

Synthesis of Senator Comments
February 17, 2021
DEI / Anti-Racism Professional Development

Robust

- the possibility of creating a rubric that specifies components or standards that must be met,
- high-quality equity training and
- want it to be real and meaningful
- choice and variety within some constraints or criteria or values

Meeting different needs

- choices could include implicit bias, anti-racism, culturally relevant pedagogy
- critical pedagogy in various disciplines
- a lot of interesting individual discipline focus
- different disciplines and expertise: DEI work in Math vs Biology vs English vs Music
- recognizing the role of diversity in our different disciplines would get more faculty members interested
- we want a lot of folks to have a say and a lot of folks to have choice
- we're all at different places in our journey and are wanting to focus on different areas
- others don't know where to start and need "an introductory package"
- some do not know what they need and others are further along or have more specific needs
- allowing flexibility, variety, multiple pathways that we can engage in
- allowing people to "self-propose"
- faculty purview and academic freedom

Partnership and Community

- "circles" throughout the year
- community gathering, opportunities to come together as a community
- not doing this work alone
- consciously partnering with our professional development committee
- collaborate with ISSC, Inter-Cultural Center, BLAC, administration, classified, Professional Development Committee
- different areas of the College
- a diverse faculty group
- People at the College: already doing professional development, thinking about this, BIPOC colleagues, DEI lived experience and expertise.
- SRJC's Multicultural Educator of the Year award recipients
- There are phenomenal voices on Senate and on campus, fiercely committed folks.
- part of the conversation
- invite in individuals who are the right people to do this work

Request of task force, recommendations

- Senate's Officer of Equity as lead
- The Senate should give the task force very clear ideas about what we are asking for.
- Senate should be clear about what we'd do with those recommendations.
- the workgroup fully educating us as a Senate so that we know what we are voting on
- set a timeline and deadline
- bring back their recommendations and then the Senate could flesh it out from there
- would it be best to leave it open-ended?

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Compensation

- Asking people to do equity work for free is a problem
- compensation versus service

Specific Ideas

- mark certain professional development menu items as meeting this DEI / Anti-Racism requirement
- partnering with the PDA option as a great way to reach a wide audience
- PDA Plenary session on anti-racism
- invite outside consultants to PDA Day
- opportunities on PDA Day for deep conversations of critical issues
- have one PDA Day each year focused on Anti-Racism or equity
- how to integrate some of the professional learning that's already happening on campus

Transformation

- a safety issue for BIPOC community of SRJC
- the desire for real change, evolving
- transforming the overall culture of the college