



RACE RELATIONS ON CAMPUS: LESSONS FROM MIZZOU

CONVERSATIONS TO HAVE WITH YOUR COLLEAGUES

Every campus leader must be prepared to lead and respond effectively to racial incidents, especially during a crisis. Use the following questions to begin conversations about how your campus can respond.

Context

- What broader contexts—racial, political, or other aspect of inclusion—would be most relevant on our campus?
- What is the institution's specific history with minority and marginalized groups on campus, in the local community, and in the state?
- What processes, formal or informal, does leadership currently use to understand the perspective of a variety of campus groups?

Capacity

- At what level of capacity is our campus—both for specific racial issues and, more broadly, diversity and inclusion issues?
- What is the first step to increase or reinforce that capacity?
- Who needs to be involved in this process that hasn't been before?

Response

- During previous crises (racial or otherwise), how did the campus respond? Did we rush to solve the problem, or did we take time to acknowledge the events and their impact?
- How can we revise our immediate crisis response plan to consider the importance of trauma?
- What are ways we can listen and acknowledge the emotions of those affected as an administration? As educators in the classroom? As members of a campus community?

Recovery

- How can we incorporate active listening, speaking from the heart, and “acting with” to current situations on campus that require healing?
- Can our current crisis recovery plan be updated to reflect additional approaches?
- Where is optimism most prevalent on our campus? What are the opportunities ahead?

This content is part of the course *Race Relations on Campus: Lessons from Mizzou*, by the American Council on Education.

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