Anti-Bias and Anti-Racism Resources for Faculty

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Global movement for racial justice following the killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and several other Black men, women, and trans people.

ODECE has received sustained requests for education, support, and consultation from our campus partners and from our constituents.
Live Unconscious Bias Training

• Live sessions designed to raise awareness and understanding about how unconscious bias can undermine a conscious desire to support diversity & inclusion objectives.
• Provide strategies for managing unconscious bias in hiring, assessments, and in interactions with students, colleagues, and co-workers.
• Contact ODECE at diverse@gwu.edu to schedule an appointment.
Live Sessions on Inclusive Classrooms

• Highly engaging, customized workshop that raises faculty awareness around individual and program/department level biases that show up in classroom settings through pedagogy, curriculum design, instruction, grading, and more.

• Explicit guidance and tools on ways to create more inclusive classrooms, and assess student learning, engagement, and sense of belonging.
ODECE Website: Resources Page

- Living website with readings, videos, and other mediums to provide campus community with passive educational opportunities from various perspectives.

- Categories include race, anti-Semitism, ableism, allyship, inclusive classroom, bias, and more.

- Opportunity for members of GW to offer input and recommendations.

Assistance with Climate Surveys and Group Meetings

• ODECE has been responding to requests for support in developing climate surveys, strategic planning, and short- and long-term goals related to diversity, inclusion, and equity.

• Based on requests, ODECE is facilitating group meetings, committees, and community forums to assess and address climate concerns with students, faculty, and staff in academic and non-academic units.
Bias Incident Reporting Process

• Support students who are targets or witnesses of hate or bias incidents
• Refer students to available campus resources and services including units that have the authority to investigate complaints
• Serve as a source of support for those who become the subject of a report. (e.g. assistance with processing feedback and addressing the concern raised)
• Non-disciplinary; not a sanctioning body
Discrimination
Complaint Procedures

- Faculty who have concerns may bring their concerns to the Faculty Affairs Office.

- Students who have concerns about discrimination can report their concerns to the Student Rights and Responsibilities Office.

- Staff can report concerns to Human Resources/Equal Employment Opportunity Office.
Online Discrimination Prevention Courses

- Preventing Harassment & Discrimination
  - Broad coverage anti-discrimination basics
  - Title IX Coverage (recently revised)
  - Course sits on the university’s learning management system on the Talent@GW platform.

- GW provides online classes covering several topics via LinkedIn Learning also on Talent@GW.
Questions