

UCA Executive Advisory Board - Agenda and Minutes
June 17th, 1230pm - ZOOM

Join Zoom Meeting

<https://zoom.us/j/92109785667?pwd=TmJjOFY5VUp0Q3BXWXMwNDNaUzNxQT09>

Meeting ID: 921 0978 5667

Password: 3A1gXn

Participants: Julie Workman, Karen Norton, Candice Barnes, Elise Hampton, Michael Mills, Karen Lasker, KK Bradshaw, Donna Wake

Agenda

1. #blackatUCA on Twitter

Minutes

1. #blackatUCA on Twitter
2. Things COE has done up til now to support SOC
 - Hiring DEEP to come do faculty training with us because we felt we needed to engage more faculty on this topic - <https://digdeepforequity.org/>
 - Grant writing for a recruitment/retention specialist for SOC in COE
 - Establishing student organizations for students of color (and other students who might need a space for voice and advocacy - e.g., LGBTQ)
 - Building a system to better track where our candidates are being placed and what experiences they are having
 - Several faculty research projects into the cultures of community and belonging for both faculty and students.
 - Recruitment plans with identified goals for recruiting SOC
 - Partnering with Cadet initiative and being intentional about those partnerships
 - Hosting Impacting Tomorrow Summit
 - UCA Ambassadors
 - Modifying coursework in ML and SecEd programs for CRP (EDUC 3322)
 - Added elective for social justice (EDUC 2330)
 - Support for continued work of COE Diversity Committee
 - Culture and Belonging Survey and data (discussed in spring 2020 meeting)
 - Appointing a COE Distinguished Fellow for Equity (Candice Barnes)

3. Things COE is planning to do to support SOC given recent events nationally and locally

- The dean has spoken with SOC who have accepted her invitation to share their experiences
- Training our faculty field supervisors on supporting ALL candidates in diverse field placements to interrupt perceptions based on stereotypes
- Training our field supervisors on supporting candidates of color (COC) in their placements
- Focus groups with SOC to hear their voices (we actually had these scheduled in Spring, but COVID)
- Town Hall with faculty (tomorrow, June 17)
- Town Hall with all students in August
- Redesign of curriculum in one of our departments based on curriculum audit to be more intentional about inclusion of topics related to race and ethnicity
- Increased training with DEEP
- Intentional efforts to diversity the faculty and adjunct pool
- Create a graduate assistant position as an advocate for SOC
- Develop protocols for students to who encounter racism/homophobia/etc. in their field placements so students know where to go for advocacy support

4. Open discussion

- Partners reiterated willingness to engage with COE to support moving forward initiatives/ conversations around centering these courageous conversations with and among groups in our systems – teacher prep faculty and candidates, induction support faculty and teachers, K-12 teachers and administrators
- Discussion of motivations for unwillingness to engage in these topics - fear, defensiveness, need to protect the “known”
- Discussion of previous data shared with the group about candidates’ sense of culture and belonging in COE indicating SOC and LGBTQ and white males felt less sense of belonging than other groups of students.
- Candice Barnes spoke about the new COE Activate Humility campaign
- Candice Barnes spoke about ongoing plans for affinity groups for students (still searching for appropriate nomenclature).