

Division of Student Affairs Winter Gathering
Tuesday, February 9

Coretta King: Welcome to our Division of Student Affairs Winter Gathering...Thank you, Rob.

Thank you all for those who were able to participate with our host, Rob Aaron and Alejandro Dominguez in our mix and mingle that we had moments before the kickoff. My name is Coretta King, and I'm the Director of the Norris University Center for Events, and we also host events at for eight additional satellite locations around campus. And my pronouns are also she and hers.

Before I turn things over to Julie to lead us with the rest of our program, I want to take a moment for our Northwestern land acknowledgement.

Northwestern is a community of learners situated within a network of historical and contemporary relationships with Native American tribes, communities, parents, students and alumni. It is also in close proximity to an urban Native American community in Chicago and near several tribes throughout the Midwest. As a division, we need to remember the strengths of our native and indigenous communities while also committing to the reconciliation and healing that needs to take place between Northwestern University and these communities. We do this as a way to honor the original people of the land upon which Northwestern University stand and the native people who remain on this land today. In the spirit of healing we acknowledge that this meeting is hosted on the traditional Indigenous First Nations land homelands of the people of the Council of Three Fires, the Ojibwe, the Potawatomi, the Odawa as well as the Menominee, Miami, and Ho-Chunk nations. Now I'll be turning things over to Julie Payne-Kirchmeier, Vice President of Student Affairs.

Julie Payne-Kirchmeier: Hi everyone, just wanna make sure people can hear me as well. I'm going to take that as a yes because the words are populating the bottom. Thank you. John was first, I appreciate that.

Well, welcome this morning - Coretta, thank you so much for the introduction and land acknowledgements and for being part of our program today, we will see Coretta again at the end 'cause she will help moderate the Q&A that we will have at the end with Desiree. So good morning, welcome...I'm excited that we're all here in community together and we have a lot of things that we're going to cover today, but we are certainly most excited about our guests that are with us.

But...so you can see we'll have a brief some brief comments from Robin Means Coleman, who is our new Vice President for Inclusion and Diversity and Chief Diversity Officer, and we're thrilled that she can be here with us. We'll also get to hear from our keynote speaker Desiree Adaway and I'm excited for you to learn more about her. The brief Q&A, and then some reminders and a closing. The chat is open, so as you can see, people have already been using it..I appreciate the banter about the weather. My really warm Texas blood isn't a fan of this, but we will endure as we all do and just really again grateful to be in this space and with that we're grateful...Norris if you all could advance that would be great. You know, I like to ground our work in a space of gratitude. You know, it's been a good quarter since we've all been together in this space. Many of us have interacted in different ways virtually, and whenever it happens, it's such a wonderful moment when we get to see each other in person. But I want you to know that the work that this team has done over the past, I'd say, well, several months, but really fall to the winter quarter has been nothing short of extraordinary.

You know everything from kicking it off with Winter Welcome and the team that came together from Campus Life and Res Life and Student Engagement. And I know I'm blanking on...NCA and a whole host of people that came together and Norris to create some virtual programming experiences for our students as they went through Wildcat Wellness was tremendous. The move-in experience, the dining experience, the, the planning and the execution that went into that has been amazing. We've had in tandem with this fantastic attention given to student Wellness in a time when we know it is needed the most. And so our work with CARE and CAPS I have to also say CARE ummm....Saed is a movie star and if you don't know why you could ask us later or pop it in the chat.

Our Dean of Students, SASS, Health Service and a whole host of folks that come together to really focus on the Wellness and well-being of our students. You've leaned into this in a way that has been powerful and inspiring to so many.

In our first role as educators, I know all of us have been educating, but I really want to call attention to the folks in Res Life, Fraternity and Sorority Life, Campus Life and our Community Standards team, and the folks that have been working on our COVID response in education.

There's a lot of things that are critically important in this moment. And we're helping our students learn how to be safe and healthy and well in this type of an environment, which is hard. NCA I see you, I know how you have pivoted, how you are helping to assuage fear among our students and our...our graduates that are coming up are about to graduate here about finding their place in space post-graduation and the amount of care that you have given into that or to that process has been amazing.

I also think about the education that's happening with Campus Inclusion and Community and all the units that are part of that group...In not only holding space for our students particularly our BIPOC students who are in need and we are all doing that, but you, the additional labor and burden that we see you are carrying is nothing short of amazing and I also know that you are carrying it for yourselves as well, and so the Wellness and well-being wishes are for you too. I want you to know that.

And then there's all the infrastructure that's happening behind the scenes. Whether it's our friends in SAIT that help keep us going. Whether it's Special Projects that helps us figure out how we're going to redo a Dining Hall again, which we've had to redo several times. Whether it's our contracted partners, whether it's our Business and Finance team, just know that the totality of the Division I see how this is coming together, and you know our Health Service and HPAW teams as well...It's nothing short of inspiring. I know I've said it before, I need to say it again and you know, education that's happening with the city so there's just a lot. I see you...what you do matters, and more importantly what you do makes a difference to our students and their families. So, thank you for all that amazing work that you're doing.

I also want to acknowledge that this is the month that we celebrate Black History and we kicked off Black History Month last week. You know MSA is going to be running amazing programming along with other partners across campus throughout the month. I encourage you all to seek out opportunities to celebrate this month in ways that are thoughtful, intentional, and inclusive. And I also encourage you to stretch yourself at this time. Attend programs and events. Really seek out other opportunities to learn about black history, not simply what you think you may already know.

And then I also want to update you all about the work that's been happening around racial equity and social justice, because this is really the theme of our time together today. I want you to know since July

of 2020, as we have told you in other spaces, SALT has been engaged in doing our own work around racial equity and social justice, and we've actually engaged in that with Desiree Adaway and her group the Adaway Group.

Which is why we thought it would be great if...if she was with us today. We dedicated the first half of every one of our weekly meetings to exploring, absorbing and really wrestling with racial equity concepts, including our own identities and personalities, power and privilege, and liberatory consciousness model, which you're going to hear about today.

And we really dove into the work with Desiree and her team in October of 2020 where we started to participate in watching the modules and then debriefing those and then linking those to the work that we needed to do personally and also on behalf of the division. You know, I think about the things that that I have been navigating as a result of this work, and I think about the deeper learning, not just about concepts but about myself. So what does it really mean to be in a white dominant culture? How do I perpetuate that? How do I unlearn some of the things that I have just taken as...You know "fact" and I'm using air quotes for a reason and then how have I really leaned into how I perpetuate this, and then how do the systems that I am part of perpetuate it as well?

