Taking Meaningful, Strategic, and Collective Action When the Stakes are High

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Closing Plenary
Saori
Japanese Art
Outline

1. Demonstrate: going beyond the rhetoric
2. Performance barriers when stakes are high
3. Support collective and strategic action
Threads

**Speech**
- Spaces
- Costs

**Voice**
- Listening
- Honoring

**HIGH STAKES?**
- Demonstrate?

**Collective strategy?**
Outline

1. Demonstrate: going beyond the rhetoric
2. Performance barriers when stakes are high
3. Support collective and strategic action
Demonstrate: going beyond the rhetoric
What is meaningful?
“One cannot pull off being a particular kind of person (enacting a particular identity) unless one makes visible to (performs for) others one’s competence in relevant practices, and, in response, others recognize one’s performance as credible." (Pg. 1190)

- Carlone and Johnson (2007)
Recognition

- “And then he encouraged me to become a TA the next semester. I couldn’t believe it.”
- “She stopped me after class about what I had said. It was as if I was a colleague.”

- Recent focus group with URM students in STEM
Outline

1. Demonstrate: going beyond the rhetoric
2. Performance barriers when stakes are high
3. Support collective and strategic action
When Professors Say the Wrong Thing on Race

Comments about NFL player who started national anthem protest cost a Concordia (Mich.) instructor her job; Virginia professor keeps his job but plans to leave amid criticism of Facebook post about Black Lives Matter.

By: Steven Hernandez // October 13, 2016
Top reasons why we do not have a diverse senior leadership team
“And we are going to have class tomorrow? There is a student walk-out scheduled. I’m wondering what you think about that issue.”
The need for “practice spaces” intentional listening, identifying norms
Trust
Outline

1. Demonstrate: going beyond the rhetoric
2. Performance barriers when stakes are high
3. **Support collective and strategic action**
Dilemma: Mentoring Award = Mentoring Burden

Schwartz (2011)
Take care of yourselves
Take care of each other
Take care of our mentors
Threads

Speech
Spaces
Costs

Voice
Listening
Honoring

Meaningful
Recognition
moments

DELIBERATE
PRACTICE
TRUST

Collective
take care
of each
other

take care
of each
other
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