

College of Humanities and Social Sciences

Suggested Strategies to Promote Anti-Racism

BACKGROUND

In September 2020, Dean Jeff Braden asked academic units in the College of Humanities and Social Sciences to conduct “racism audits” to “identify institutional policies, practices, or principles that either sustain institutional racism/white privilege, or that interfere with our ability to be actively anti-racist.” In November 2020, the college's Diversity Advisory Committee (DAC) reviewed racism audits from all academic units and provided feedback intended to help them in revising their audits. Revised audits were submitted to the DAC in February 2021. Academic units identified policies and practices that sustain racism in their reports. Listed below are examples of some **suggested best practices and strategies that can be adopted to promote anti-racism** in our (inter)actions, our teaching and research practices taken from revised audits of all academic units.

GENERAL STRATEGIES

- Create an Equity Task Force with clear guidelines comprising TT faculty, Professional Track faculty, a staff member and students
- Create a Diversity, Equity, and Inclusion (DEI) Standing Committee with clear guidelines comprising TT faculty, Professional Track faculty, a staff member and students
- Schedule regular departmental conversations to include faculty, staff, students and administrators
- Conduct “Microaggressions & Institutional Barriers” surveys
- Organize Anti-Racist Pedagogy Workshops
- Increase the diversity of speakers at departmental events
- Sponsor workshops or civic groups focused on anti-racist action
- Request Workshops from OIED Centers

- Offer workshops on Curriculum Transformation
- Work to continuously improve the composition and climate of the department
- Adapt survey questions from Racial Equity Tools collective (<https://www.racialequitytools.org/home>)
- Engage an external evaluator, facilitator, or anti-racism consultant for a department review; one that can provide guidance and/or training on facilitating conversations around race and privilege

FACULTY

- Encourage faculty to conduct a syllabus audit
- Include a DEI statement in syllabus
- Allocate funds or grants to instructors to revise syllabi and share teaching lessons
- Provide resources for faculty to revise syllabi and decolonize course content and class discussion
- Provide evidence of direct engagement with issues of race and racism in descriptions of revised course syllabi or newly created courses
- Hold annual forum within the department which addresses anti-racist work being done by faculty members
- Address bias in students' evaluations against women and faculty of color; consider alternatives to racial and gender biased student assessments of teaching effectiveness
- Review departmental RPT guidelines for clear guidelines on the evaluation of community engaged scholarship and creative artistry
- Develop "Mentor Mapping" based on the model innovated by the National Center for Faculty Development and Diversity (NC State holds an institutional subscription of the NCFDD)
- Annually review the department's recruitment and retention plans
- Advance intentional practices for hiring more black faculty in particular and faculty from other underrepresented groups
- Increase departmental funding for the recruitment of faculty of color
- Enroll interested faculty in the NCFDD's Faculty Success Program

STUDENTS

- Hold listening sessions with students on their expectations for an anti-racism curriculum
- Provide diversity training for all TAs
- Remove GRE as a requirement for graduate admissions
- Create linkages with HBCUs about graduate program opportunities
- Create a formal recruitment and retention plan of students by setting specific goals to be implemented and reviewed from year to year
- Increase departmental funding for the recruitment of students of color
- Include specific questions in exit interviews about students' experiences of diversity, equity and inclusion and make faculty aware of students' feedback

STAFF

- Hold listening sessions with staff on their expectations for an anti-racist workplace
- Conduct anonymous DEI/climate surveys of all staff employees
- Conduct workshops on microaggressions staff experience in the workplace

DEPARTMENT HEADS

- Schedule substantive intellectual conversations about DEI issues and initiatives in the department
- Manage differential perceptions of racism within the department
- Provide a clear charge to DEI Committee or Equity Task Force
- Manage implementation of anti-racism strategies
- Follow up and document outcomes
- Establish procedure for sharing ideas, results, and outcomes
- Encourage faculty to state in AAR faculty-driven undertakings to promote diversity

DOCUMENTATION

- Create a permanent document (available on the department's website) that lays out DEI objectives and goals
- Create a centralized hub for accessing departmental diversity policies and reports and resources
- Establish a restricted-access webpage that provides faculty with useful tools for making their courses inclusive
- Get data for the last 10 years to better evaluate survey responses from faculty, staff and students

THE COLLEGE

- Advance the intentional recruitment and retention of faculty and students from underrepresented groups
- Hold conversations on faculty, staff and students' experiences of microaggressions
- Establish an annual forum on teaching and racism
- Conduct college-wide racial climate survey and use results to guide further deliberations
- Establish and sponsor an interdisciplinary research group to investigate demographic trends and comparative retention, performance and graduation rates of students
- Provide a clear roadmap for reporting bias incidents and resolution process
- College and departments should formalize procedures that encourage diversity in leadership and administrative positions
- Strengthen the ability of the Assistant Dean for Diversity and the Diversity Advisory Committee (DAC) to undertake anti-racism initiatives
- Allocate a substantial budget to the Assistant Dean for Diversity
- Give the DAC more power to effect change, to reorganize the structure and membership, to revise the DAC mission statement
- Review accounting rules and policies that prevent departments from supporting black-owned businesses not listed in Marketplace and as such are excluded as vendors

Updated 9/2021