

Advancing Racial Justice & Equitable Outcomes in Community Colleges Institutes Schedule

7:30 a.m.-8:30 a.m. **Registration (light breakfast provided)**

8:30 a.m.-9:15 a.m. **Welcome and Opening Remarks**

9:30 a.m.-10:45 a.m. **Understanding Implicit Bias and Identifying Action Strategies Toward Change** presented by Dr. Penny Pasque

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Implicit bias exists around race, ethnicity, gender, national identity, dis/ability or any social identity. This interactive session will explore your own social identities and, focusing on race, define and explore the complexities of implicit bias for yourself, students, and colleagues. We will focus on how racial implicit bias shows up on community college campuses and work toward tangible action strategies toward change.

11:00 a.m.-12:15 p.m. **Engaging in Difficult Dialogues about Race and Racism** presented by Dr. Stephen John Quayle

Racism continues to be a pervasive issue affecting the relationships between people of color and white people. Often, white people are afraid to engage honestly about racial issues because they are worried about saying the wrong thing, messing up, being seen as ignorant, or worse, as racist. This fear often results in white people being silent in racial dialogues, shutting down, or becoming defensive. People of color, on the other hand, are exhausted from their continued exposure to racism and are often frustrated by their white colleagues' silence on racial matters and inability or unwillingness to address racism directly. The purpose of this session is to understand how dialogic skills can enable people of color and white people to engage in healthier cross-racial dialogues.

12:30 p.m.-1:15 p.m. **Lunch (provided)**

1:30 p.m.-2:45 p.m. **Understanding the Corollaries of Offensive Racial Mechanisms, Gendered Racism, and Racial Battle Fatigue** presented by Dr. William A. Smith

People of Color experience acute or chronic stress from discriminatory treatment and racial microaggressions, decreasing their biopsychosocial health. Racial microaggressions include but are not limited to merciless and mundane exclusionary messages, being treated as less than fully human, and civil and human rights violations. Racial microaggressions heighten perceptions of an endangered, questionable existence in People of Color's minds (Profit & Pierce, 2000) and are key to understanding increases in Racial Battle Fatigue (Smith, 2004) resulting from the psychological and physiological stress racially marginalized individuals/groups experience in response to specific race-related interactions between them and the surrounding dominant environment. Race-related stress taxes and exceeds available,

resilient coping resources for People of Color, while many Whites easily build sociocultural and economic environments and resources that shield them from race-based stress and threats to their racial entitlements.

3:00 p.m.-4:15 p.m. **Breakout Sessions**

4:30 p.m.-5:30 p.m. **Closing Plenary**