You know, I think about one of the biggest lessons for me was really remembering that....You know, sometimes this work that you do...You know we're going to mess up. I will mess up as a woman with white privilege and I need to not just apologize for it, I need to apologize for the impact it has on people, not the intent behind it. And that was one of the things that sticks with me a lot when I think about that work and there's a lot more and I'm excited that you get to learn about this from Desiree.

I do want to name Chelsea O'Neil Karcher though, as the person who brought Desiree sort of into our world. She had mentioned that this was a great resource and answered my cold Teams call out of the blue and so Chelsea for that I am grateful, and I thank you.

And we are going to have an opportunity to have as you heard earlier a brief Q&A with Desiree at the end. So just want to make sure you know that you won't just hear from her, but you'll have an opportunity to engage. But we're equally excited to have our new Vice President and Associate Provost for Diversity and Inclusion and Chief Diversity Officer here with us today, Doctor Robin R Means Coleman, who was joining this this morning and so Robin I invite you to unmute yourself and your video.

Um...You see here there's a little bit of a bio about Robin. She also holds a tenured appointment as the inaugural Ida B. Wells and Ferdinand Barnett Professor in the Department of Communication Studies in the School of Communication. She has...she's a prominent and award-winning scholar of Communication and African American Studies with a focus on media studies and the cultural politics of blackness.

If you have an opportunity, pick up her book, *In Horror Noire: Blacks in American Horror Films from 1890's to Present* that is one I know that has gotten a lot of traction Robin, and it's been really interesting to learn more about. Robin is going to...she oversees our Office of Institutional Diversity and Inclusion, and a whole host of other initiative and strategic initiatives here at the University.

But I personally have already found her to be a true partner in the work of Student Affairs. She is passionate, dedicated, kind, determined and she inspires us to get it done. And that's only been in what Robin a week and a half. Not even. Seven days, right? So, with that, please join me in welcoming Robin.

Robin R. Means Coleman: Good morning, thank you for those...those kind words. I hope I live up to it! Indeed, I am the Vice President and Associate Provost for Inclusion and Diversity. Quite simply, I'm the University's Chief Diversity Officer. One part of my job is to create a DEI accountability structure for Northwestern. Another is to create a University level diversity, equity and inclusion strategic plan.

As challenging as my work is, it's not the toughest part that I do. The most difficult part of my job is to foster an inclusive environment on and off campus. I must ensure that those who come to Northwestern, to Evanston, to the metro area are welcomed, stay and thrive here.

Thankfully we have you. You too must be Chief Diversity Officers or CDO's where you learn, research, work, live and serve. You are our change agents. So CDO's...I have just a few to do's for you. First, resolve to enact selfless empathy. Second, know that inclusion requires more variables, as Michelle Kim reminds, inclusion means less standardization, and more flexibility. Third, accept that pedagogy, teaching, and learning is our superpower. It's what we do at a University best. Pedagogy is an activism method that works. Fourth, remember your self-care as you engage in this work, but do engage in the work. Don't retreat. And finally, do. Do be a CDO all of the time wherever you are.

Climate, equity and inclusion improve that improvement is the truly compelling case for coming to and staying at Northwestern. So I thank you and peace.

Julie Payne-Kirchmeier: Thank you so much Robin for again, I so I told you earlier, inspirational words and.. and there they are. I really appreciate in particular you sharing the...the combination of continue to do the work, resolve to do the work, the selfless empathy. I think that's the lens that I would look at it through, which is amazing. And then the self-care taking care of yourself, but not retreating. You know this work is lifelong for all of us and so thank you so much for sharing that.

I'm also now excited to welcome Chelsea O'Neil Karcher into the space, and so she will actually introduce Desiree and again...so Chelsea if you want to unmute and unmute your video, I just I really again appreciate so much you bringing the Adaway Group's work into the space of Student Affairs.

I want to share Chelsea...And you heard me mention earlier that she answered a random Teams message for me. She had mentioned that this would be a great resource. And I saw it, and in my true activator self, for those of you who are StrengthsFinder people, I just said...I'll just call her and in the world of COVID it wasn't a phone, it was Teams. And...and God love you Chelsea you answered, and we got into I think a really nice conversation about how the work could help us and that started us down this path.

So, Chelsea I'm so grateful to you for that moment...for that time that you gave to me and...and...for not like looking up and saying oh my goodness it's the Vice President...What am I doing so?

But I do want to make sure everybody knows, Chelsea started with us in the Winter of 2020, with Campus Inclusion and Community as Assistant Director of Social Justice Education and she's responsible for managing our sustained dialogue program, facilitating workshops and creating opportunities for learning and engagement related to social justice for Northwestern.

And along with the team in CIC she works to create those spaces that Robin just talked about for students of all identities and lived experience so that they can thrive here at Northwestern.

So, Chelsea, thank you so much for being here with us and I will turn it over to you.

Chelsea O'Neil Karcher: Thanks, Julie. Good morning everyone. My name is Chelsea O'Neil Karcher and my pronouns are she and they and I'm one of the Assistant Directors in Social Justice Education within CIC. And it is my pleasure to welcome our speaker to Northwestern this morning.

Desiree Adaway the founder and principal of the Adaway Group, is one of the nation's leading DEI consultant facilitators. With over 25 years of experience creating, leading and managing international multicultural teams in 40 countries through major organizational change. Her work is fierce, honest, liberatory, inspiring and has pushed me forward as a learner, facilitator and human on several occasions.

In the last year, members of the SJE team had the opportunity to learn with the Adaway Group around issues of white supremacy culture through whiteness at work and through a workshop called Beyond Body Positivity Adding Fatness to your Intersectional Lens. We walked away in awe of the explicit inclusion of multiple identities that made the material relevant and exciting for every single person involved. The dedication to telling the truth, especially when it's not easy. And the nuanced and expert facilitation that takes years to cultivate, we decided as a team to forever recommend anything that Adaway Group sends our way.

In her words, "Organizations have a responsibility to learn from the lessons of the pandemic. The constant struggle for black lives and the use of state sanctioned violence. We have a responsibility to stop the harm that is happening to people of color within our organizations and this requires skills that most of us do not have. It requires imagining new ways of working and sharing power. It requires an ongoing commitment to personal, interpersonal, and organizational growth, and it requires explicit conversations about how white supremacy manifests in our policies, practices, relationships, and cultures."

In other words, there is still so much work to do at every single level of Student Affairs and what a gift it is that we have each other so we don't have to do it alone.

