

INTERSECTIONALITY, RACE, & SOCIAL JUSTICE ADVISORY GROUP COURAGEOUS LEADERSHIP INSTITUTE

New Faculty Institute, 3rd Year

OVERVIEW

The Courageous Leadership Institute will be overseen by the Intersectionality, Race, & Social Justice Advisory Group (IRSJ). The purpose of the Intersectionality, Race, and Social Justice Advisory Group is to provide leadership and recommendations on practices, policies and procedures that support Diversity, Equity, Inclusion, and anti-racism (DEIA) initiatives. In collaboration with all community stake holders, this advisory group strives to proactively create and support DEI and anti-racism change impacting faculty.

The following goals outline this commitment:

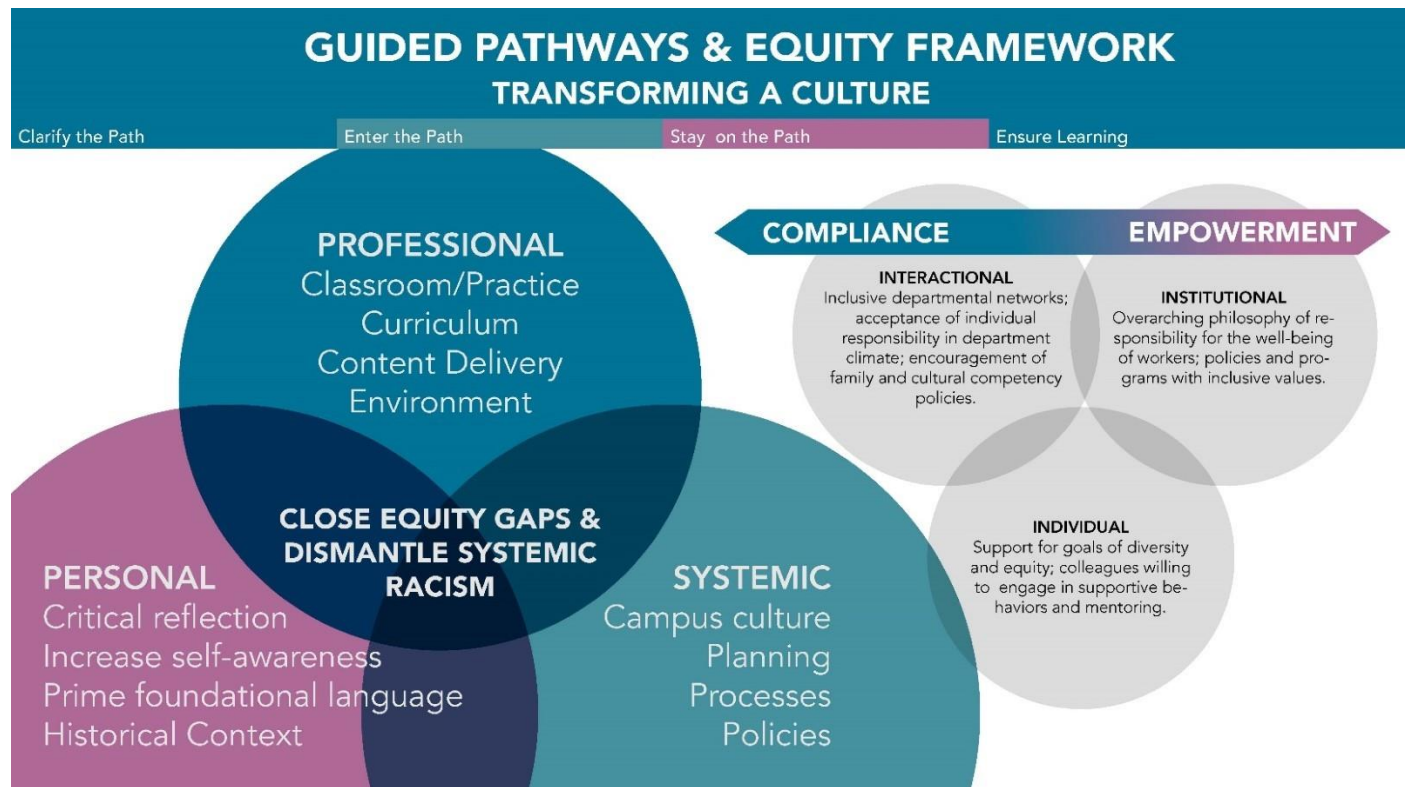
- Discover and learn to operate and lead in ways that promote a campus climate that aligns with our anti-oppression resolution and supports inclusion in all spaces. This includes examining not only the individual/collective behaviors but also faculty structures, bylaws, and culture.
- Increase self-awareness in order to understand experiences of colleagues and address past instances of offensive behavior within leadership structures and how to proceed moving forward. Specifically, this includes the need to name and identify examples of inequity including sexist, racist, and other forms of offensive/oppressive behavior or processes and structures that do not support inclusivity or equity, and put into place best practices to eliminate, prevent, eradicate them moving forward (i.e. making recommendations of topics for the Courageous Leadership Institute, etc.).
- Demonstrate the skills and knowledge to be able to facilitate inclusive/safe meetings including facilitating difficult conversations, identifying the nuances, managing emotion, observing verbal and non-verbal communication, with the goal to eradicate racism, sexism, and other forms of oppression from our meeting spaces and institution.

