

# Examples of how staff / faculty may experience anti-Black racism

# Context

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A Black faculty member suggests incorporating a module on anti-Black racism in an advanced clinical practice course. A white colleague responds,

“That’s not really relevant to everyone’s practice. We’re already covering cultural competency.”

## QUESTION 1

What’s happening here?

## QUESTION 2

What are the assumptions I’m making in describing what’s happening?

## QUESTION 3

What are the harms for Black youth, families, and communities?

## CALL TO ACTION

How can this be made right? What can I/we do to support racial healing?

# Context

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A Black faculty member is consistently invited to join every diversity-related committee or panel, even those outside their area of expertise. They are rarely invited to research or policy-focused initiatives unless it's race-specific.

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During a school meeting, a senior colleague jokes about a social policy course being “too woke now” with “all the race stuff.” No one speaks up, and the meeting moves on. A Black staff member feels isolated and undermined.

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A Black faculty member receives negative comments in course evaluations, such as “too focused on race” or “pushes a personal agenda.” These comments contrast with strong quantitative ratings and feedback from peers.

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