



**When We See Them:**

**Navigating Micro-Aggressions and Racial Difference**

*Increasing Our Student-Centered Awareness*

John Jay College of Criminal Justice  
Faculty Development Day  
August 26, 2019



**Introduction**  
**and**  
**About Us**

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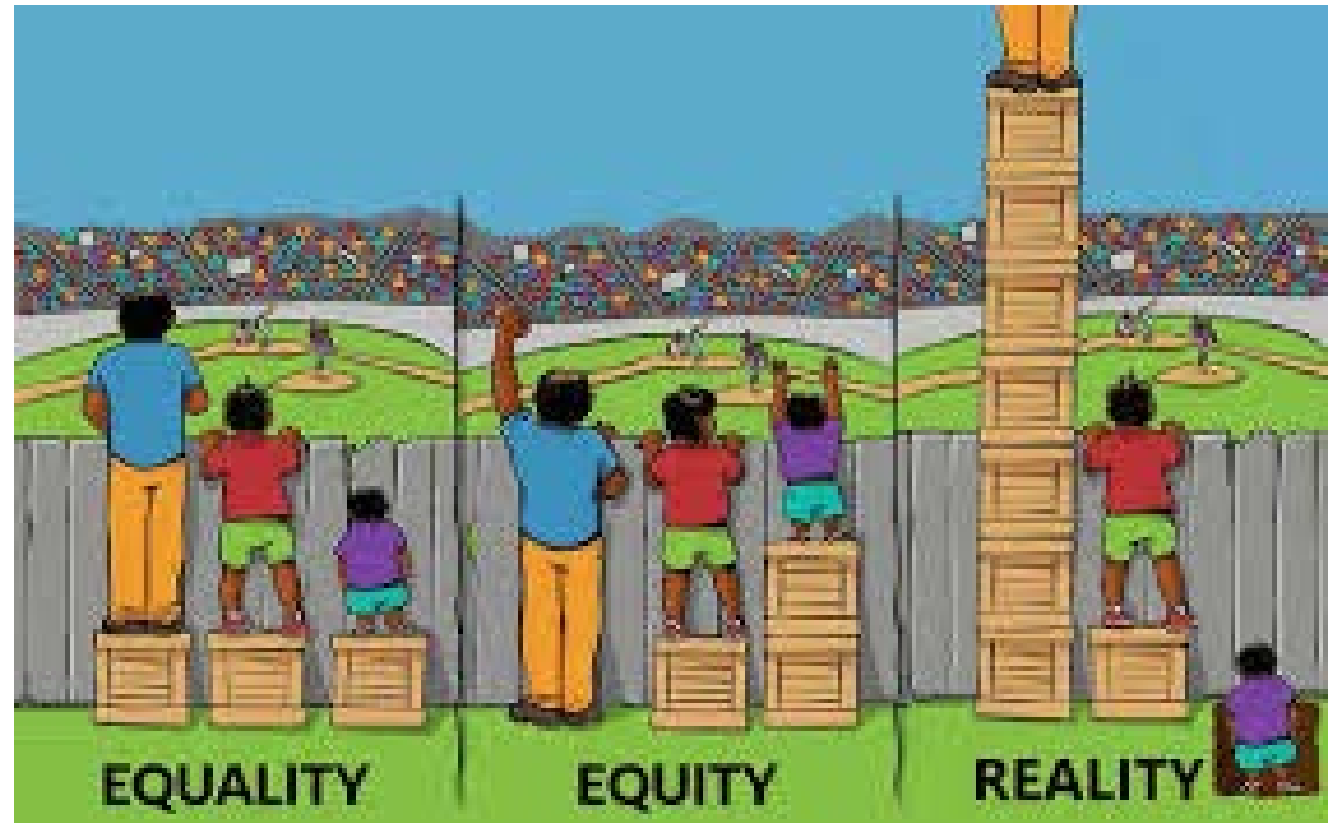
# Climate



How do you think black students feel as part of John Jay's community?

## How do we define . . .

- Racist/Racism
- Equality v. Equity
- Implicit Bias
- Micro aggression
- Oppression
- Privilege
- People of Color
- Black
- African-American






## Unpacking When We See Them

As you reflect on these scenarios,  
how would you respond to the following?

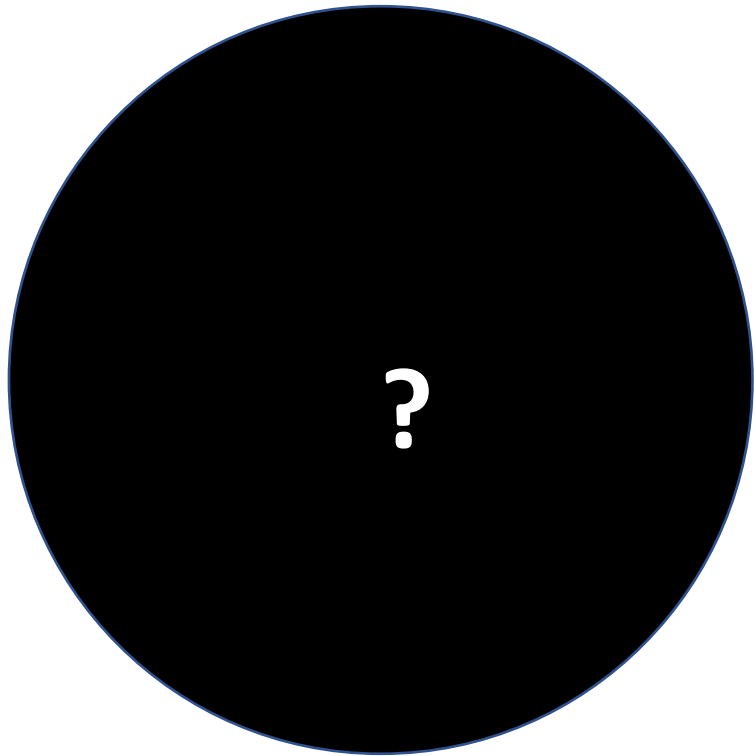


1. What do you see?
2. How would you have dealt with it?
3. How can one check in with their own biases when teaching and dealing with students and classroom situations?
4. How can you use your privilege towards this overall goal of “student success”?
5. Why do students of color feel uncomfortable disclosing their feelings or situations to faculty?
6. Why is it important to see color?
7. Where are you in the privilege-oppression dynamic?
8. What is an ally?
9. Did you ever have a classroom situation similar to what was shared?



# Getting uncomfortable and helping students feel safe

"I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group." McIntosh, P. (1988). *White Privilege: Unpacking the Invisible Knapsack*.\*



## Food for Thought

1. How does my race influence who I am?
2. How are my experiences similar to or different from my students?
3. What kinds of bias and privilege do I have?
4. What can we do to advocate for racial justice?





## Eight Actions to Reduce Racism in College Classrooms

1. *Recognize your implicit biases and remediate your racial illiteracy.*
2. *Don't be surprised when a black male student writes well.*
3. *Stop expecting the Latinx student to speak for all Latino/as.*
4. *Quit thinking all Asian American students are the same.*
5. *Be aware that stereotype threat may be occurring among some students of color.*
6. *Meaningfully integrate diverse cultures and peoples into the curriculum.*
7. *Responsibly address racial tensions when they arise.*
8. *Recognize that you and your faculty colleagues share much responsibility for racial inequities.*

<https://www.aaup.org/article/eight-actions-reduce-racism-college-classrooms#.XWE7NZNKiL8>



## Closing

Everyone wants the best for their students.

So, how do we

create and sustain safe, inclusive, and

respectful

learning communities?

