

EQUITY WORK AT COLLEGE OF THE REDWOODS

Notes from January 13th, 2022 (9:30-12:30)

Presentation

Slides and resources shared during the presentation can be found here:

<https://docs.google.com/presentation/d/1l3nmuz6yCfbCxZ9-6Z3b390fCVTZpgBE/edit?usp=sharing&oid=104648751488459168685&rtpof=true&sd=true>

Breakout Group Themes

Following the presentation, 4 breakout groups answered three questions. Below you'll find a summary of the themes from these conversations.

- **What are you doing currently to understand context, hold up lived experiences, and build relationships?**
 - Bringing students' stories into the classroom and using coursework to build belonging.
 - Engaging personally in an equity learning journey.
 - Adapting coursework to respond to historical and present-day realities of students, colleagues, and their communities.
 - Teaching hybrid to respond to varying access needs of students.

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- **What are the barriers (real and anticipated)?**

- Bringing stories in requires the ability to support when sharing re-/introduces trauma to the storyteller.
- Everyone brings a different experience and commitment level to equity work.
- Institutions in and out of the educational world have perpetuated inequities. The balance of maintaining institutional stability while addressing inequities is challenging (but should not hinder the pursuit of equity).
- Equity work at CR is intertwined with all manner of social struggles beyond local control.

- **What resources do you need to further antiracism at CR?**

- Intentional time to prioritize and engage in equity work. This could include time for training, relationship building with one another, support groups, and open time such as College Hour.
- Support from the institution of CR to offer students, staff, and faculty resources as well as additional value (for example, helping someone access a resource rather than just sharing information).
- Work to address the technological divide, particularly as it pertains to the most rural and often most Indigenous communities served.
- A plan for moving equity work forward and consistent steps forward.