ECSM Webinar: Toward Racial Justice in Jesuit Institutions

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GEORGETOWN UNIVERSITY
welcome + outline

1. INSTITUTIONAL CONTEXT @ GEORGETOWN UNIVERSITY, A PWI
2. A MULTI-LEVEL MODEL FOR IDENTIFYING RACISM WITHIN INSTITUTIONS
3. TOWARD RACIAL JUSTICE AT GEORGETOWN WITHIN OUR SPACES OF WORK: APPROACHES FROM THE CENTER FOR MULTICULTURAL EQUITY & ACCESS AND THE CENTER FOR SOCIAL JUSTICE RESEARCH, TEACHING & SERVICE
4. CALL TO ACTION
5. Q&A
Georgetown is a Catholic and Jesuit, student-centered research university.

Established in 1789 in the spirit of the new republic, the university was founded on the principle that serious and sustained discourse among people of different faiths, cultures, and beliefs promotes intellectual, ethical and spiritual understanding. We embody this principle in the diversity of our students, faculty and staff, our commitment to justice and the common good, our intellectual openness and our international character.

An academic community dedicated to creating and communicating knowledge, Georgetown provides excellent undergraduate, graduate and professional education in the Jesuit tradition for the glory of God and the well-being of humankind.

Georgetown educates women and men to be reflective lifelong learners, to be responsible and active participants in civic life and to live generously in service to others.  

https://governance.georgetown.edu/mission-statement
Homepage for Working Group on Slavery, Memory, and Reconciliation

President John J. DeGioia on Next Steps: http://www.georgetown.edu/slavery-memory-reconciliation-working-group-sept-2016

Archive of All Press Coverage: http://slavery.georgetown.edu/conversations/

Report including recommendations: http://slavery.georgetown.edu/report/

9-minute video with voices from Working Group - highly recommend: http://wpo.st/BTbz1
Georgetown Undergraduate Demographics, Admissions & Fin Aid

- 7,595 undergraduate students // 17,858 students enrolled
- $50,547 : tuition // $15,568 : room & board
- 17% acceptance rate // 55.2% applied for need-based financial aid
- Meet 100% financial aid need

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<tr>
<th>Racial Demographics</th>
<th>0.1 % Asian Indian or Alaskan Native</th>
<th>7.5% Hispanic/Latinx</th>
<th>3.3% Race or Ethnicity Unknown</th>
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<tr>
<td>9.2 % Asian</td>
<td>56.4% White</td>
<td>13.7% Non-Resident (&quot;International&quot;)</td>
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<td>6% Black or African American</td>
<td>3.9% Two or More Races</td>
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IDEAA: Institutional Diversity, Equity & Affirmative Action

The mission of the Office of Institutional Diversity, Equity & Affirmative Action is to promote a deep understanding and appreciation among the diverse members of the University community to result in justice and equality in educational, employment, and contracting opportunities, as well as to lead efforts to create an inclusive academic and work environment. The Office of Institutional Diversity, Equity & Affirmative Action supports the University’s mission.

CMEA: Center for Multicultural Equity & Access

The Center for Multicultural Equity & Access (CMEA) enhances the education of students historically denied access to Georgetown University because of their race or ethnicity. To that end, we provide mentoring, multicultural programming, diversity education, and academic support; we work to create a community committed to education of the whole person and care for others; and we challenge the University to fulfill its commitment to justice for the common good.
CMEA: Center for Multicultural Equity & Access

- Division of Student Affairs
- Established out of student activism
- Community Scholars Program
- Pre-College Programs
- The Black House + La Casa Latina
- 8 + Programs as well as services
- http://cmea.georgetown.edu/programs
CSJ: Center for Social Justice Research, Teaching & Service

- Mission Statement
  - In order to advance justice and the common good, CSJ promotes and integrates community-based research, teaching and service by collaborating with diverse partners and communities.

