privilege with my students
- Intentionally prompting conversations with colleagues
- Engage others in this conversation
- Normalize privilege as a topic of conversation.
- Work harder at speaking up.
- Talk
- Talk more.
- Engage in conversation
- Converse

- Sharing opinion
- Listen and discuss
- listen 🗣️
- Listen
- Listen
- Include this in conversations with my staff.
- Talk to someone within your environment

Engage & be fully present

- Engage
- Engage
- Engage
- Be available for my community
- Be present
- Be-Authentic
- SHOW UP

Revisit curriculum

- Embed equity, diversity & inclusion throughout our curriculum.
- Upper administrative support and recognition of the work that needs to be done to address the systemic oppression and culture of hate that has been fostered on this campus.
- Create incentives to create courses that allow for these conversations to happen in classrooms. Also provide training for instructors of these courses.

University actions

- Review policies for equity
- Add materials to our school website
- Resist!

July 5, 2017: What would be different if UMD were fully welcoming & accepting of all?

Shared responsibility for success

- Shared sense of responsibility of the success of the whole university not just within units
- More opportunities for minority students to succeed

Increased listening & openness

- We would have more authentic relationships with each other (faculty, staff, students)
- Leaders would actively listen and be more transparent
- There would be more listening.
- We have a "yes and" attitude to change
- There would be more room for differing opinions.
- More dialogue that leads to more inclusive thinking at each unit
- Open conversations even if conflicting views.
- Conversations like this would be the norm

Spend more time outside comfort zones

- As a unit & individually we would be *less* comfortable and self-satisfied with our own progress
- No one would be chronically comfortable, or allowed to sit back from the conversation.

Equitable representation

- Diverse senior administrators
- Our workforce would reflect true diversity
- University would look more like society.
- Brown people would be in charge
- Our students would see more people who looked like them in the classroom and positions of leadership
- More representation from students on university board/senate

- Faculty, administrators and decision makers would represent diverse racial backgrounds
- More diverse representation of staff
- More diverse faculty
- More Students would have mentors that can relate with their experiences
- Our students see themselves in the faculty

Less fear/increased sense of safety

- Less fear to ask difficult questions
- There would be more room for fearless ideas
- More dialogue less fear
- People would feel safe!
- ALL Students, staff, and faculty would report feeling safe and respected on campus - currently this is not the case and is quite literally the bare minimum.
- All students and employees would feel safe going to class, studying, living on campus, and navigating campus culture.
- More people would feel safe on campus
- My colleagues would feel safe walking on campus, sharing their voices

Greater campus responsiveness to concerns

- Clearer response to concerns voiced by students
- Taking the student's suggestions seriously
- There would be follow through on social justice demands that the UMD administrators claim to support
- Administration would really listen to and hear the views of staff
- Leaders would ask more questions.
- Leaders would be active in discussing the vision and providing resources to direct change recommended by staff at all levels and students.
- Top leadership wouldn't focus on fundraising, buildings, and rankings at expense of student, staff, and faculty experience, especially folks of color
- Pres Loh and Provost Rankin would be here listening
- Transparency
- Hate speech/crime honor pledge

Improved campus response to acts of exclusion & intimidation

- Acts of aggression towards students of color/undocumented students would be addressed, not ignored
- There would be more awareness about the frequent experiences of exclusion and hostility experienced by people of color
- Students not intimidated by professors

Strong(er) norms of respect

- We establish a set of norms that become campus culture and these relate to embracing our diversity
- People at all levels (bring admin to janitors) would communicate, have rights, mutual respect and engagement
- Socioeconomic differences would be valued
- Students and lower-level employees would be more valued more for their ideas.
- Recognizing the value of UMD staff
- Problem solving would occur at the lowest, not highest, level
- Differences would be appreciated
- Ideas and programs would be credited to their creators, not to the most influential support.

More cross-cultural training

- There would be more cross cultural training for students, faculty, and staff.
- Every dept would employ the SADI framework for mandatory training/conversation

Stronger engagement with larger community

- Better engagement with the immediate community
- True reflection of community
- Possibly influence the political climate of our nation
- This would begin to contribute to a more civil society

Things would be better

- Healthier and happier and more productive
 - More creativity from diverse perspectives
 - A place for young professionals to learn and grow!
 - A fun place to work!
 - B1G presidents would come to College Park to see how it's done
 - Equity
 - Equality
 - Faculty would actually be held accountable
 - Divestment from MCE!
 - Research areas would shift
 - Welcome and accepted implies a perceived superiority over other races on our part already
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