

# **BECOMING JEDI**

**A LABOR-MANAGEMENT STRATEGY  
TO CHALLENGE RACISM ON CAMPUS AND STEM  
COMMUNITY COLLEGE ENROLLMENT DECLINE**



# INTRODUCTION

- This workshop will offer an overview of national statistics on the growth of DEI programs at colleges and universities: Where and why are DEI programs being implemented, in what ways, and how are their successes being measured? The urgency for such equity-focused programs has heightened since 2020, and we will share why this is particularly acute in community colleges. Presenters will situate the development of our grant funded labor-management collaboration, [the JEDI Institute](#), within the larger national contexts of racial and political tensions, the push for more online/remote courses, and the decline in community college enrollment.

# PRESENTERS

## Union/Faculty

- Cynthia Eaton, Professor of English; Secretary, FASCC
- Lauren Liburd, Specialist, SCCC Foundation
- Courtney Brewer, Professor of Psychology; Vice President, FASCC

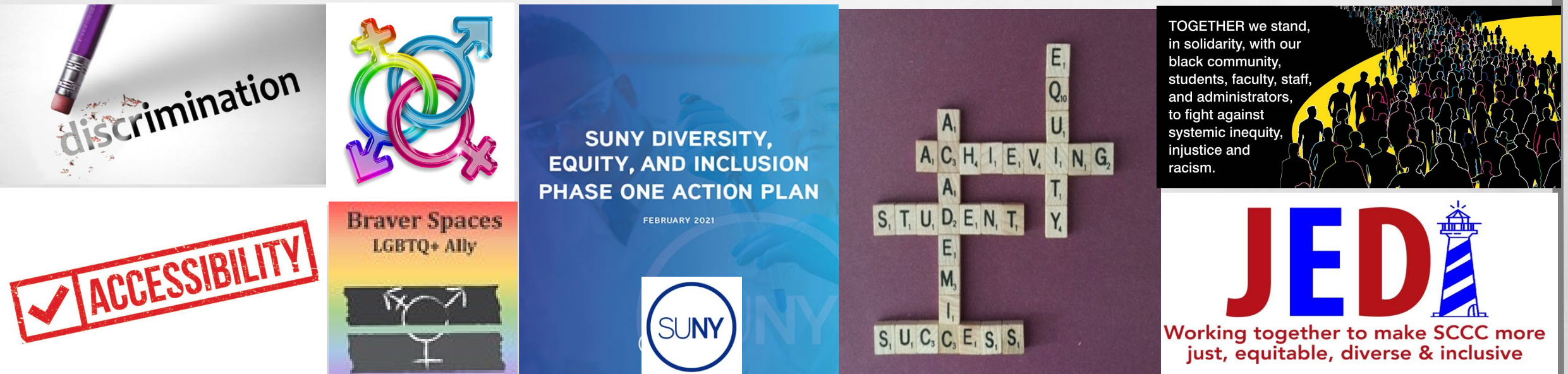
## Administration

- Christina Vargas, Chief Diversity Officer and Title IX Coordinator
- Patty Munsch, Interim Vice President for Student Affairs
- Jennifer Browne, Associate Dean for Curriculum Development



# DEI PROGRAMS IN HIGHER ED

- Overview of national statistics on the growth of DEI programs at colleges and universities: Where and why are DEI programs being implemented, in what ways, and how are their successes being measured?



**Christina Vargas, SCCC Chief Diversity Officer & Title IX Coordinator**

# DEI NEED IN COMMUNITY COLLEGES

- Access and retention acutely needed pre-pandemic and now even more severely post-pandemic
- Statistics on enrollment declines at community colleges nationally
- SCCC now an HSI: How we see racially minoritized students as the future of SCCC just as ERASE Racism sees an acceptance of diversity as key to the future of Long Island
- How the racial & ethnic demographics are changing at SUNY and/or SCCC

**Dr. Patty Munsch, SCCC Interim Vice President for Student Affairs**

# UNION-ADMIN COLLABORATION

- FA attempts to create social justice initiatives in past (e.g., 2017 “IDEA” effort) but unable to gain momentum alone
- Union-administration collaboration critical for JEDI to succeed
- Faculty perspective central to success of JEDI but administration helps provide resources, structure, continuity for professional development
- All voices are needed: DEI is everybody’s work

**Dr. Courtney Brewer, FA Executive Vice President, Prof. of Psychology**



# SUNY DEI MANDATE

- SUNY DEI diversity history
- SUNY diversity knowledge area: A three component outcome
- SCCC implementation
- JEDI as resource and support

**Jennifer Browne, SCCC Associate of Dean Curriculum Development**

# JEDI: AN ORIGIN STORY

- April 9, 2021: Journey to Allyship book discussion meeting (Crystal Fleming's *How to Be Less Stupid About Race*) led by Christina Vargas and Patty Munsch. Discussing need for professional development Cynthia said, "a summer institute would be ideal," to which Christina responded, "That would be my dream!"
- May 24: Cynthia emailed Christina & Patty
- June 10: Our first union-administration meeting
- July 24: First of three JEDI summer institute sessions

**Cynthia Eaton, FA Secretary; Professor of English**



# BACKBONE OF JEDI INSTITUTE

- AFT Back-to-School Grant: Became available last summer right at the time of our formation, applied and received \$35,000, which has provided important financial resources to make JEDI program possible
- Cynthia developed JEDI Institute website on FA server ([fascc.org/jedi-institute](https://fascc.org/jedi-institute)) with information, advice, and most critically resources for participants, both internal (colleagues share) and external (research)

**Cynthia Eaton, FA Secretary; Professor of English**

# OVERALL STRUCTURE

Semester	Focus
Summer	3 five-hour sessions in separate weeks (two weeks in between), with meals provided
Fall	Implementation of JEDI plans, whether in a specific class or in nonclassroom workspace (some individual projects, some are group projects)
Winter	Follow-up meeting: What worked, what didn't work, what participants need help with, how to revise and re-implement for spring semester
Spring	Participants implement revised JEDI project, resulting in certification, celebration, and plans for continuation

**Dr. Lauren Liburd, Specialist, SCCC Foundation; AtD Coordinator**

# SUMMER SESSIONS

Session	Focus
1	Welcome, introductions, keynote speaker, Achieving the Dream Finish Line game, intro to <i>From Equity Talk to Equity Walk</i> , JEDI in action presentations (for idea generation)
2	Demographics and statistics (SCCC and Long Island), discussion of <i>From Equity Talk to Equity Walk</i> chapters 1-2, hot moments in the classroom, sharing of initial project ideas
3	Top 5 ways to make your workspace more JEDI this fall, discussion of <i>From Equity Talk to Equity Walk</i> chapters 3-5, final projects and implementation plans shared with group

**Christina Vargas, SCCC Chief Diversity Officer & Title IX Coordinator**



# FROM PILOT TO LAUNCH

- Examples of JEDI projects already in the works
- Official launch this summer
  - Keynote possibly Kandice Sumner
  - Feedback from pilot participants
  - Developing certification, recognition, celebration
  - Continuation: Need to fold in to fabric of college's professional development program (three-year grant)

**Cynthia Eaton, FA Secretary; Professor of English**

# QUESTIONS & CONTACTS

## **Union/Faculty**

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