- Office of the Provost (different from Office of Community Engagement and different from Office of Mission & Ministry)

- 5 community engagement programs during academic school year, additional programs in summer; training includes race consciousness

- Courses in social justice identity development, reflection, CBL

- Immersion and Alternative Break Programs focused on racial justice

- Major role in annual MLK, Jr. Initiative with GU President’s Office

- Csj.georgetown.edu
Identifying Racism in Institutions

- Levels of Racism

- Individual/Internalized
- Interpersonal
- Institutional
- Structural

Micro Level

- **Individual/Internalized Racism**
  - **Definition:** Racist personal attitudes, private thoughts, internalized oppression
  - **Example:** “As a student of color, I am only at this institution with the assistance of Affirmative Action.”
  - **Intervention:** Counseling, Support Groups, Affinity Spaces

- **Interpersonal Racism**
  - **Definition:** Racism between individuals. Racial prejudice, bigotry and bias.
  - **Example:** A white person not wanting to utilize the same restroom as a person of color.
  - **Intervention:** Workshops on diversity, race relations, cultural competency. Intergroup dialogue programs.

Macro Level

- **Institutional Racism**
  - **Definition**: Racism within and between institutions, supported through discriminatory treatment, unequal opportunities - determined by those in power.
  - **Example**: Lack of reporting structure or accountability for racial incidents.
  - **Intervention**: Issue campaigns, Demands of institutions, reports.

- **Structural Racism**
  - **Definition**: Underneath and across society, situated in the teaching of history, laws, cultural norms.
  - **Example**: Admissions, recruitment and retention of / tenure for faculty, hostile environment.
  - **Intervention**: Implicit bias workshops, intersectional analysis through climate surveys, coalition building.

Addressing Race in Our Roles

- Daviree
  - Alternative Break Program: Racial Justice
  - Liberatory Spaces: Affinity Groups
  - Diversity Requirement

- Amanda
  - “Break the Silence”: Attitude of humility & accountability: Show up, name willingness, uncertainties; desire to be held accountable
  - Internal to CSJ: Team Professional Development; Working Groups; Faculty and Staff Fellows Cohorts (avenues for solidarity and accountability)
  - Activism & Solidarity: Events, Logistical Support and Solidarity for what exists, e.g. White Privilege Conference Collaboration, Truth Telling Project, Ferguson Spring Break
Call to Reflective Action

- What will you take away from this webinar? Brainstorm take-aways and ongoing questions now.
Call to Action: Continuing Questions

- Using the 4 levels model, where have I observed examples of racial injustice at my institution? On what levels is racism expressed at my institution?

- What places, spaces, people, or groups at my institution explicitly promote racial justice? What is my connection to them? Are they adequately resourced for the racial justice work. Could more resources allow them to flourish more? What kinds of resources? *Note: these may be similar or could be very different from examples given here.*

- What concrete, anti-racist step will I take at my institution this week?
Contact Us

- Daviree Velázquez
  - Daviree.velazquez@georgetown.edu
  - Assistant Director of Diversity Programs, Center for Multicultural Equity and Access - Director, A Different Dialogue
  - Daviree joined the Georgetown University community as the Assistant Director of Diversity Programs for CMEA. For the last 6 years, Daviree has worked in Jesuit higher education, primarily supporting residential communities and training student staff with an emphasis in social justice, multiculturalism and identity formation. Daviree worked and completed her M.Ed. in Higher Education at Loyola University Chicago, and received her undergraduate degree from DePaul University. Her research interests include leadership development, social identity formation, and critical race theory. In her role at CMEA, Daviree supports diversity education and programming such as A Different Dialogue (DD), Young Leaders in Education About Diversity (YLEAD), Leaders in Education About Diversity (LEAD) and the Student of Color Alliance (SOCA). Outside of work, Daviree enjoys spoken word performances, farmers markets, and watching documentaries.

- Amanda Munroe
  - Amanda.munroe@georgetown.edu
  - Assistant Director, Social Justice Curriculum & Pedagogy, Center for Social Justice Research, Teaching, and Service
  - In her role at CSJ, Amanda promotes the University's commitment to social justice through academic courses and global programming that advance social justice and the common good through critical reflection. Amanda also serves on the Sustainability and Racial Justice working groups within the CSJ. She holds a B.A. in French & Global Studies from North Park University and a master of arts in conflict resolution from Georgetown University, where her graduate research concerned best practices for intercultural integration and countering violent extremism through youth sport programs. Amanda speaks French and German and enjoys carbon-free commuting on her bicycle.

Race Forward/Color Lines : [https://www.raceforward.org/](https://www.raceforward.org/)

SURJ: Showing Up for Racial Justice