What Support do Faculty Need from Leadership to Sustain Equity-Minded Work?

- ○ **Training and Development** *(A Structure / Process)*

- ○ **Iterative, uninterrupted time** *(space to productively explore data and topics of race, racism, equity, etc.)*

- ○ **Regular access to data disaggregated by race/ethnicity**

- ○ **Compensation or release time** *(this can't just be seen as service / existing work)*

- ○ **Leadership to say that equity is an institutional priority**

- ○ **Policies / structures that ensure this work isn't just optional** *(built into regular assessment model)*

- ○ **A campus-wide reconsideration of what teaching is** *(in job descriptions too)*

- ○ **Collaboration** *with people already doing campus equity work*

- ○ **Reminders** *that we need to be aware of our own agency and that we can't hide behind our privilege*

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