

Syllabus for the 2022 Anti-Racism and Equity, Diversity, Inclusion Teach-in for Faculty and Staff



Friday, May 13, 2022

This “Syllabus” is a collection of resources to continue your learning from the [2022 Anti-Racism and Equity, Diversity, Inclusion Teach-In for Tulane faculty and staff](#). We are excited to come together as a community to learn and grow with one another!

5 Key Learning Goals from the 2022 Anti-Racism and EDI Teach-In

For the last 2 years, we have invited our campus community to deepen their learning with the following 5 key learning goals. We attend the teach-in, deepen our awareness, knowledge, skills, and actions needed to promote racial equity and justice on campus. To support our work in this regard, we continuously weave the following key learning goals into our work in our campus units throughout the upcoming year after the teach-in concludes:

1. Become Anti-Racist
2. Understand How Oppression Works
3. Know Intent vs. Impact
4. Understand Class Marginalization, Paternalism, and Patriarchy
5. Build Community and Organize Against Racism

The morning session begins with a welcome from President Michael A. Fitts and setting the purpose of the teach-in, followed by a morning keynote panel with Mariah Moore (Founder, House of Tulip), Keith M. Plessy (President, Plessy and Ferguson Foundation), and Phoebe Ferguson (Executive Director, Plessy and Ferguson Foundation) to ground our work in our beloved city of New Orleans/Bulbancha. Interdisciplinary panels exploring various aspects of systemic racism and how we can dismantle racism in our university, local, regional, and global communities follow.

The afternoon session begins with a brief dance performance by Full Radius Dance, whose mission is to redefine the boundaries of dance by bringing together disabled and nondisabled dancers through performance, education, and advocacy. Our afternoon keynote dialogue, introduced by Provost Robin Forman and moderated by Dean Thomas LaVeist features Dr. Camara Jones, physician, epidemiologist

and former President of the American Association of Public Health allegories of racism in *The Gardener's Tale* are internationally-known and have shaped anti-racist practices across multiple disciplines. Following this afternoon keynote, there are two panels exploring how to counter anti-API and anti-Latinx racism and advance our anti-racism leadership efforts at Tulane. In the final session, faculty and staff can meet with Tulane's affinity groups that are congruent with their social identities to identify next steps in their learning from the teach-in. Closed captioning and ASL is provided for all sessions.

Registrants will have an opportunity to view three documentaries before and after the teach-in. The first documentary is *The Veil*, a documentary by Tulane Senior Raven Ancar about Black student experiences at Tulane. Registrants will receive this link via email on May 12th and be able to view her documentary for 7 days (May 13th-May 20th). The second (*Anti-Racism Leadership at Tulane* produced by the EDI Office and the Anti-Racism Leadership 2021 Cohort) and third films (*By Invitation Only* by Rebecca Snedeker) are available throughout the year for viewing.

The first 200 registrants will receive Dr. Ibram Kendi's *Be an Anti-Racist: A Journal for Awareness, Reflection, and Action*, which they can pick up from the Provost's Office (200 Gibson Hall)

8:30 am – 9:45 am

Bulbancha Morning Keynote with Mariah Moore, Keith Plessy, and Phoebe Ferguson

Session Description: The morning begins with Tulane's Indigenous Land Acknowledgement by [John Barbry](#) (Tunica-Biloxi Tribe) and [Colleen Billiot](#) (United Houma Nation) and a welcome by [President Michael Fitts](#). We then ground our work in our beloved city of Bulbancha/New Orleans with a morning keynote panel exploring the past, present, and future of anti-racism work with [Mariah Moore](#) (Founder, House of Tulip) and the descendants of the Plessy v Ferguson case that legalized segregation over 125 years ago - [Keith M. Plessy](#) and [Phoebe Ferguson](#) (President and Executive Director respectively of the Plessy and Ferguson Foundation). Closed captioning and ASL is provided.

