Advancing Racial Equity Through Truth, Racial Healing & Transformation (TRHT) Campus Centers
The Truth, Racial Healing & Transformation (TRHT) Effort

• Launched by the W.K. Kellogg Foundation in 2016, TRHT is a national and community-based process to plan for and bring about sustainable change, and to address the historic and contemporary effects of racism.

• AAC&U is partnering with higher education institutions to develop TRHT Campus Centers to prepare the next generation of strategic leaders and critical thinkers to break down racial hierarchies and dismantle the belief in the hierarchy of human value.
The TRHT Framework

Narrative Change

Racial Healing and Relationship Building

Separation
- Segregation, Colonization & Concentrated Poverty
- Decolonization
- Housing
- Health
- Arts & Culture
- Immigration & Migration
- Education & Development

Law
- Civil, Criminal & Public Policies
- Law Enforcement
- Safety
- Criminal Justice
- Juvenile Justice
- Civil Justice
- Mass Incarceration
- Immigration & Migration
- Education & Development

Economy
- Structured Inequality & Barriers to Opportunity
- Employment
- Labor
- Workforce
- Wealth
- Immigration & Migration
- Education & Development
New Cohort of 13 TRHT Campus Centers

- On January 16th, AAC&U announced the selection of a new cohort of 13 TRHT Campus Centers.

- An initial cohort of ten TRHT Campus Centers were selected by AAC&U in 2017.

- The goal of AAC&U’s TRHT Campus Centers effort is to develop at least 150 self-sustaining, community integrated TRHT Campus Centers.
The TRHT Campus Centers

- Adelphi University
- Andrews University
- Austin Community College
- Big Sandy Community and Technical College
- Brown University
- Dominican University
- Duke University
- George Mason University
- Hamline University
- Marywood University
- Millsaps College
- Otterbein University
- Rutgers University—Newark
- Southern Illinois University—Edwardsville
- Spelman College
- Stockton University
- The Citadel, The Military College of South Carolina
- University of Arkansas—Fayetteville
- University of California, Irvine
- University of Hawai‘i at Mānoa
- University of Maryland Baltimore County
- The Charlotte Racial Justice Consortium (University of North Carolina Charlotte, Johnson C. Smith University, and Queens University of Charlotte)
- University of Puget Sound
Goals & Objectives of the TRHT Campus Centers

• Develop and implement a visionary action plan.

• Identify and examine current realities of race relations in their community and the local history that has led to those realities.

• Envision what their community will look, feel, and be like when the belief in a racial hierarchy has been jettisoned.

• Pinpoint key leverage points for change, key stakeholders, and others who must be engaged.
2020 ANNUAL MEETING

Shaping the Future of Higher Education
An Invitation to Lead

AAC&U Institute on
TRUTH, RACIAL HEALING & TRANSFORMATION
CAMPUS CENTERS

June 16–19, 2020
Emory Conference Center Hotel
Atlanta, Georgia
The 2020 TRHT Campus Centers Institute

- The TRHT Campus Centers Institute will be held from June 16 - 19 in Atlanta, Georgia.

- Institutions interested in learning more about the TRHT Framework or in hosting a TRHT Campus Center are encouraged to apply.

- The deadline to apply to participate in the Institute is March 5, 2020.
TRHT CENTER @ RUTGERS UNIVERSITY - NEWARK

IN NEWARK, OF NEWARK

Sharon Stroye, MBA, MPA
Director of Public Engagement
Director, TRHT Center @ RU-N
#my racial healing looks like........
ADVISORY COMMITTEE/SUPPORT:

- Executive Leadership – Monthly Strategic Initiatives Update*
- Deans and Department Directors (HLLC, ALI, IRC)
- Community Partners (NJISJ, NPL, Express Newark, RHC Practitioners)
- Administrative Staff Support (SPAA, Chancellor Office, Grants Office)*
- Students (Undergraduate, Masters, Doctoral)
- Social Media Consultant (Hired)*

