Panel

Dr. Monika Williams-Shealey   **Dr. Shelley Zion**   **Beatrice Carey, MFA**

Directions

We are excited to hear any and all comments during the session, but kindly request that you hold all questions until the end of the presentation for our Q&A portion.

During this time please do not hesitate to ask your questions using the chat function and the facilitator will begin asking questions to the panel on your behalf.

Developing Critical Consciousness in Higher Education

"This is not a Moment,

It's a Movement."

Welcome to the Division of Diversity, Equity and Inclusion

Vision	Mission	Core Values
The Division of DEI will facilitate Rowan's efforts to be the leading university committed to addressing persistent issues related to diversity, equity and inclusion that result in positive outcomes for students, faculty, and staff.	The Division of DEI leads and supports initiatives that promote diversity, equity and inclusion by developing and sustaining meaningful and collaborative relationships that result in a more diverse and inclusive community and centering the voices of our community to drive university-wide culturally sustaining initiatives and equitable opportunities.	Collaboration Inclusion Life-Long Learning Respect Introspection

Foundations of DEI Certificate

Module 1.1: Intercultural Development

We explore who we are- why differences matters, how to work across differences, how to identify differences, and how to leverage those to build collaborations and relationships that support all.

Module 1.2: Systems of Power and Privilege

We explore systems of power and privilege, how those benefit some while marginalizing others, how they are institutionalized and intersectional.

Module 1.3: Understanding Culture

We explore culture, and how cultural values inform beliefs and behaviors. We learn how to identify our own cultural norms, and how those influence our interactions and assumptions.

Module 1.4: Identity Work

We explore social identity categories, identify the ones to which we belong, and examine how this influences our experiences in the world.

Module 1.5: Implicit Bias

We examine how unconscious or implicit biases we hold, based on our culture and identity groups, show up in our everyday actions and engage with strategies to uncover, explore, and counteract.

Module 1.6: Microaggressions & Inclusive Language

We extend the conversation about implicit bias into the ways it manifests in microaggressions, language, and appropriation, while trying out strategies to increase the inclusiveness of our language and eliminate microaggressions.

Module 1.7: Ally, Accomplice, Advocate

We explore strategies to act as ally, accomplice, and advocate for our own groups, and for others, to build inclusive communities, and explore the tension between intent and impact.

Break Down of Norms

Speak Your Truth

Everyone's truth and perspectives that have informed that truth will be different and that is ok. Growth happens when we come together to discuss our lived experiences whether shared or different to learn new insights that we may have not been exposed to in our lives. This can only happen when we speak our truth open and earnestly.

Listen for Understanding

Listening for understanding is when we listen to other's fully, not to respond or interpret, but to digest and gain knowledge and new perspective. Listen to others to learn not debate.

Experience Discomfort

Growth is uncomfortable, messy, and requires breaking out of your comfort zone. Growth happens when you begin to push past built boundaries.

Stay Engaged

Be in the moment. Inclusion is a community learning process and requires active participation.

Hello. I'm Norm.

Poll & Roll!

Using the Poll that pops on your screen, select the norm that best answers the question below.

What is most important to you?

Expect and Accept Non-Closure

This is an ongoing lifetime process without a finish line.

Give and Get Grace

Everyone makes mistakes and is at different stages in their process. Give your neighbor room to make errors just as you will someday need the same.

Safe Space- Confidentiality

A safe space is defined as a space that participants can feel confident that they will not be exposed to targeted discrimination, criticism, harassment, or physical and emotional harm. (Oxford Dictionary)

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Which is most challenging for you?

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Conceptualizing the Work: Tensions between Individualism and Systems

We engage with three critical sites of learning, grounded in a framework of sociopolitical development, transformational learning, and system change.

The three sites of learning are: self, systems, and skills to take action.

- In focusing on the self, our goal is to help participants investigate their identities and ways of knowing and explore their power, privilege, and biases that connect to their lived experiences and social identities.