My hope for this morning is that you take this opportunity to silence your notifications, close those extra browser tabs, be fully present with this opportunity and if at anytime you notice yourself thinking...this isn't for me or I already know this...I invite you to reframe and ask yourself what can I learn from this today? How does this inform my work in my role and in my life? And as mentioned earlier, we will have a brief topic-based Q&A with Desiree and Julie at the conclusion, so please utilize the chat as questions arise and they'll do their best to address as many as possible. And with that I will now turn it over to Desiree. Thank you so much for being here with us today.

Desiree Adaway: Chelsea, thank you so much for that wonderful, beautiful introduction. I'm like, I need that on video so I can play it to my children all the time. But thank you all for having me. I'm super excited to be here. Um...If we can get that first slide going...I just want to talk a little bit about how I want to frame our time together, and I know it's a limited amount of time together, but right, but this teach-in umm...It's like a teach-in format that I would love to do right, and that is because deep in my heart, I'm an activist, right? And this teach-in format from the 60s is really an overlooked activist option, right? When we want to talk about how do we awaken students and campuses to the urgency of political moments and so I thought it was appropriate for us to kind of use a teach-in format for today.

And I really love them and advise folks to do them all the time...right...through this kind of structured, organized educational events on campuses right. They're effective strategies to really help to create that kind of sustained dialogue that Chelsea does.

So, if you can hand me control of the deck, I'm happy to do it myself. And Norris Tech ya'll want to do that for me. Awesome, so this is me y'all...Desiree Adaway she/her/hers. I'm a consultant. I'm a trainer. I'm a coach, speaker. Ultimately what I do is I hope to hold a vision for people's lives, their workplace, their communities, until they can hold it for themselves.

How do we build resilient, equitable and inclusive organizations and that's my work.

I would like to acknowledge the traditional, the ancestral and unceded territory of the Eastern Band of Cherokee people on which I am teaching and building community with y'all today. Anyone not indigenous, living in a settler colonial situation is a settler, right? And therefore, all non-indigenous people living in what today is called the US are settlers living on stolen land. And settlers do not all benefit equally from settler cult colonialism, right?

Many people were brought to this settler state as slaves as indentured servants, as refugees where race and class prefigure which settlers benefit the most from the stolen indigenous Homeland. And I want us to acknowledge while we are all on stolen land, we're not all benefiting from that equally.

A little bit about me...I always give a cultural bio. It's something I really encourage people to do. I could give you degrees and jobs and who I work with...that doesn't matter. What matters is I'm a 55-year-old black woman born and raised in Chicago, which is why I don't live there anymore because of weather, just like what you were dealing with. I have deep historic familiar roots in the South.

I describe myself as black because it holds cultural and social and political significance for me. As a single mom, I raised two adult children on my own. I came from a two-parent household on the far South Side of Chicago and the Wild One Hundreds. I was the first person in my family to attend college. I was the first person in my family to start my own business.

We were solidly lower middle class. My mom worked at Chicago Northwestern Railroad and my dad worked over at Argonne National Lab. Right South Side is the best side...don't forget it right. And my immediate family...we lived paycheck to paycheck. My mother occasionally had to borrow from relatives to fill in the economic gap.

So, what I talk about, what I teach about the work that I do. I live every day and work every day at the intersections of race, class and gender. So, the things we're going to talk about today are not just academic for me. They're not just theory. I've lived them.

Right, I'm 132nd ya'll so I am far, far south.

Next slide.

So I want to build a container for us to be together today. And...Again, y'all are facilitators, y'all know this right, but...Some of this is going to feel easy for folks, and some of this is going to bring up things for people, and that's ok.

But I want you all to read the group agreement and if you agree that this is how we're going to share this space together, that this is how we're going to show up and build community, then I'd love if you could just put a yes or give me a thumbs up. In the chat, right?

But, I just want us to all acknowledge we have different bodies and different abilities and different needs. We have different experiences with gender and ability and class and all of that always impacts how each of us show up in this space. And I want us to create a culture today where we honor all of this complexity. And that we are going to create a space that reflects on our personal values as well as the values of this organization and institution.

And I want us to commit that we do this work together. Right? So I want you to take care of yourself. I want you to not ever argue about anyone's lived experience. If they tell you that it happened to them because they're queer or because they're black, or because you...Sit with that. Right?

And if nothing else we are here to create together and nurture a safe, brave, accountable space. Because we can hold each other accountable as we deal with, dismantle white supremacy and we can hold each other with care. Next slide.

So. I entitled this teaching "Who said it was simple, y'all." That's one of the biggest lies of white supremacy. That this is easy to do and that there are 10 steps and if we just do that...This work is nuanced and complex. I am constantly learning so if I'm teaching something here that you've heard 18 million times hear it 19 million because guess what, there is always something in there to learn. And it is only our egos that tell us we ain't got nothing else to learn. That we don't have new ways to grow.

So I'm gonna ground us in one of the most beautiful poems that I've ever heard from Audre Lorde. And as I'm reading this poem, I want you to close your eyes and really hear it. And then I'll ask you a question that we're going to do in the chat.

So..."Who Said It Was Simple? "

There are so many roots to the tree of anger
that sometimes the branches shatter
before they bear.

Sitting in Nedicks
the women rally before they march
discussing the problematic girls
they hire to make them free.

An almost white counterman passes
a waiting black man to serve them first
and the ladies neither notice nor reject
the slighter pleasures of their slavery.

But I who am bound by my mirror
as well as my bed
see causes in colour
as well as sex
and sit here wondering
which me will survive
all these liberations.

So using the chat, what comes up for you when you hear this poem? Right, so this poem was published by Audre Lorde. And I'm gonna tell y'all the greatest teachers I've ever had in my life were black queer feminist women, right? "Who Said It Was Simple" was published, probably in one of her quick volumes of poetry around 1973. But this poem, really for me, defines...Uh, for those who define themselves as feminine but continued to accept the benefit of oppression from other groups. And I read and shared this because I think that's what happens. We who define ourselves as allies, do so, but continue to accept and benefit from the oppression of other groups, right? And there are parts of my identity that make it really difficult for me to approve conditional forms of allyship. Right, because I'm a say to ya'll who said it was simple.

So. You know, this poem really helps to get to the hypocrisy that is that we all deal with, right? As we do this work. Right? And so...one is I have on me...This says liberation on it. I keep liberation on my body. We get free together. Freedom is about personal freedom. Liberation is about collective freedom. My work is about liberation. It is not just how do I get free? How do we as a collective right? Next slide please.