CHALLENGES: Personnel Changes, Turnover Rate, & On-Boarding
LAUNCH 2018/GOALS:

1. **CREATED** TRHT @ RU-N working group/advisory committee with cross-disciplinary, cross-function capacity
2. Increase positive narratives about the city of Newark – **ESTABLISHED** TRHT Centers in Library Branches
3. Increase positive engagement and perceptions of Newark amongst RU-N faculty, staff, and students – **ON-GOING**
4. Initiate/Foster ongoing on and **off-campus activities** utilizing dialogue and dialogic techniques around issues of truth and racial healing – **NEW DIRECTION – PROFESSIONAL DEVELOPMENT, INTRODUCTION INTO HOMOGENOUS SPACES**
5. Decrease segregation and increase access and equity for Newark Residents to reduce poverty and unemployment and strengthen the city’s economy by the beginning of the next decade – **INSTITUTIONAL PROGRAMS** (HLLC, RUN2TOP, UNDOCUMENTED, NJSTEP)
6. Change legislative policy to reinstate individuals voting rights on parole, probation, and/or have criminal convictions – **NJISJ – MAR. 2020**
7. To embed TRHT framework into the ethos, culture, and environment of anchor institutions and other community-based organizations – **ON-GOING**

CHALLENGES: ORIGINAL GOALS ADJUSTED SLIGHTLY, OUTCOMES IMPACTED BY POLICY AND PERSONNEL CHANGES
TRHT FRAMEWORK OUTCOMES:

**Narrative Change**
- Events: Healing Sounds of Newark; Women of Color; Panels; Guest Speakers; Workshops for Nonprofits
- 20% ^ Community Residents Participation

**Racial Healing & Relationship Building**
- Racial Healing Circles – 4 – 6 Annually
- New Racial Healing Circle Practitioners – 5 to 36
- Demand in Homogenous Spaces

**Economy**
- RUN to TOP Scholarship Program:
  - 14%^ Newark Residents
  - 32% Newark Residents w/AA or AS
  - $6,201,514

**Law**
- New Jersey Institute for Social Justice:
  - Promote Work, Provide 20-30 Volunteers
  - 80,000 Voting Rights Restored

**Separation**
- NJPAC & NPL Pearls of Wisdom;
  - Friends of NPL Intergenerational Dialogues – 6 Events Annually

---

**CHALLENGE:** Establish Baseline Align Assignments

**CHALLENGE:** Change in Vision & Action

**CHALLENGE:** FEES

**CHALLENGE:** Long-Term Commitment

**CHALLENGE:** Communication Technology Access

---

**CHALLENGE: Building the Train Tracks as the Train Has Left the Station**
RACIAL HEALING CIRCLES:

is the opportunity for people to connect their shared humanity through their stories; it is a place to recognize that we have more in common than differences. It is not a conversation about race.

CHALLENGE: TRAINING NEW FACILITATORS w/SIMILAR SCHEDULES
RACIAL HEALING CIRCLE OUTCOMES:

- Trained 34 New RHC Practitioners
- Held 4 RHC On-Campus for Students
- Facilitated 4 Great Stories Club RHC (ALA – 3 in NJ and 1 in CT)
- RHC for All-Male Debate Team
- 3 New RHC Practitioners Training Scheduled
- 3 Follow-up Trainings Scheduled for Prompt/Question Development
- RHC for Faculty in Jewish Day School
- RHC for Joint TRHT Committee between 2 Municipalities
- Upcoming RHC for Faculty in Public and Charter Schools
MOVING FORWARD: NEW GOALS/VISION