Moderator: Anneliese Singh

- **[Plessy & Ferguson Foundation](#)** that moved “from vs. to &: a living legacy. After meeting through mutual friend and *We As Freeman: Plessy v. Ferguson* author Keith Weldon Medley, Keith Plessy and Phoebe Ferguson began a partnership that eventually blossomed into the Plessy & Ferguson foundation. By coming together as *Plessy and Ferguson*, they have seized the opportunity to pick up the torch, keeping history alive, and sharing their vision for true democracy in the 21st century.
- **[House of Tulip](#)** – New Orleans/Bulbancha nonprofit that is “building and inheritance for trans and gender nonconforming (TGNC) community in Louisiana.”
- **[Racial Wealth Divide in New Orleans](#)** – “The following profile presents data on the economic inequalities within New Orleans. These statistics may seem overwhelming, however we believe with more information about the challenges of racial economic inequality, there is a greater opportunity to identify best practices and policies that can address the racial wealth divide.”
- **[Tulane Strategy for Tomorrow - EDI strategic plan from 2022-2027](#)**
- **[Plessy v Ferguson Case](#)** and **[National Archives about the Case](#)** (article)
- **[The 1619 Project](#)** by Nikole Hannah-Jones (article/podcast)
- **[Women With A Vision](#)** - The mission of Women With A Vision is to improve the lives of marginalized women, their families, and communities by addressing the social conditions that hinder their health and well-being. We accomplish this through relentless advocacy, health education, supportive services, and community-based participatory research.

- [Black Trans Lives Matter](#) (resource list)
- [Black Trans Women and Black Trans Femmes](#) – Transgender Law Center (TLC) is the largest national trans-led organization advocating for a world in which all people are free to define themselves and their futures. Grounded in legal expertise and committed to racial justice, TLC employs a variety of community-driven strategies to keep transgender and gender nonconforming people alive, thriving, and fighting for liberation.
- [Black Trans Advocacy Coalition](#) - Established in 2011, The National Black Trans Advocacy Coalition is the only social justice organization led by black trans people to collectively address the inequities faced in the black transgender human experience.
- [BreakOUT!](#) - BreakOUT seeks to end the criminalization of lesbian, gay, bisexual transgender, and questioning youth who are directly impacted by the criminal or juvenile justice system in New Orleans. We affect concrete policy changes to build a safer and more just New Orleans. We build on the rich cultural tradition of resistance in the South to build the power of LGBTQ youth through youth organizing, healing justice, and leadership development programs.
- [Ashe Cultural Arts Center](#) - The mission of Ashé Cultural Arts Center is to use art and culture to support human, community, and economic development.
- [People’s Institute for Survival and Beyond](#) – “Our commitment to anti-racist organizing principles is what holds our collective work together. As the forces of racism persist, anti-racist principles keep us grounded, and focused on our collective vision.”
- [The Native Roots of the French Market](#) (article)
- [Remembering Bulbancha](#) (article)
- [Revising Indigenous Histories with Bulbancha is Still a Place](#) (article)
- [TriPod: New Orleans at 300](#) (article)
- [American Indians in Louisiana](#) (resource list)
- [Indigenous Tribes of New Orleans and Louisiana](#) (resource list)
- [Louisiana’s Native American Heritage](#) (article)
- [Office of Indian Affairs, Louisiana Office of the Governor](#) (resource list)
- [Tunica Language Project](#) (article)
- [College Horizons](#) – First Nations/Indigenous/Native American Scholarship Resources (resource list)
- [Map of Indigenous Nations](#) (map)
- [Winds of Change](#) – Advancing Indigenous People in STEM (resource list)

10:00 am – 10:45 am

Indigenous Empowerment and Thriving at Tulane: Moving Beyond Land Acknowledgements and Taking Action across Our Units

Presenters: Colleen Billiot (United Houma Nation), Yowelunh (Lauren) W. McLester-Davis (Oneida Nation, SSE), Judith Maxwell (Etowah Nation, SLA), Joe Bull (Delaware Tribe of Indians, SSE), John DePriest (Choctaw Nation of Oklahoma, NTC), and John Barbry (Tunica-Biloxi Tribe)

Moderators: Sienna Abdulahad and Anneliese Singh

Session Description: In this session, Tulane and local Indigenous/First Nation/Native American community members describe their experiences at Tulane and the resources needed to support empowerment and thriving across the university. Panelists talk about both the utility of land acknowledgements in higher education and the ways our university can move beyond them to take sustained action on campus and locally in Bulbancha and the Gulf Region. Closed captioning and ASL is provided.

Tulane Land Acknowledgement

[A Guide to Recruiting Native American Employees and Students at TCU](#) (resource guide)

[The Impact of Words and Tips for Using Appropriate Terminology: Am I Using the Right Word?](#)
(resource guide)

[Best Practices for Working with Indigenous Communities: Creating and Inclusive Workforce for Native Americans](#) (resource guide)

[University of Montana Research Guide on Collaborating in Research with Indigenous Communities](#)
(resource guide)

Tulane Indigenous Faculty and Staff Affinity Group

American Indian Education Fund - The mission of our Scholarship service is to give more American Indians and Alaskan Natives the resources and encouragement they need to learn and succeed. By harnessing the power of knowledge, these future leaders can bring about positive changes in their own lives and in their communities.