So I want to ground us in liberatory consciousness model which is I use...I use this with huge corporations that I work with and I use it with any small group that I'm with, right? This is by Doctor Barbara J. Love professor at University of Massachusetts and one of my greatest teachers.

In this framework by the social justice educator, is a way for us to anchor our work towards freedom. Towards liberation. No single human can be, you know, blamed for the creation of these oppressive systems. They were here before we got here, right? But this framework allows us as humans to live our...our individual lives in these systems and institutions with more awareness and with more intentionality.

So, I'm going to quickly go through this. We have awareness, right? This is where we wake up and for our departments and teams and organizations and community, this is a real painful process, right? So, I'm gonna ask ya'll a very difficult question. For those of you who didn't know what your black colleagues were going through prior to George Floyd...And we just gonna start with George Floyd...I could go into all of that. But for those of you who didn't know what the experience was that your black colleagues may have been having in Northwestern, I'm gonna ask you why didn't you know? And if you did know, I'm gonna ask you, why didn't you do something about it?

So, I want you to have that question in the back of your mind. Why didn't you know? 'Cause it's been said over and over and over and over again. We've seen those bodies over and over and over and over again. Right? So this awareness, this waking up right, this is where we build our capacity to give notice to the tension that is around us. Through language through our lives, right? This is the point of awakening. And then we have our analysis. And this is where we notice not only what's going on, what's been theorized about, but this is where we have to dig deeper. We get to the why. Who is this happening to? Whom does this never happen to? And this is where we get to ask the question what needs to be get done about it?

Awareness and analysis become the foundation for the next steps. I'm sorry ya'll this sun is coming in all of a sudden through and I don't want to get up and close my curtain so I apologize for if you can't see me right now.

Right, so we have awareness, we have analysis and let me tell you what folks love to do. Oh my God, I woke up yesterday...I didn't know...I saw this. Let's run straight into action. And that's where we cause harm. We need to dig deep into analysis. Right? We need to get deep into analysis.

Hey Robert Brown, thank you for that beautiful little blessing you just gave me right then.

Right, so we have awareness, we have analysis and now we got action. Right? We can't just talk about it. We have to be about it. We be about it through our policies, we're about it through our relationships we're about it, through our systems and our institutions. We're about it through staying in community with one another and understanding that we don't throw people away. Right? The participation of each of us provides the best chance of success for all of us. But we gotta show up. Awareness, analysis, action, accountability and allyship. Who gets to hold us accountable 'cause we don't get to hold ourselves accountable?

Well, white people don't get to hold themselves accountable for racism. Straight folks don't get to hold themselves accountable for homophobia. Right? We don't get to hold ourselves accountable. What does it mean for us to stay in right relationship with those with less power? And how do we think of accountability, not just as something that's punitive but as a tool for connection for healing and for building deep, deep, right relationships.

Ok, so this framework, awareness, analysis, action, accountability it always leads back to awareness because it's an ongoing process and it's just like Chelsea said, there is always something new for us to learn.

But what's critical is that between coming to know about an injustice and taking action, we gotta do the analysis. I cannot stress this enough. Right? 'Cause you know whiteness wants to leave analysis out, this culture of whiteness that favors urgency and that favors optical action, right with no real impact...Wants you not to have an analysis. That's how we fight it. The deeper our analysis, partnered with community and action is what gets us where we need to go.

Next slide.

So I want to briefly just go through some shared language, right, and make sure that we're all talking about the same thing. Not only with me today, but y'all as a group. So next slide, we're gonna quickly run through these. Almost every organization I walk into has a different definition of diversity, equity, and inclusion, and Doctor...Doctor Robin will I know will be helping to ground y'all in whatever this is for Northwestern. But this is a definition that I use, right? It includes all the ways in which individuals and groups differ. It simply describes the presence of people, right? It's cold. I hate this word, moist and diversity, and the two words I hate most in life right? It's code word for race, it's typically tied to optics, right? And you know y'all put the same pictures of the same couple of black and brown people on something, right? It is the same folks sitting on committees. Diversity is literally only something that you count.

Next slide.

So here's my question to you, and I want you to be super honest, how racially diverse is your professional and personal networks on a one to five? One not very racially diverse and five extremely racially diverse.

Just drop that in the chat. Right, we got threes, fours, fives. Right, don't mistake your personal and your professional. Right, so really think about those things.

And when I say personal, I mean people who in your phone who I could call right now and say hey have you talked to Garrett recently and they wouldn't be shocked. Not just people who you know. People who come to your wedding, who come to your funeral, who are your people.

Next slide.

Inclusion, right? I'm so...An inclusive culture makes people feel respected, valued right. It really brings a level of supportive energy and commitment from others so that everyone can do their best work. It means a shift in mindset, right? And culture. But it has visible effects, right? We see this in meetings. We see how people show up in the ways that offices are physically organized, right? We see who has access to information. Right? Diversity is something you count. Inclusion is something you feel.

Next slide.

So using the chat, let me know how do you know when someone is making a genuine effort to be inclusive towards you. And what does that feel like in your body? Because we want to stay in our heads when we talk about these things. But this right, racism and white supremacy lives in our bodies. So how do you know when someone is making a genuine effort to include you? What does that feel like? Yeah, you feel at ease. And I'm gonna tell ya'll, we know the difference between walking in a space that folks are trying to make accommodate you and walking in a space where it was built with you in mind.

Yeah. We know what that feels like. You're listen to...you're respected. People don't just ask about you, they ask about your family and your people. There's such consistency, right? They don't do it once, it's regular. Yeah.

Next slide.

So I'm...quickly...we're gonna quickly just go through equity. So people talk about equity, DEI...I only always talk about equity y'all. And I'm going to talk about racial equity in a minute. But I talk about equity because this is what we're ultimately talking about. Equity is the root, diversity is the fruit. That comes from the root when done right, when nurtured. Right? When in the right climate, when supported. So, equity ensures that each person has what they need to thrive. Right, and we know that equality has been taught to us, we've been told to treat everybody the same, and that's the lie. That's the lie of supremacy. Right? White folks started a race closer to the finish line than anybody else. Right, and so the lie that we are all the same is wrong.

Organizational equity is the fair and just treatment of all people, demonstrated through the acknowledgement, by acknowledging that systemically individuals have vastly different access to opportunities. And because that, they need different resources to be successful and it's just like Doctor Coleman said. Right? We have to be nuanced about this. There is no cookie cutter way to freedom. Right? So, we gotta look at the execution. How are we intentionally designing and executing our policies, our process, our trainings or structures?