The Courageous Leadership Institute will be designed as a community of practice based on cohorts of faculty and classified professional partners that will engage in collaborative deep reflection, evaluation, and practice inclusive leadership skills and strategies to empower and support transformative leadership across divisions, departments, and shared governance structures. New faculty on their third year of the tenured process will be asked to participate as part of the New 4 Year Faculty Institute Framework.

The Courageous Leadership Institute is an interdisciplinary and collaborative effort with Faculty and Classified Professionals who completed the Kathy Obear Leadership Training Series (2021-2022) and have a desire to create and implement a Courageous Leadership Institute that also addresses Classified Professional needs. This institute will have co-created sessions/training materials, as well as practicum opportunities that include both Classified Professionals and Faculty.

Additionally, this year-long institute will consist of practices that are equity-minded, based on the definition provided by the state [DEI Glossary](#). This includes being **(1) race conscious, (2) institutionally**

focused, (3) evidence based, (4) systemically aware, and (5) action oriented. It is also connected with our Guided Pathways and Equity Framework (included below) and has been designed to impact the personal, professional, and systemic areas of our campus culture.



Courageous Leadership Institute Goals

Using our framework, the following goals have been identified under, personal, professional, and systemic.

- **Personal Goals:**
 - Create inclusive, high-performing teams and work climates where all are respected, valued, and feel a sense of belonging in order to contribute and thrive to their full potential.
 - Practice deepening our self-awareness, knowledge and capacity to effectively engage in meaningful, authentic dialogue about issues of equity, inclusion, privilege, marginalization, the dominant organizational culture and climate, and oppression.
- **Professional Goals:**
 - Practice recognizing biased attitudes, behaviors, and microaggressions in yourself and others.
 - Effectively interrupt biased, non-inclusive and exclusionary dynamics in the moment.
 - Respond effectively when given feedback about the negative impact of your comments, actions, and/or inactions.
 - Recognize and shift dynamics of power, privilege, and hierarchies in the moment.

- Recognize and shift unproductive dominant cultural dynamics in your organization to create a more equitable, inclusive organizational climate and culture.
- **Systemic Goal:**
 - Use an Inclusion Lens in all planning and decision-making processes.
 - Use an Inclusion Lens to analyze all current policies, programs, practices, norms, and services and revise, as needed, to eliminate negative differential impact to create greater equity and inclusion.
 - Recognize and shift unproductive dominant cultural dynamics in our college to create a more equitable, inclusive campus climate and culture.
 - Recommend campus wide inclusive policies, programs, and services.

