

Michelle Hampton

Action Plan Proposal

Dr. Mounira Morris

EDU 6051: Culture, Equity, Injustice, and Power

July 15, 2016

Racism and Higher Education

Problem:

Where inequality and misunderstanding collide, where stereotypes and injustice evade the idea of diversity, and where power and judgment trump empathy and humility is what this action plan intends to address. Racism today takes on many shades and yet none of them seem to inform or bring about real conviction that leads to change.

The purpose of this action plan is to first expose that there is still a very real problem when it comes to equality, justice, and race. The second part will address the history of race, and how did we get here – to white, black, and brown-skinned people. The third part will address the overt and covert ways we perpetuate history. Finally, the last section will address where we go from here – practical suggestions and exhortations to bring about real change. Since every institution is made up of individual people, this last part will mostly focus on challenging individuals to think about how they think about race. The workshop is one evolving invitation to confront, acknowledge and address through self-evaluation

References:

Wise, T. (2010). *Color Blind*. San Francisco, California. *City Lights Book*. Print

Carnevale, A & Strohl, J. (2013). *Separate and Unequal: How Higher Education reinforces the Intergenerational Reproduction of White Racial Privilege*. Retrieved from https://cew.georgetown.edu/wp-content/uploads/2014/11/SeparateUnequal.FR_.pdf

Deo, M. E. (2012). SEPARATE UNEQUAL, AND SEEKING SUPPORT. *Harvard Journal On Racial & Ethnic Justice*, 289-49.

Design:

The design will be in a workshop format. The intended audience will be student support and frontline staff like faculty, advising, and career services of a two-year public open-access college. I currently work in academic advising. I have access to various contexts where this workshop could be implemented like a conference that St. Petersburg College (SPC) holds once a year called All College Day, where the whole college comes together and participates in various workshops. The need this workshop intends to address is all that pertains to racism, inequality, and injustice. The evidence is staggering – according to Carnvale & Strohl, “more than 30% of African Americans and Hispanics with a high school grade point average (GPA) higher than 3.5 go to community colleges compared with 22% of whites with the same GPA.” Why is this happening? Dr. Meera E. Deo (2012) states that despite the legal decisions made to end inequality the attempt to desegregate schools created a “perverse double failure.” (Abstract)