

# **Education Deans for Justice and Equity Framework at CU Boulder School of Education**

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# **Two Areas of Focus**

## **1. Supporting students**

## **1. Increasing Racial Diversity**



# Supporting students

## ☆ Increased diversity of students



## UNDERGRADUATE STUDENTS

For the 2019 class of first-year students, we saw:

**62%** more **first-generation** college students

**93%** more **BIPOC** students

\*Data from 2019 incoming class of first-year students in our Elementary Education and Leadership and Community Engagement majors. Increases based on change from 2018 class.

## GRADUATE STUDENTS

**33%** of all graduate students identify as **BIPOC**

For the 2020 class of first-year students, we saw:

**43%** of MA students identify as **BIPOC**

**42%** of PhD students identify as **BIPOC**

# Supporting students

- + **Some distrust around speaking up**
- + **Continue to develop anti-racist pedagogies and curriculum**



# Faculty and Staff: Increasing racial diversity

★ **Increased diversity of faculty and staff**



## FACULTY

**48%**

increase in **BIPOC**  
faculty since 2017

**40%**

of faculty identify as  
**BIPOC**

## STAFF

**69%**

identify as **BIPOC**  
among staff hires  
since 2017

**46%**

of all staff identify as  
**BIPOC**

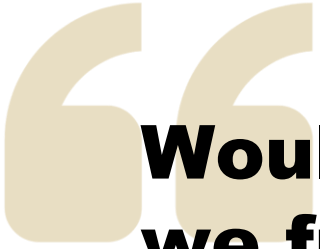


# Faculty and Staff: Increasing racial diversity

- ★ **Transparency and creating professional pathways**
- + **Challenging conversations around diversity**







**Would you patiently steady yourself as we fumble forward and calibrate to each other? Can you drain the vinegar from your veins or the acid in your tongue, listen with patience and aim to uplift truth with each word?”**

**Donna Mejia (2020)**

<https://donnainthedance.com/2020/01/10/transnational-fusion-dance-an-open-letter-to-my-dance-community/>



# Speaking to the EDJE framework...

- **Add a disclaimer: This is a non-linear process of change. Expect missteps and practice grace in your relations with each other.**
- **What does learning look like when using the EDJE framework? And, how can we support it?**
- **How can we attend more intentionally to creating spaces for healing in this framework?**