

## Faculty-Staff Brown-Bag Discussion, June 22, 2017

### What are your reactions or feelings?

- Defeated. Like things will never get better for people like me.
- Defeated
- Discouraged and sometimes I feel helpless
- End is near
  
- Frequently ashamed of being white, period.
- I feel ashamed that I didn't realize how common these experiences are for students, faculty, and staff on campus.
- As a white person, I am embarrassed
- Ashamed, embarrassed. Not sure how to start conversations with students about this
- Ashamed
  
- I feel like a Target. I can't help who I am.
  
- Numb.
- It is striking how many of us are living an echo chamber of opinions and are disengaged from each other
- Stuck in a bubble.
- Feeling Stuck
  
- Disconnected and distressed
- Feeling really disappointed and sad.
- Reality is painful
- Hurt fear disappointed
- Hurt that this is a world we live in
- Hurt and sad. As an African American cisgender woman it immensely hard to hear these things and know the university turned a blind eye until it escalate to the point if someone dying. #blacklivesmatter
- Horrified
- Heartbroken
- Sad
- Sad that it takes such violence for students to be heard
- These discussions are critical to creating understanding and in turn, empathy. In that meeting space, change begins. My heart breaks that it took the death of Lt. Collins for this meeting to come about.
- Disappointed that this is what had to happen before we could start having these discussions.
- Sad that our SOC have experiences that are so different than what we perceive our campus to be
- Saddened and frustrated
- Enraged
  
- Why aren't more people more angry?
- Frustrated that people were not aware these things were happening all along.
- Frustrated my boss isn't here
- Frustration and anger
- Angry and disappointed, but not shocked
- Frustrated, sad, worried about the mental health of our students
- Worried about the stress level of students
- UMD is such a difference place for majority students than minority students
  
- Doubtful.
- Not shocked.
  
- I feel called to action
- Waiting for action
- Needing to act - not just process
  
- Welcome to a historically PWI
- I thought the journey for human unity was supposed to have happened clearly this is not the case
- How do I ensure that I don't add to these negative attitudes in myself and my children?
- Disappointed that President Loh and/or Provost Rankin aren't here.
- I wish people would stop saying "unfortunate" or "regrettable incident." It was a horrific, preventable lynching.
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## 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. There ne

#### **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.