➢ NEW DIRECTION FOR NEWARK PUBLIC LIBRARIES (CHANGE IN DIRECTOR & STAFF)
➢ IRB APPROVAL PENDING
➢ MEETING W/GRANTS OFFICE FOR TRHT STAFFING & PERSONNEL
➢ LOCATE PHYSICAL SPACE WITHIN RUTGERS UNIVERSITY – NEWARK
➢ ESTABLISH ACTIVITIES, OUTCOMES, MARKETING FOR PROFESSIONAL DEVELOPMENT & PROGRAMMING IN PREDOMINATELY WHITE SCHOOLS (GOAL 4 EXTENSION)
➢ DEMAND FOR RACIAL HEALING CIRCLE TRAINING IN NON-ACADEMIC SPACES
➢ TRHT CENTER EXPANSION FOR NORTH JERSEY REGION

CHALLENGE: SUPPLY NOT MEETING DEMAND due to FUNDING/HUMAN RESOURCES LIMITS
Any Questions?
Advancing Racial Equity Through Truth, Racial Healing & Transformation (TRHT) Campus Centers

Eric N. Ford
Director
The Choice Program
"We envision a community where youth and their families, both on campus and in Baltimore, play an active role in transforming the very systems that have upheld racial hierarchies for too long."
Our Stakeholders

UMBC

THE SHRIVER CENTER AT UMBC

THE CHOICE PROGRAM AT UMBC

MARYLAND PUBLIC SERVICE SCHOLARS

SHRIVER PEACEWORKER FELLOWS PROGRAM

Service-LEARNING
AND COMMUNITY ENGAGEMENT

MIDDLE SCHOOL FOOTBALL TEAMS.
Our key TRHT goals

- Create a TRHT leadership committee (students, faculty, staff, program stakeholders)
- Provide Shriver Programs with tools, resources, and trainings for aligning under the TRHT framework.
- Align how Shriver Program areas prepare, train, and reflect with students
- Host a healing circle day for Shriver Center program staff, students, and community participants.
Focus Area: The Student Experience

- Provide exemplary support for educators in creating state-of-the-art undergraduate and graduate curricula delivered through innovative and effective approaches to teaching and learning.

  - Choice “College Night”: Helps connect students to their goals, retain them as interns and volunteers. Students mentor others, get feedback from staff, and space for meaningful reflection.
Focus Area: The Student Experience

- **Strategic Goal:** Leverage the strength of UMBC’s compositional diversity by increasing the cultural and global competencies of all students.

  - Promote campus’ efforts of the Truth, Racial Healing & Transformation Campus Center
Focus Area: Innovative Curriculum and Pedagogy

- Strategic Goal: Increase national prominence in selected multidisciplinary areas spanning the arts, engineering, humanities, information technology, natural sciences and mathematics, and social sciences. Potential focus areas for the development of multidisciplinary scholarship, creative activity, and research excellence include, but are not limited to, environmental studies, health, national security, data science, and civically engaged and global/transnational scholarship.

- Collaborate with Shriver Center to identify community partners with whom to partner as potential research collaborators. Create opportunities for this research to support community-based work. Partner with Truth, Racial Healing & Transformation Campus Center as UMBC summer Co-Lab site (Shriver Center)
Focus Area: Innovative Curriculum and Pedagogy

- Provide exemplary support for educators in creating state-of-the-art undergraduate and graduate curricula delivered through innovative and effective approaches to teaching and learning.
  - Youth-led Participatory Action Research (YPAR) curriculum through a community-based, college access program; co-lead design and development of a new MPS in Community Leadership; integrate affective competency development into preparation for community engagement and connected coursework; use as a model the Choice Program’s establishment of curricula to offer credits for a community engagement/service year.
Focus Area: Community & Extended Connections

- Advance UMBC’s regional reputation as a vital stakeholder in Maryland’s innovation economy.

  - Choice Program working with the local business community to create employment opportunities for young people and encourage equitable hiring practices. Increase awareness of work of the Choice Program to develop and deliver workforce development curriculum.
Focus Area: Community & Extended Connections

- Strengthen UMBC’s position as an anchor institution for the Greater Baltimore metropolitan region.
  
  - Choice Program eliminated BA/BS requirement for AmeriCorps service year, allowing a deeper connection to the community and diverse mentors for youth