College Horizons – College Horizons encourages and facilitates the education of Native American young people. College Horizons is a pre-college program for Native American high school students open to current sophomores and juniors.

TribalNet - TribalNet was formed in 1999 with the primary purpose of bringing tribes, tribal employees, and resources together. We have grown to be THE platform to connect and seek opportunities in solutions, best practices and technology among tribal gaming, government and healthcare.

Native Land Digital Map (map)

11:00 am – 11:55 am

Black Joy, Resistance, and Liberation at Tulane and in Bulbancha

Presenters: [Carolyn Barber-Pierre](#) (CIL), [Mike Cunningham](#) (SSE), [Jinaki Flint](#) (Counseling and Psychological Services), Halima Leak Francis (SoPA), and [Deanna Robertson](#) (Case Management and Victim Support Services)

Moderators: [Angel Carter](#) and [Shelby Norman](#)

Session Description: In this session, panelists explore the long and sustained history of everyday Black, intergenerational joy, excellence, activism, and resistance at Tulane and in Bulbancha/New Orleans. The dialogue focuses on how panelists conceptualize, participate in, and live Black abolition and liberation in their personal and professional lives. Closed captioning and ASL is provided.

Academics for Black Survival and Wellness - Academics for Black Survival and Wellness was organized by a group of Black counseling psychologists and their colleagues who practice Black allyship. Guided by a Black feminist frame, we hope to foster accountability and growth for non-Black people and enhance healing and wellness for Black people.

The Nap Ministry - The Nap Ministry was founded in 2016 by [Tricia Hersey](#) and is an organization that examines the liberating power of naps. We believe rest is a form of resistance and name sleep deprivation as a racial and social justice issue.

Noir 'N Nola - *Black New Orleans*. It connects our history to our present, while laying the foundation for a better future. Through illuminating our rich history and emphasizing issues relative to our community, NOIR 'N NOLA commemorates the exclusivity that is BLACK NEW ORLEANS.

Tulane Black Faculty and Staff Affinity Group

United States Civil Rights Trail – Black Civil Rights in a City Full of Culture and Activism that Inspired a Nation (resource list)

A Conversation with Brittney Cooper, author of *Eloquent Rage: A Black Feminist Discovers Her Superpower* (video)

[Why We Need to Celebrate Black Joy – Valerie June](#) (video)

[What Does Black Joy Mean to You?](#) (video)

[Black Joy is _____](#) (video)

[Black Lives Matter Meditation](#) (video)

[Racial Trauma and Self-Care: Practices, Exercises, Apps, and Podcasts](#) (videos and resource lists)

[Self-Care, Soul Care, and Healing Racial Trauma](#) (video)

[Real Talk: History as a Weapon for Black Liberation with Dr. Sundiata Keita Cha-Jua](#) (video)

[Black Mental Health Matters](#) (resource list)

12:00 pm – 1:45 pm

Full Radius Dance

National Afternoon Keynote with Dr. Camara Jones

Session Description: Our afternoon keynote with [Dr. Camara Jones](#) is introduced by [Provost Robin Forman](#) and moderated by [Dean Thomas LaVeist](#). Dr. Camara Jones is a physician, epidemiologist and former President of the American Association of Public Health whose allegories of racism in *The Gardener's Tale* are internationally-known and have shaped anti-racist practices across multiple disciplines. [Full Radius Dance](#) opens the session.

[Full Radius Dance](#) - Full Radius Dance maintains a highly rigorous and active performance schedule in the Greater Atlanta area, as well as regionally, nationally, and internationally. Locally, the company presents an annual repertory concert and produces the annual Modern Atlanta Dance (MAD) Festival. The company is committed to redefining the boundaries of dance through performance, education, and advocacy, and constantly seeks opportunities to promote its core values for body positivity. At Full Radius Dance, we believe that your body is perfect, has undiscovered movement, and can experience dance.

[Sins Invalid: An Unshamed Claim to Beauty in the Face of Invisibility – 10 Principles of Disability Justice](#) (article and resource list)

[Anti-Racist Organizing and Disability Justice](#) (article and resource list)

[Dr. Camara Jones – Racism is a Public Health Crisis](#) (video)

[Dr. Camara Jones – Allegories on Race and Racism](#) (videos, resource list)

[Dr. Camara Jones Explains the Cliff of Good Health](#) (video)

[Dr. Lisa Bowleg – The Problem with the Phrase “Women and Minorities”](#) (video)

[Systemic Racism in Higher Education](#) (article)

[Kimberlé Crenshaw - The Urgency of Intersectionality](#) (video)

[American Association of Medical Colleges \(AAMC\) Anti-Racism Resources](#) (resource list)

[American Public Health Association \(APHA\) Racism and Health](#) (resource list)

[Council of Colleges of Arts & Sciences Anti-Racism Resources](#) (resource list)

[Conduct Research through an Anti-Racism Lens](#) (resource list)

[Center for Antiracist Research](#) - Overseen by founder Ibram X. Kendi and run by an accomplished and talented staff, the Center for Antiracist Research conducts work in multiple distinct areas, from policy and research to advocacy and narrative. Members of the center's offices include scholars, advocates, and thought leaders, all of whom bring to the table a relentless commitment to social justice.

