

**Centering DEI: Practical Tools for Sustaining  
Transformative Racial Equity in Undergraduate Research Programs**  
*CUR Pre-Conference Workshop*  
**June 22, 2021 — 11:00 AM-5:00 PM (EDT)**

**Facilitators:** Buffie Longmire-Avital (Elon University), Sophie Pierszalowski (University of Washington), Jenny Olin Shanahan (Bridgewater State University)

**Short Description:** Participants will learn to center equitable pedagogical practices in undergraduate research mentoring and lead campus efforts toward anti-oppression, anti-racism, and social justice in undergraduate research administration.

**Long Description:** The idea of *anti-racism* has received significant attention in higher education recently, as many faculty, staff, and administrators have sought to respond to national and campus calls for racial justice and decoloniality. Many of us have designed or changed curricula and pedagogies to dismantle structural racism in our institutions and academic disciplines. What does it mean to do that anti-racist, anti-oppression, and decolonial work in the context of undergraduate research? How do we overturn decades of individual biases and program policies that have reified privilege and white supremacist assumptions in undergraduate research and other high-impact opportunities?

This workshop on mentoring for racial equity and justice is designed to address but also move well beyond “compositional diversity” in undergraduate research--a modest goal still unfulfilled in many programs--to the *living out of anti-racism* in our work with students and in leading programs. The three facilitators have created this workshop with diversity and inclusion in mind, working from their own racial identities and positionalities, disciplinary backgrounds (STEM, social sciences, and humanities), and experiences in the work of decentering whiteness, mentoring for equity, and leading undergraduate research and other high-impact practices at different types of institutions.

Participants will have opportunities to collaborate with colleagues with similar degrees of experience in mentoring UR, directing UR programs, or serving in senior administration roles. Participants will leave the online workshop with a draft of an anti-racism plan for facilitating undergraduate research at the level of individual mentoring, directing an undergraduate research program, and/or leading broader institutional initiatives.

**Draft Agenda**

11:00 AM—11:30 AM

- Introducing each other and establishing our group norms
- Opening discussion: *Share an example of an equity practice you've implemented or plan to implement in your teaching, mentoring, and/or leadership work.*

11:30 AM—12:45 PM

- Identifying barriers to undergraduate research for BIPOC students and students from other underserved groups
- Understanding implicit and structural biases in recruitment and selection processes
- Decentering whiteness in undergraduate research
- Examining our own *positionality*
- Introducing the Social Identity Wheel
- Writing positionality statements

12:45 PM—1:15 PM – Meal break

1:15 PM—2:00 PM

- Critical mentoring for equity
- Balancing empowerment and advocacy
- Acting from awareness of positionality in order to center equity in our work

2:00—3:00pm – Working in disciplinary & administrator groups

- Developing early opportunities for research
- Designing CUREs (course-based undergraduate research experiences) that decenter whiteness
- Developing community-based and other applied research opportunities
- Creating equitable and inclusive co-curricular UR opportunities

3:00—3:30pm – Active/intentional break

- Getting outside, taking a stroll, as is feasible
- Reflecting on action plan

3:30—4:30 – Working in “sphere of influence” groups: faculty & other mentors, URPDs, senior administrators

- Demonstrating anti-racist mentoring practices
- Creating inclusive research spaces and programs
- Making policy and institutional changes

4:30—5:00pm — Discussion of our action plans