



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 racial 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 racial 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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