Next slide.

So, y'all may have seen this before, and if you have, just let me know. Like this is the difference between equality and equity, right? In the top one, when we talk about equality that bike literally only fits one person. We have left folks out. And we have two people who are literally distorting themselves in really harmful ways, so that they can make themselves fit in. But when you build for equity, everyone gets what they need to thrive and survive. Right? And you've done a deep enough analysis so that you really figured out that there are people who were getting absolutely left out of the room, and so we now know to bring that information in to help us create a more sustainable solution.

And I want y'all to just think about very quickly...Whether not, it's at this job or another job when another community, but think about a time where you had to contort yourself in significant ways to fit in. Think about a time where you had to contort yourself to fit in with that team or that department or that..right woo! And how long were you able to do that before you couldn't do it not one day longer? Right?

And so, diversity is you count, inclusion you feel, equity is how you build and sustain inclusive, courageous, diverse cultures.

Next slide. Next slide.

All right, so race equity. And I'm gonna be done with definitions in a couple, just two more. And then we're gonna dig into a framework. So, I center racial equity in my work. Right? Define it as the condition when race does not determine or predict the distribution of resources of opportunities or burdens for groups. It's an active process y'all. We are constantly helping to identify and eliminate racism and racial bias right? By changing systems, by changing structures, right? By looking at policies, practices and attitudes, because Audre Lorde taught us the master tools will never dismantle the master's house.

We cannot continue to use the same structures and think we gonna get a different outcome. We have to think about, how do we redistribute resources? How do we talk about power? Right? How do we share power equitably? Right? This approach makes race a strategic priority versus a moral nicety, as my colleague Key Jackson said. So, I want you to understand there is no single indicator that we can look at, not health, not education, not criminal justice...There is no single indicator where black folks well-being is on par or better than white Americans. Not one.

And we know that other groups of people are marginalized as well based on gender and sexual orientation and ability and age and gender expression. Right? And focusing on racial equity provides the opportunity for us to introduce a framework, tools, and resources that can be applied to other areas of marginalization. But for us to have maximum impact, we have to focus and be specific and call the thing and name the thing. Right? We gotta talk about why we cannot handle talking about racism. Why we don't acknowledge the ways that white supremacy shows up in everything that we do. Why we don't acknowledge how our colleagues of color are navigating whiteness. And it's killing us.

There is no one size fits all strategy for this work. And we have to be race explicit, not race exclusive. How do we be race explicit? Nobody's saying race is the most important one, or the only one...only oppression that we got to deal with? No one's ever said that. We said this is the hardest one for us to deal with.

Next slide.

So, if we go to the next slide, I want us...Oh! I'm sorry, go back one I think? Or did I miss one? There we go. So, I'm going to give y'all this definition for white supremacy, but I want to ground us in that whiteness was constructed through the legal system.

Right? That the Virginia House of Burgesses was the first legislative body in colonial America, and the Virginians legislated a new class of people into existence called the whites. And in 1680, the Virginia House of Burgesses was literally debating on what is a white man. And why were they debating this? They were debating this for land rights. Right? Who got 50 parcel...50 acre parcel of land. And so, in 1682 the Burgesses just passed a law limiting citizenship to Europeans. And what you got when you were a citizen? You got land and rights, you got to vote, you got to...you got due process, you get to start a business or sit on a jury, you got to hold office. And it was in 1691 that we see the first documented word white used in our nation in the documents of our nation instead of European. Right? So that's when the language of race first appears. Right? And whiteness and to a degree as well blackness was born in the Mind of America. So, our national identity was created. And in our documents, we have blackness equated with slavery and we have whiteness equated with freedom.

Then what it said, is that it made all non-Europeans, negros mulattos and Indians - slaves, for all intents and purposes. So white supremacy, is historically based. It is institutionally perpetuated. It is a system of exploitation and oppression of continents, of nations, of people of color by white people. For the purpose of maintaining and defending a system of wealth, power, and privilege. We're all socialized into whiteness. It is all encompassing.

And it makes it hard for white people sometimes to see racism as a form of comprehensive oppression instead of just something that in individual does. It is a system created for the purpose of maintaining and defending wealth, power and privilege. Right? So, y'all may have seen this meme...I share it because y'all know what? People get in their feelings and they get uncomfortable, and that's ok. But I want white folks to understand the difference between this structure, this tent of whiteness, this tool of whiteness and individual white people. And I want you to understand this because ultimately, white people have to come to their own understanding of why it is in their interest to dismantle a system that does not work for all of humanity. White folks have got to do their work to understand. Why it is in their interests to dismantle a system that does not work for all of humanity?

Because what white supremacy, this hierarchy has done for us, it will let white folks never think that they've lost anything in their lives, by not being connected to communities of color. That they've lost nothing, when there's been so much lost. Because of this hierarchy. Because of these systems that we all navigate.

So, we're going to start with identity. Right? And this is really important. Because we all have these personal and social identities, right? And right? That...that's our names, our characteristics, our history, our personalities. Right? And this includes our affinity's we have what other people...our values, our norms right? And the way that we've learned to behave. So, Audre Lorde talks about somewhere on the edge of consciousness there is what we call the mythical norm right? Which each of us within our hearts know that is not me. In America, this norm is usually defined as white, thin, male, young, heterosexual, Christian, and financially secure. It is with this mythical norm that the trappings of power reside within the society. Those of us who stand outside that power, often identify one way in which we are different. And we assume that to be the primary cause of all oppression, forgetting other distortions around difference. Some which we ourselves may be practicing. We all grew up with this mythical norm. Of who

a leader is. Who runs our country? Who runs our organizations? Our institutions? Who's worthy? Right? Who's worthy of power and success, whatever that is. White, thin, male, young, heterosexual, Christian and financially secure.

But what we don't learn about is power. How many of y'all you can use the chat...how many of y'all you know...grew up having conversations around power in your homes? Right? Power is the ability to decide who will have access to resources? The capacity to direct and influence the behaviors of others. Right? Privilege and access to resources only readily available to some people as a result of their advantages and social group membership.

Right? So, we know that we have these dominant identities. This white male this mythical norm. Right? And these groups...this dominant identity, what do they get to do? They considered the norm the ideal. The world is organized to cater to their needs. They have advantages simply because they belong to a certain group. Uhm, and usually they're unconscious about that privilege or how it's structured. How norms and institutions have been structured for them. Right? They make the rules, they enforce them. They determine what is good or bad or normal or abnormal. Right? They limit resources and they have culturally accepted stories about why they are superior. Right?

