



Equity and Justice in Postsecondary Literacy and Learning

What does it look like? How do we do it?

In the chat, please introduce yourself and tell us a little bit about you.



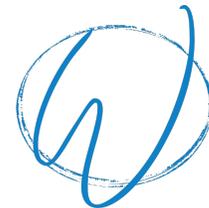
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“Literacy is at the heart of success in higher education and in life. Literacy instruction that is culturally and linguistically informed, equitable, and relevant has the power to change lives and ultimately the world.”

Jeanine L. Williams, PhD

Founder/Principal Consultant



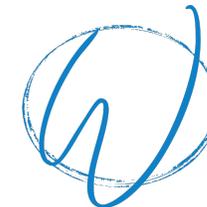
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Williams Higher Ed offers customized solutions to support your institution through every phase of rethinking, reimagining, and redesigning your approach to postsecondary literacy and learning.



The **Literacy Lounge**— a virtual space for critical conversations on literacy and learning in higher education.



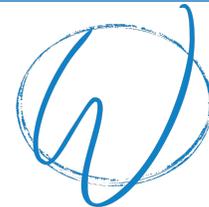
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Agenda and Format

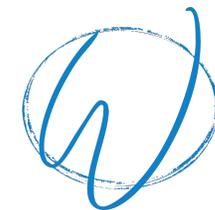
A conversation where we will explore equity and justice: what they are, what they look like, and how we can enact them in our personal and professional spaces.

Our discussion will be guided by three documents and a series of questions for reflection. For each document, our moderator will share her thoughts and will then turn to you all for any comments or questions.

You can type your comment/question in the chat or you can unmute yourself and speak.



Audience Poll

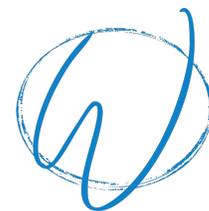


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What are Equity and Justice?



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"Diversity asks, 'Who's in the room?'

Equity responds: 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

Inclusion asks, 'Have everyone's ideas been heard?'

Justice responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

Diversity asks, 'How many more of [pick any minoritized identity] group do we have this year than last?'

Equity responds, 'What conditions have we created that maintain certain groups as the perpetual majority here?'

Inclusion asks, 'Is this environment safe for everyone to feel like they belong?'

Justice challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?' – Dafina-Lazarus Stewart

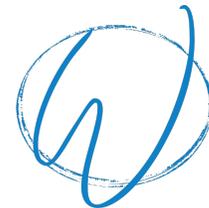
Equity and Justice
focus on
ideological and
systemic change



The Persistence of Language/Literacy Policing

“We tell our students how much right they have to their languages, how much we care and embrace the diversity of languages that they bring and use, yet we tacitly contradict these messages by asking them to wait just a bit longer for us to feel comfortable enough to change our classroom practices, to change the way standards work against them, despite the linguistic truths we know about the communicative effectiveness of all languages.”

-Asoa B. Inoue ([2019](#))



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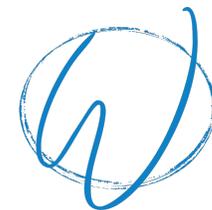
Reflect and Discuss

- Consider yourself personally and professionally, what opportunities for greater equity and justice do you see?
- In what ways has your work in these areas already begun?
- In what ways might your work in these areas be stifled?





What does Equity and Justice look like?



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We demand

teachers stop using academic language and standard English as the accepted communicative norm, which reflects White Mainstream English!

teachers stop teaching Black students to code-switch and teach Black students about anti-Black linguistic racism and white linguistic supremacy instead!

political discussions and praxis that center Black Language as teacher-researcher activism for classrooms and communities!

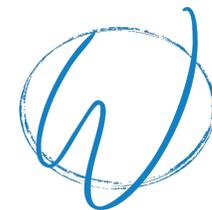
teachers develop and teach Black Linguistic Consciousness that works to decolonize the mind (and/or) language, unlearn white supremacy, and unravel anti-Black linguistic racism!

Black dispositions in the research and teaching of Black Language!

This list of demands was created by the 2020 Special Committee on Composing a CCCC Statement on Anti-Black Racism and Black Linguistic Justice, Or, Why We Cain't Breathe!

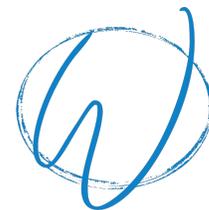
Reflect and Discuss

- What are your initial thoughts on the ideas in this statement? What inspires you? What gives you dissonance?
- What opportunities do you see for linguistic justice at your institution in light of the ideas presented in this statement?
- What challenges (with faculty, students, within yourself, etc.) do you anticipate? How might you work through these challenges?





How do we do Equity and Justice?



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Rutgers University Department of English

- Released on Juneteenth 2020—Department actions in solidarity with Black Lives Matter
- Committee on Bias Awareness and Prevention: move from a role emphasizing “awareness and prevention” towards a role emphasizing “culture change.
- The Diversity and Equity Committee values initiatives to address racism in our classrooms, but also feels strongly that we must equally address workplace racism and inequity.
- Organize two teach-ins focused on Black Lives Matter, anti-racism, police brutality, and prison reform that will be offered remotely to the entire department in August.
- Require all Fall 2020 instructors in English to attend at least one workshop (remote) on “how to have an anti-racist classroom.”
- Sponsor a three-part summer session workshop on responsive teaching beginning June 29. By the end of the workshop, instructors should have class plans almost completely designed with a toolkit of activities, questions, and prompts for the upcoming semester. We will also be addressing the opportunities and challenges of responsive teaching in a remote learning environment.
- Launch a Racism in Education Reading Group
- Ongoing assessment and updating of the reader that is used in English 101, “Expository Writing,” the University’s only universal graduation requirement.
- Incorporate “critical grammar” into our pedagogy.
- Commit to seeking out and supporting black-owned businesses.

Reflect and Discuss

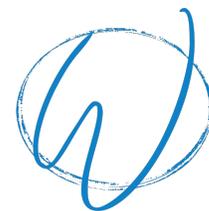
- What might a comprehensive action plan look like at your institution?
- What might an action plan look like for your department?
- What might an action plan look like for your classroom?
- What might an action plan look like for you as an individual?



Ask Anything



In the chat, please answer:
How do you see yourself moving forward? What questions/concerns do you still have?



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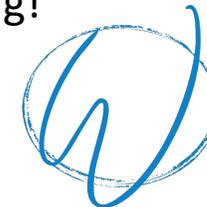
Equity and Justice in Postsecondary Literacy and Learning Workshop Series

Starting January 2021



A series of workshops to further explore issues of equity and justice in our personal lives, in our classrooms,
and at our institutions.

More information forthcoming!



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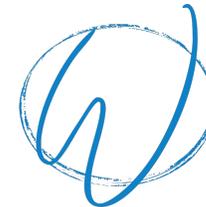
Join Us for Our Next Live Web Conversation!

Where Do We Go From Here?: Post-Election/End of Semester Check-In



Thursday, 11/19 @ 1:00pm EST

Register Today!



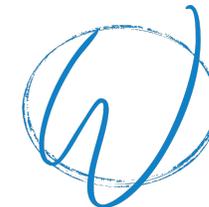
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Thank You For Attending!

We would love your feedback and we would like to know how we can serve you in future events.



Please take a moment to complete a brief survey.
The survey link is in the chat.



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