Centering DEI: Practical Tools for Sustaining Transformative Racial Equity in Undergraduate Research Programs
CUR Online Intensive
October 18, 2023 — 11:00 AM-5:00 PM (EDT)

Draft Agenda (Times in Eastern Standard Time)

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