And then we have those non-dominant groups. When the world is not organized to meet their needs and they have to adapt to the rules and norms of the dominant group or face serious consequences, they can lose their life, their livelihood. Right? They're actually aware of being non-dominant all the time and they may feel invisible or have to work extra hard to access resources even though they may be at the same status of someone with a dominant identity. They have to learn the language and the characteristics of dominant groups to survive. I tell people I'm the white person whisper. I know how to make white people feel incredibly comfortable around me and it is given me opportunities.

And folks with non-dominant identities often has a sense of solidarity around a shared struggle. Right? So, when we're talking about power and identity right? We have to know that we all have dominant identities and non-dominant identities. And some of the identities will change. Age is one of them. Ability is one of them. Right? And the closer you are to power...right...You look on this slide. The closer you are to the center, the more opportunities you have. And you may have a sense of more safety. The closer you are to power.

Right? So. No no. Go back.

I always talk about a couple of things when I...when I'm teaching, is the way that whiteness and white supremacy wants to keep us separate. And that shows up in a couple of ways. It shows up in anti-Semitism. It shows up as model minority myth and it shows up deeply as anti-blackness. Right? Uhm, so it shows up as xenophobia, right? It it...white whiteness will always morph and change to make sure whiteness stays in power. But one thing that has been consistent is anti-blackness. And anti-blackness is a structural issue. It is this kind of violence that saturates black life that is not based on any specific thing that a black person does. Right? The violence that black people experience isn't tied to any particular transgression. It is gratuitous and it is unrelenting. And anti-blackness covers the fact that society's hatred of blackness, against black people is complicated by its need for our existence at the same time.

It is this disdain, this disregard for the black community. We know that black Americans are being infected by COVID at a rate three times out of whites. We know that black people make up nearly 13%

of the US, but we only hold 3% of the nation's total wealth. We ain't even gonna talk about blackness and capitalism coming together, y'all. Right? We know that black women, even when you take into account education and class, black women are 243% more likely to die during childbirth than white women. Right?

So my question for y'all is y'all do this work that you do. The question is not if anti-blackness is in the room...The question is always how is anti-blackness is in the room? Because anti blackness is always in the room. It is so deeply embedded in our systems. In our practices in our culture.

Right? So...I'm sorry that I keep messing with this and I should not be responsible. I cannot handle power today, obviously.

So, I want to quickly go through the cycle of socialization by Doctor Bobbi Harro. I want you all, if you've seen this before, let me know if you've seen this cycle. I'm...I'm gonna walk us through it. Uhm, and it's a cycle that I really love. I love that y'all have seen this. Right? I love to teach about it because we don't think enough about how we're socialized, right? This lifelong process, right, which we inherit and replicate these dominant norms. Right? And this is how we learn to be and what I just want to really ground us in is that this process of socialization is pervasive. It comes at us from all sides. It is consistent. It is patterned, it is predictable. It is self-supporting, self-perpetuating, unrecognizable. It is unnamed and unconscious. But this is how we get this training on how to be through our lives.

So, we're going to start right at the beginning. We're born with no choice of our own. No effort, no decision. Right? We're born into this world that already had these assumptions, these roles, these mechanics, these structures already in place. We didn't construct them. Right? They were established on history and tradition and myths and stereotypes, right? And those folks with those dominant identities, right...seen as the norm, getting all this recognition, getting social power. And we know this because we look at them, and unconsciously we may say into the back of our mind, oh, they're lucky to be born with that identity. Ok. Right...in in the US, men, white people, middle upper-class folks, able-bodied people, middle aged gentile heterosexual.

Right? So, we're going to use race and I want you to in the chat to think about what were some of the first lessons that you learned about race. What were some of the first lessons that you learned about black people from your parents from your teachers, from your grandparents, from your neighbors? From folks who always, always loved you. What were some of the things they taught you about black folks? Show that in the chat. Right...race doesn't matter because you should be color blind. Yeah, that's...There are places you didn't go 'cause it wasn't safe. Yeah. Locking doors into cars in certain areas, yeah? What were some more of those unconscious messages? To comply? People will judge me before they know me. That races shouldn't mix. Yeah, if you see someone who looks like you or your family, there's so much research that talks about how connected to blackness, black folks are and how that...that totally helps to drive their identity as though navigating the world. And for me whenever somebody would say I don't see color I would feel so angry. I'd be like how don't you see me? It's their fault if they don't have resources. Yeah right, so continue to think about some of those messages that you got.

Right..and those non dominant groups right? When you're navigating this right...you may feel targeted. You may be ignored, or you may be defined by misinformation, limited information, or no information. And you know who these groups are because we know that they've been exploited or disenfranchised.

And look y'all, we know these identities even if we don't want to admit it out loud, and you know how we know them because we look at them and deep in our mind we think, God I'm really lucky not to be that. Because we know that those identities are devalued by society. But here's the truth...Everybody, all of us, all of us are dehumanized by this cycle. Right? We're all dehumanized by this cycle. Right?

And so it breaks us. Because it puts us in such tight roles, right...that we know that there's only one way for a black woman to be, or we know, there's only one way for a black man to be. Or we know, there's only one way for you know Latin X person to be. Right this cycle? Dehumanizes all of us. Right? So. Right? Those are the messages that help to shape our self-concept, our self-perception. Ok.

So I wanted to think about the second level of socialization. This is where we get messages about whom to look up to, and this is where we learn whom to look down upon. And if we're being honest, we all were taught to look down upon somebody. Right? This is where we learned through our places of worship, through schools, through TV, through media, through language, through business, through health...This is where we got these messages. From authority figures. What assumptions to make? And if you're part of that dominant group, you may not even realize that you've benefited from rules that you maybe have never noticed are unfair to other people.

Then maybe you did go to a high school that was super diverse, but when you look at it, none of those kids were in the AP classes. Right? So, I want you in the chat what are those messages that you got from institutions, from faith communities, from schools, from culture, from practices about black people. Right? What were some of those messages? Oh, they're good athletes. They're great for entertainment.

I went on a rant about the Super Bowl y'all don't want me to go into right now it is the worst thing on Earth. I, I mean, I cannot tell you the levels that I hate football. I cannot tell you the levels. That I hate it. Right? Right? What were those lessons that you learned, right? Some were ok right? Not all. Right...you're special, we like you. What the legal system teach you about black folks? They're dangerous. What did TV teach you? Don't get stopped. So, the question is why don't we push back against this right? Like, we're smart folks, we get it. Why don't we push back, right? We know it because these norms are reinforced and sustained at all levels and they feel compulsory as if we don't act this way, what's going to happen to us?