2:00 pm – 3:00 pm

Understanding the Connections between Anti-API and Anti-Latinx Racism and Interrupting Anti-Blackness at Tulane

Presenters: [Eddy Cruz](#) (NTC), [Cecilia Gambala](#) (SOM), [Tony Hu](#) (SOM), Sonia Malhotra (SOM), [Manuel Ocasio](#) (SOM) and [Eva Silvestre](#) (SPHTM)

Moderator: [Danette Saylor](#)

Session Description: Panelists discuss the common threads of anti-API and anti-Latinx systemic racism and their connections to anti-Blackness and white supremacy. The dialogue explores interventions Tulanians can use to identify, name, and interrupt these connections and advocate for API and Latinx learning, working, and living environments at Tulane.

[Unlearning Anti-Blackness in the Asian American Pacific Islander Community](#) (video)

[As Non-Black POC, We Need to Address Anti-Blackness](#) (video)

[Anti-Blackness in the Latinx/a/o Community: A Community Conversation](#) (video)

[Dismantling Anti-Blackness Together \[in the Latinx community\]](#) (article)

[Unpacking Anti-Blackness: Afro-Latinxs Share Their Experiences](#) (article)

[Confronting Anti-Black Racism in POC, Indigenous, and Marginalized Communities](#) (resource list)

[Race in America: Rise in Anti-API Violence](#) (video)

[Prioritizing Equity: Structural Racism and the Latinx Community](#) (video)

[Addressing Anti-Blackness in the Latinx/a/o Community](#) (video)

[Books to Raise an Anti-Racist Latino Child](#) (video)

[Tulane Asian/Pacific Islander Faculty and Staff Affinity Group](#)

[Tulane Chinese Faculty and Staff Affinity Group](#)

[Tulane Latinx/Latinx Faculty and Staff Affinity Group](#)

The Great Unlearn with Rachel Cargle - Monthly self-paced, self-priced learning collective, committed to celebrating and highlighting the genius of academics of colour. We have created an online learning platform rooted in providing resources and critical discourse to aid in unlearning. I believe that knowledge leads to action. [The Great Unlearn](#) platform is used to both provide education and inspire meaningful action.

3:30 pm – 4:30 pm

Everyday Anti-Racism Leadership Practices at Tulane: Engaging in Individual and Collective Racial Equity Change Work

Presenters: [Timothy Craft](#) (Violence Prevention Institute), Sheila Gold (SoPA), [Daniela Rivero-Bryant](#) (SoA), [Barry Spanier](#) (SLA)

Moderators: *Laura Osteen and Shelby Norman*

Session Description: In this session introduced by [Chief Operating Officer Patrick Norton](#), panelists describe specific leadership strategies and interventions that Tulane faculty and staff can use to reduce the harm of systemic, intergenerational racism within higher education and locally at Tulane and in the Gulf Region. Panelists explode myths about what it means to be a good "racial ally" and share personal and professional examples of embedding anti-racism practices into their everyday leadership.

[2021 Tulane Anti-Racism and EDI Teach-In for Faculty and Staff](#) (videos)

[Tulane Racial Justice and Allyship Library Guide](#) (resource list)

[Academics for Black Lives “Decolonize Your Syllabus” Checklist](#) (google doc)

[Tulane Anti-Racism Leadership Program](#) (program)

[Anti-Racism Action Plan Guidebook](#) (self-paced guide)

[Being Anti-Racist: National Museum of African American History & Culture](#) (video and resource list)

[Make These 27 Books Part of Your Anti-Racism Education](#)

[Angela Davis on Racism](#) (video)

[white Antiracist Activists](#) (article and resource list)

[The Role of white Teachers in Antiracism](#) (article and resource list)

[Dr. Bettina Love – We Want to Do More than Just Survive](#) (video)

[What It Means to Be Antiracist](#) (article)

[Antiracism in Higher Education](#) (videos and resource list)

[Tim Wise – Higher Education’s Urgent Imperative to Become Antiracist](#) (video)

[Anti-Racist Practice for Digital and Online Learning](#) (video)