URGE Policies for Working with Communities of Color for NAGT Traveling Workshop Program

This is what was found by the Traveling Workshop Program at NAGT on Policies for Working with Communities of Color as well as plans for improved processes and/or needed resources. For this deliverable, we consider two issues: 1) how we interact with faculty at Minority Serving Institutions that are hosting Traveling Workshops, and 2) how we advise our host institutions to interact with communities of color, particularly when those interactions are part of a Traveling Workshop action plan.

- **Audit of previous interactions with communities of color at our organization:**
  - Since 2014, we have led 73 total workshops.
    - Three workshops were at HBCUs
    - Thirteen were at HSIs
    - Four workshops were held at Native American Serving Non-Tribal Institutions, including two that are also HSIs (and were counted above).
    - We have not led any workshops at Tribal Colleges or Universities.
    - One was at a AANAPISI

- **What worked well in these interactions?**
  - The average ratings for the workshops at MSIs was 8.75/10, weighted for the number of evaluations from each workshop. This is slightly higher than for other institutions, which were 8.64/10. The three workshops at HBCUs had ratings of 8.85/10.
  - The qualitative reports for each workshop did not explicitly mention the MSI context for the workshop setting. Instead, the reports focused on the same things that worked well for all Traveling Workshops: active listening by all participants, adaptive facilitation, and specific action plans as outcomes.
  - Although not explicitly mentioned in the reports, our pod discussed how important it is to listen and understand needs as specific to each institution before jumping in with “answers” or “recommendations.”

- **What did not work well, and how can this be better addressed in future plans?**
  - Many PWIs indicate in their action planning that they would like to partner with local MSIs and local BIPOC communities. Our facilitators likely have not been diligent enough to offer best practices for these interactions. We can take the lessons from this session of URGE to provide specific advice for our host institutions.
  - TWP could help create/plan bridges through running regional workshops.

- **Are there ways to improve the outcome of projects already undertaken?**
○ Expand network approach to build relationships between PWIs and MSIs/2YC
○ Broadening participation at the institutions where we go
○ Increase advertising in places with URM leaders
○ Commit to diversity of TWP facilitators, needed for long term sustainability of the program
○ Continue to offer virtual workshops for increased access

● Are there specific resources or guidelines that are needed to improve the process for planning ahead and working with communities of color?
  ○ The TWP facilitators will have the opportunity to participate in virtual workshops in June to develop our facilitation skills and content knowledge related to issues of diversity, equity, and inclusion. Part of the workshop discussions will be about identifying the needed resources. There will be a follow-up workshop to build and learn to implement these resources.
  ○ Consider tiered funding to take into account institutional wealth/resources