- The second site of learning centers on understanding how social systems are structured in ways that privilege some and marginalize others–exploring the realities of other people's lives and experiences.

- Finally, participants engage in developing the skills needed to take action to shift systems towards equity, by focusing on people, policies, and practices.

Systems Change

Transformational learning

Critical Consciousness
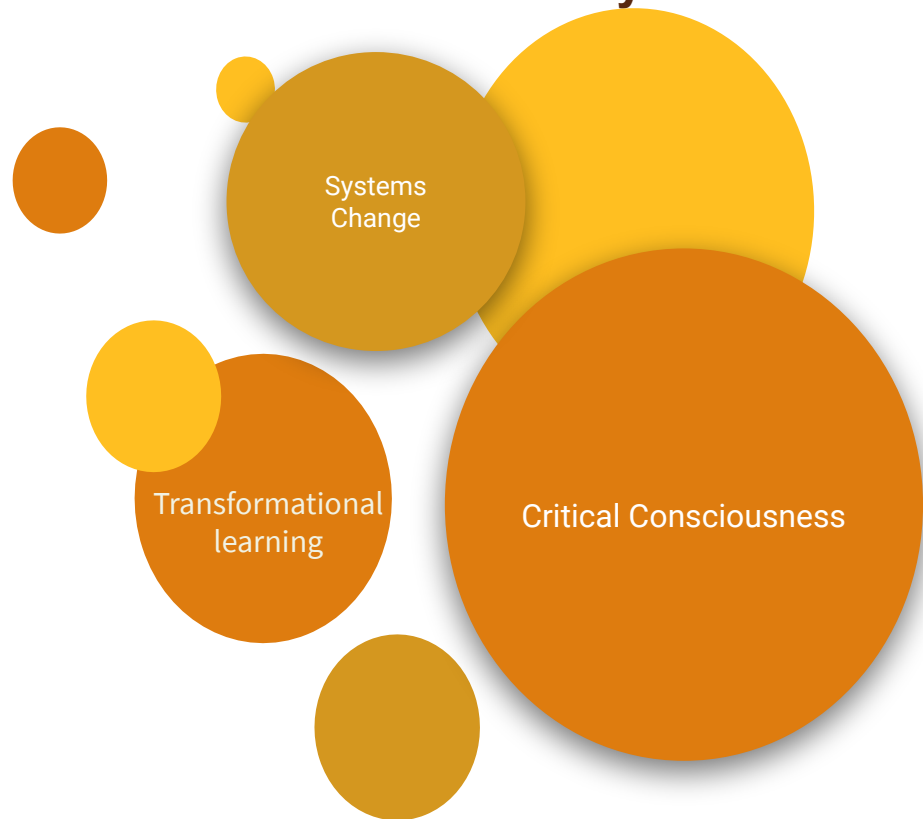
Practical Applications : Critical Consciousness in Everyday Settings

How can critical consciousness help you understand:

Classroom

Workplace

Social Settings

Media Representation

Activity: Identity Awareness

What are the identities most important to you?

How did you come to develop those?

What influences how you know who you are?

Q & A

Dr. Monika Williams-Shealey   **Dr. Shelley Zion**   **Beatrice Carey, MFA**

This is not a Moment, it's a Movement: Developing Critical Consciousness in Higher Education
Thank you for Joining Us!

❏ A recording of this session and corresponding materials will be posted on AACTE's website (aacte.org) for free in the next few days. You will receive an email alert when available

❏ The next webinar in this series will take place next month in April. Be on the lookout for an email inviting you to pre-register

❏ Email ndunn@aacte.org for feedback or questions on this series

❏ Subscribe to Ed Prep Matters Blog and follow @AACTE for announcements of more events and development opportunities!

❏ Continue the conversation on our AACTE360 platform at aacteconnect360.org

❏ To learn more about resources to aid in your journey visit the link below.
❏ https://sites.rowan.edu/diversity-equity-inclusion/resources.html