But this is what I want you to sit with. We get tangible material rewards when we continue with this cycle. Right? And we get punished when we push back against these norms. And if you are a person of color pushing back again, you may lose your life or your livelihood. Right? So guess what happens when you let this cycle go. You get the benefit of being left alone for not making waves. And you get more recognition, you get more access, you get more money, you get more connection, you get more power, and we know this to be true, because how many times have we worked at jobs where we kept our head down and didn't say a thing.? So...We get a choice. We can change. We can raise consciousness. We can interrupt, we can educate. We can take a stand, we can question and we can reframe and we can get off the status quo and we can find our way into the cycle of liberation.

But I want you all to make sure you always remember what's at the center, what's at the center for us not showing up as true allies, not showing up in the ways that we need to so that we can dismantle this system. 'Cause let's get clear, this system will never dismantle itself. What's at the core of keeping this in place is fear and ignorance and confusion and insecurity. You don't know what to say, so you say nothing. You don't want to put your good thing on the line so you do nothing. And let's be clear, there

have been times where I myself had to be complicit. I had two mouths to feed. I had to keep my job. And there was a price I paid. Right? Right...yes, when Blacks push back their seen as problematic. Which is why white folks gotta step up. I need you to not be scared. The only way you can ever tell me you are anti-race is if you tell me you're courageous as well 'cause you don't get to be anti-racist and not be brave.

What are you scared of? When you know limited information, misinformation, or no information. Awareness, analysis, action, accountability. Right? You not knowing me does not mean we will ever be in right relationship with one another. Right? When you're sitting in those meetings and you see someone microaggressing someone else, it is your job to speak up. You don't tell me you're anti-racist and you're not being brave. That's not what we do here. Right?

So I'm gonna get this right eventually, y'all...As we're wrapping up, here's my question for y'all. What's next is up to you. How you show up is gonna be up to you. You all probably already knew this. So, my question for you is if you knew it, why aren't you acting on it? Right? These systems will never dismantle themselves. That's our job to do. Whiteness will always morph. It will always, always, become whatever it needs to come to stay in power. It is your job to dismantle this system that does not allow me to keep my humanity. That tries to take it from me every day. My job is to take care of myself and other folks of color as we navigate a system that was literally built for our destruction. So, I'm ask you what's next is up to you. What do you need to be brave? What do you need to be brave?

And always know even when we're doing our best work that anti-blackness is showing up...It's showing up with black people. It is always in the room. What do you all need to do to acknowledge that?

Thank you all for letting me spend some time with you today.

Coretta King: Thank you Desiree. Oh ok...y'all...you know I'm paranoid with this mic so it is what it is this morning. But thank you so much Desiree for the words, the resources, the narrative, the context...this has been beyond amazing and you definitely held up a mirror for all of us to take a deeper look and the word that you kicked out earlier analysis...we've got some analysis to do. But then there also has to be some action that's just not optical, using your words, and our bravery, our courage those are going to have to come up. Folks, we have a Q&A option that you can put your question or you can put it in the open chat that we've been engaging in this morning. I am going to start to look at questions and I just want to acknowledge due to time, we won't be able to ask all the questions, but we will try to get those answered on the backend as much as we can.

So I'm going to check and see...the first question is, are there any suggestions on how we hold the tension of being on a college campus where we can often refer to thinking things to committee 10 times over and then fail to take action while needing to continuously reflect do analysis and check in on ourselves. So the tension of being on a campus where things end up in committees. Desiree what are some things that we can chew on?

Desiree Adaway: So. There are a couple of things. One is right...I know folks get analysis paralysis, right? Like you want to talk about it and talk about it and talk about it. I think it comes with having outside people hold you accountable for that committee work right? Not just y'all holding yourselves. What does that community say about the thing that you wanted? So, I think it is bringing in an outside perspective and folks who are going to hold your foot feet to the fire right? And knowing that you're not

going to get it perfect, and I think that's one of the things like white supremacy thrives on perfectionism. Right, and so y'all are like, but we're not ready, we can't...you know, it is so precious, and we can't do it yet because you're so worried about harming folks or you are so worried about getting it wrong that you do nothing. When the reality is if you build right relationships with people you can go get it wrong and they still gonna care for you. Right so, the question is, who's holding you accountable? At some point you've got to just do it, knowing it's not going to be perfect, and you will always be able to refine it.

But I think the way that people stay in their head with it right, like we can talk about it some more we can, we can bring in more voices, but at some point, if I'm in right relationship with you, I'm a step up and do it right? Like I'm a step in in that space and I am going to say...You know what? This is what Coretta needs right now y'all and it ain't perfect but I'ma give Coretta what Coretta needs right now in this moment we gonna come back and fix some other things. Right?

I just think we get stuck in the sense of perfectionism and wanting to get everything right because we so worried about our reputation...your reputation is already messed up with certain communities. Right, and the work is, how do I build back and be accountable? How do I apologize? How do I make repair? That's how you stay in right relationship with people. You don't have to be perfect to be in right relationship with them, but you gotta be in enough of a relationship that you can make repair and it be received.

Coretta King: Thank you for that Desiree. We've got two incoming questions that are very parallel so I'm just going to condense them. It's about intergroup accountability for a BIPOC or the second one, says black community in perpetuating white supremacy and how does accountability differ for intergroup versus white folks? So that's me combining 2 questions.

Desiree Adaway: Yeah so. Right...so white folks don't get to hold themselves accountable right for the work they do around racism. But black and brown folks, we do get to hold ourselves accountable, right? We get to hold each other accountable about how we're showing up. And knowing that we have all been trained in white supremacy, right? And so...pardon my voice I'm losing it y'all. But knowing that we all don't we all been socialized in this and so as a black woman I have to literally fight from trying to always make white people feel comfortable. Right? Racial equity happens at the speed of white comfort. And so, it is our job to push but we also know that there is a balance...'cause like I can't lose my job too. Or maybe I can.

Right, but some of us can be bolder in this work. I'm talking about black and brown people, right? And we know that there's a hierarchy. So, you know the way that someone who is closer to white presenting right, they may have more power than their black colleagues. And again, we gotta stand up for each other. One of the ways whiteness continues to work and continues to hold us in its grip is because we think that we get free, separate from one another. And we let it play the game of us of white oppression of oppression Olympics. That...ohh but my issue is just as important but we don't ever talk about that right? That's...that's whiteness winning all. Right, I hold black and brown people accountable. Right, I feel that is my job that is my lane, right to care and love for us. And this is that we can hold each other accountable and hold each other with care. I can hold you accountable and you not be destroyed in the process. We do not want to continuously replicate these systems of supremacy. I will never do that.

