

CENTER *for* URBAN
EDUCATION

UNDERSTANDING THE IMPACT OF POLICIES AND
PRACTICES ON FACULTY OF COLOR

Read the faculty narrative below. At your table, discuss the questions below.

FACULTY NARRATIVE

In this narrative, we spoke to Maria, a Latina tenure track professor in the Language department at a local college. We asked if there were anything she wish had been shared

[REDACTED]

I wish we have different meetings with faculty of color. Or, for example, meetings with [junior] faculty. So we can talk about some of our anxieties, or problems that we're having in the courses. But specifically with faculty of color I

[REDACTED]

think I would've loved to have that space that we can talk about some of the

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

the dominant culture and all the values and this and that. But when I was trying to explain my situation with other colleagues and how I felt, I had a white colleague that said, "Well, I never had that problem. When I tell this to my students, they understand."

But what she failed to realize is that she was white and she was coming from also a dominant place explaining that to their students. So it was in a more powerful position than I was. While in my case, I had to justify this. There are certain things that even speaking or talking with my colleagues, they don't understand. And I even explained this to the Dean, and the Dean gave me the "Go by the book" explanation. "Well, why you didn't tell the students that our mission statement is this and this and this?" I was like, "Well, I did, and I also did this, but

SMALL GROUP DISCUSSION: REFLECTING ON MARIA'S EXPERIENCE WITH STUDENTS AND COLLEAGUES

1. Does she experience bias or discrimination – if so what is it? What is the message that is being conveyed?

like, "Well, the problem is that you made it personal." And this is personal. How is it that I cannot make it personal?



THE INFLUENCE OF ORGANIZATIONAL CULTURE ON FACULTY OF COLOR EXPERIENCES

WHAT IS ORGANIZATIONAL CULTURE?

Organizational culture describes patterns of artifacts, espoused values, and underlying

[REDACTED]

1. Campus and departments organize planned social events.
2. Deans and department chairs validate faculty of color experiences often.
3. Faculty of color feel a sense of belonging.

[REDACTED]

