

# From Acknowledgement to Action

Reflecting the commitment of our entire community to antiracism, the dismantling of racial and social injustice, and an increased sense of inclusion and belonging for all, we in the School of Education have engaged in collaborative efforts to acknowledge the impact of racism in our communities and to develop actions that will result in specific outcomes.

## ACKNOWLEDGEMENT

### Courageous Conversations

Faculty, staff, and students started and continued to engaged in a series of courageous conversations over the summer following the murders of George Floyd, Breonna Taylor, Ahmaud Arbery and other Black Americans with a goal of addressing racism in the School of Education community and discussing our roles and responsibilities in making changes.

### Call to Action

All departments, centers, and work units in the school responded to a call to action, identifying at least three specific action items designed to foster, promote, and validate anti-racist, anti-white supremacist, inclusive pedagogy and behavior in the school. For each action, we specified the intended outcome, the person(s) responsible for leading the action, the specific time frame, and ways in which we would know that the action achieved the intended outcome.

### Anti-Racist Statement

Members of our community drafted an anti-racist statement to reflect our shared values. Our entire SOE community of faculty and staff engaged in feedback and revision of that statement during our annual SOE Day on Aug. 17, 2020. The final version of the statement will be posted on the school website.

## ACTION

### Faculty Mentoring Committee Program

In order to improve the quality of mentoring for tenure track and non-tenure track faculty, particularly faculty of color, departments will provide feedback on a proposed faculty mentoring committee program, drawn from the literature (Moody, 2012) and from successful mentoring committee programs launched at other institutions with similar goals and objectives as the SOE.

### Anti-Racist Center

The Dean is supporting a proposal for the Center for Anti-Racist Pedagogy, Research, and Outreach. If established, the Center is to be a source of support for research, teaching, and professional development in anti-racism and the promotion of social justice and inclusion in education, from pre-K to higher education. The main goals of the center are to support faculty, staff, students, and community stakeholders to 1) provide anti-racist education to students, 2) support and facilitate a network of anti-racist researchers, and 3) enhance anti-racist efforts in the community.

### Promotion and Tenure Review

The Dean will appoint an ad-hoc committee to review the SOE's promotion and tenure and faculty evaluation processes to ensure a commitment to faculty productivity that values research embedded in communities of color and committed to anti-racism and anti-racist pedagogy. This will include evaluation procedures which support multiple research paradigms and that are not rooted in the idea that high quality research is only conducted one way.

### Program Review

The Dean has charged department chairs with leading reviews of their programs for evidence of anti-racist and culturally responsive pedagogy, identifying areas for improvement, professional development, and immediate change.

### Director of Inclusion

The Dean will appoint a director of diversity, equity, and inclusion who will serve as a member of the SOE's leadership team. This person will also serve as a member of the leadership team at the university level, along with fellow directors and the Chief Diversity Officer.

### Holmes Scholars

The SOE is proud to be a part of the American Association of Colleges for Teacher Education (AACTE) Holmes Scholars Program. Holmes scholars are high-achieving students from historically underrepresented backgrounds pursuing doctoral degrees in education. Professor Stephanie Blackmon leads the Holmes Scholars at the SOE.

### Social Justice & Diversity Fellows

The Social Justice and Diversity Graduate Research Fellows program brings together graduate students from across the disciplines in a community to support and promote research in the areas of social justice and diversity. Professors Natoya Haskins and Janise Parker lead the Social Justice & Diversity Fellows.