Right? Right, I can hold you accountable. I can make you show up, I can make you have metrics, I can build this into your performance, I can help you think about what does a black employee experience

need to look like? I can do all these things for you and not destroy you in the process. And I can call out whiteness when it's happening, and I can call out fragility when it's happening. And we can stay in relationship together.

I think we have to be more truth tellers and knowing that telling the truth does not mean that we lose each other in that process.

Coretta King: Thank you for that, Desiree. Our final question is how do you address the microaggressions that come constantly from superiors?

Desiree Adaway: So one, we don't...intention does not matter when it comes to a microaggression. It is about the impact. Right, so let's be super clear and we've been trained to believe people with more authority and more power. So again, if someone is constantly microaggressing you and they're superior, there should be systems in place that make it safe for you to report that and there should be systems in place that make repair possible.

So, this is the thing. If you are a manager of anybody, any teams, people or other humans and you don't see...one being able to apologize as a core leadership skill you are doing leadership wrong. You were doing leadership like white men. You're doing leadership, like white supremacy wants you to do.

Transformational leadership is about how do we build community together? How do we hold each other accountable? And how do we make repair and understand repair is a part of it. Tensions are part of it. Making mistakes are a part of it, and it's owning that. And understanding how do I stand right in this relationship? And it's actually me caring more about Coretta than I care about my title. Then I care about this role. That that's what's most important to me.

Right so, but I would say the other thing that is always missing is that we don't take care of the people who after they've been micro-aggressed, there needs to be a system and a way the folks who are being micro-aggressed are getting cared for. And I tell people of color all the time, sometimes I'm able to meet microaggressions with grace and other times I'm not and you don't know what day this is, so you don't know what's about to come your way.

But it is always ultimately about that person who was micro-aggressed, that toxicity we don't want that living in them. How do we help them release that? Whether that's journaling, whether that's writing, whether that's just deep care. Right, but we always miss the person who was harmed that we just kind of let it go on. We just let them go on and think that it's ok.

If you did something to me three years ago and it was...repair never happened, how do you think I feel about you today? How do you think I feel about you after we've worked on meetings together...we missed meetings together and we've been colleagues and it may be I haven't been happy with your work, you haven't been happy with mine. You think that has left me? That toxicity is still sitting in me, 'cause I'm waiting for the next time that you say that thing.

Someone asked me what high school I went to. I went to Whitney Young. I was there when Michelle Obama was there, but she was older than me by a couple of years. Dolphins, yes!

Right, we have to care for each other, y'all, and this does not mean that I watch Coretta get microaggressed and I just go sit back at my desk and do the...you know like that didn't just happen.

One thing I always tell people get you a liberation buddy. Get you a partner who when things like this happen to you, you got some place to go process it. I don't want y'all keeping that inside y'all.

And if you're a white person and you did something wrong, I need you to go find a white colleague that you can go process that with, don't bring that to your black or brown colleagues. Get you a liberation buddy, somebody that can help you navigate the mental physical, spiritual-ness of all these, all white spaces.

There is something that happens to us when we're the only or the first in an organization. And we gotta take care of each other. Get you a liberation buddy y'all they are the best. Right, so when that things happen, you got somebody who you can go and say, I know this happened to me right? I'm the only one left off that email chain. And I know why this happened. And who can help you process and then help you strategically think about how you gonna navigate that situation. Yeah.

We get free together. We don't survive this on our own and that's one of the greatest myths of white supremacy. I'm able to show up because of community, because of the way I am loved and held by others. And because I'm allowed to love and hold others, that is the only way we get free.

Julie Payne-Kirchmeier: Desiree thank you.

This has been incredibly powerful...umm...the chat has been lifegiving in a number of different ways. The challenges that you are putting forward or things that we absolutely need to hold on to. Coretta, I appreciate you naming at the beginning of this Q&A piece that this is a mirror that's held up to us. And the challenge of what are you gonna do now?

So I just sincerely appreciate all of this...The engagement, for folks who didn't engage I'm certain the reflection that's happening and know this is not a one shot deal. This is not the last time we talk about this, there are steps that are coming forward just so the rest of the division knows what's happening next. We have 1/2 day SALT retreat on Thursday, we're going to take this, take the work that we've done, coalesce around some shorter term goals and then bring that into the Student Affairs Council meeting, which is that council of a broader leadership group within Student Affairs next Friday to process those through.

Understand that we will connect this work very deeply to the strategic planning process we're doing for the division that we will kick off in the spring and complete in the summer so that this is foundational for us. That our goals, and our direction and our accountability, and I think that's a critical word that we heard used here over and over again, that the accountability measures are in place, individually and collectively as we lean into racial equity work on behalf of the division and for the students that we serve.

So, I just need you to know that these are the next steps, there will be more steps to come.

Desiree, thank you for your counsel, your teaching, your wisdom, your grace, all of those things and more.

Coretta, thank you for holding and navigating the space here and the questions and engaging with them in really thoughtful ways.

There are a number of upcoming events where we can process this more than we will just in the interest of time, go ahead and share more broadly with Lunch with the VP, there's a Coffee Chat coming up. We also have the Budget 101 series coming up so that we can give you all transparency into both institutional budgeting and divisional budgeting 'cause people need to know where those resources are coming from so that we know how to allocate them well and in alignment with our values.

This gathering has also been recorded, it will be posted at a later point and will also be transcribed into Spanish so that our Spanish speaking staff can engage in it in their native language and in a really important way.

I will also say that there's a lot of gratitude for the folks who are who made this happen again, Desiree, Coretta, Chelsea for your beautiful introduction and words even to ground us in the space at the beginning. Student Affairs Marketing team for all the work that happens on the PowerPoints that are happening here, particularly Jill Norton and Jessica Toro-Pacheco our Norris Event Management staff, Jason Harbor, Chris and Nate.

And the dream team behind the scenes of Regan Lindsay, Ronnie, Toca and Lesley-Ann Brown-Henderson for making all of this come together. And I'll also acknowledge again, Rob Aaron and Alejandro Dominguez for their work on the Mix and Mingle at 8:30 this morning and just connecting folks together.

Finally, thank you again, Desiree, thank you so much Doctor Coleman for being with us here today as well and sharing this space for us.

And thanks again to everyone of you who are here and for the meaningful and important work that you do. I am grateful for you.

Have a great day everyone.