Project Structure

Priority Faculty Group	New Faculty in their 3 rd year of tenure process, faculty recently tenured, involved in Academic Senate and/or any other shared governance group, as well as faculty chairing or interested in becoming chairs.
Priority Classified Professional Group	Classified Professionals who attended the Kathy Obear Leadership Training Series and have a desire to create and implement a Courageous Leadership Institute focused on Classified Professional needs.
Cohort Model	<ul style="list-style-type: none"> • Interdisciplinary: 25 Faculty and Classified Professionals staff maximum
Participant Commitment	<ul style="list-style-type: none"> • Fall & Spring semesters • 9 meetings (monthly) - 2 hours each • 1st year goal: At minimum 25% Classified Professional participation. • 2nd year goal: At minimum 50% Classified Professional participation. • Ongoing goal: All new employees participate as part of their onboarding.
Canvas Course/Hybrid	<ul style="list-style-type: none"> • There will be materials that will be shared prior to cohort meetings. • Cohort meetings will focus on developing a trusting community of praxis and offer opportunities for discussions, scenarios, feedback, and strategizing.
Evidence and Assessment Data	<ul style="list-style-type: none"> • Pre- and post-assessments • Faculty and Classified Professionals will get to share which strategies had the greatest impact and how they are implementing the practices in their leadership roles.
Compensation	<ul style="list-style-type: none"> • Professional Development (Faculty) / Professional Growth (Classified Professionals) credit hours and monetary stipend

	<ul style="list-style-type: none"> • Release time for Classified Professionals during regular schedule • See deliverables and compensation details below for participants and facilitators.
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Project Details & Hours Needed

Participants (25):

Deliverables	Hours
Attend 9 synchronous two-hour sessions scheduled for the year - two in-person sessions (one per semester) and seven remote live sessions via TechConnect Zoom	18 Hours
Complete the prep materials prior to each monthly cohort meeting. <ul style="list-style-type: none"> • Essentials of Effective Leadership <ul style="list-style-type: none"> ○ Culturally Sensitive Leadership ○ Access BIPOC Voices ○ Intention vs Impact ○ Equity minded leadership styles • Navigating Positionality <ul style="list-style-type: none"> ○ Power mapping • Inclusive and Effective Facilitation • Empowering to Disrupt Unproductive Meeting Practices • Panning/observing group dynamics in various campus contexts • Recognizing Microaggressions & Instead Nurture Microaffirmations • Mentoring Practices <ul style="list-style-type: none"> ○ How to incorporate identities into our work ○ Building an authentic community ○ Affinity Groups/Ally-ship • Participatory Governance & DEIA <ul style="list-style-type: none"> ○ Empowerment and the Robert's Rules: how to use the committee process to advocate for your perspective ○ What committees exist and how decisions are made that affect students and the college ○ Planning and facilitating meetings • A self reflection presentation that includes lessons learned and implemented. 	9 Hours
TOTAL HOURS	27

Facilitators (4, Faculty and Classified Professionals):

Deliverables & Responsibilities	Hours
Attend and facilitate 9 synchronous two-hour sessions synchronous sessions - two in-person sessions (one per semester) and seven remote live sessions	18 Hours
Develop pre-session materials, learning outcomes, assessments, remote sessions agendas and practice activities/exercises.	36 Hours
Weekly planning meetings with other facilitators to debrief and support planning for monthly sessions.	36 Hours
Develop summary report of outcomes and make recommendations for next steps and future cohorts	10 Hours

TOTAL HOURS	100
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Meeting Dates & Time

There will be a total of 9 sessions during the 2023-2024 academic year. Specific dates and times TBD.

Cost

Participants	Price
Courageous Leadership Institute participant stipend	\$500/participant
Total for 25 participants	\$12,500
Facilitators	
Facilitator stipend	\$3,000 + benefits calculated based on the LHE for the Year. An equivalent stipend needed for Classified Professional facilitators.
Total for 4 facilitators	\$12,000
Materials & Refreshments	
Materials and refreshments for the two in-person sessions	\$600
Total	\$ 25,100