Universities

Challenges

(UNT) – getting people who interact with these students in the day to day to have men in mind. How are you getting the students who are struggling to come? More difficult to get buy-in in the entry level vs senior level.

(PV) “Actually getting them to attend is the hardest part if you don’t have those incentives” “You have to do the grass roots effort and actually meet with people to promote our events. This isn’t really important to the professors. We need to make it easier for them” need to let people know about our events (faculty)

(TXST) – Not the responsibility of black and brown folks to work on it.

(UT) - As a student you feel like there’s voice for Latina women. DDCE – actually go through the diversity training and faculty training. Dr. Vincent is implementing this through office champion. Difficult conversations had addressing whiteness and identify, class, meritocracy. “As a black male you will have a different experience in the classroom” professors won’t give preferential treatment doesn’t matter if you’re a different SES people will judge you off the color of your skin and check your brains at the door.

(TXST) - It’s not preferential treatment (POC) consideration of student’s different backgrounds optimizing from multiple lenses. Sometimes it’s seen that POC faculty/staff (disadvantaged) are thought of to have less skills (affirmative actions). They can’t get into the space. 35,000+ students. Sometimes the students at 4 year universities may feel entitle they have made it.

(PV) – “you’re a black male have you ever experienced racism? No but they ask them specific and they have”. It starts at k-12 level

(PV) - Nominations based programs

(UT) - suffers from faculty representation (POC). If students brings up the issues they might engage them. Some women might get backlash “why are you worried of Latinos if Latinas haven’t made it?” Faculty tend to be tenure track, older white and they don’t understand that there’s an invisible door. 52,000+ students

(PV) “Unfortunately those discussions came after an incident” (discussion of race) “pill yourself up by your bootstraps” most professors. Raising awareness of the few student’s numbers you have to educate those who are already there.

(TXST)-deans hiring process, public presentation having a voice in these issues

(PV) - “you always choose one person to represent those communities of color"
Institutes need to run their own preferential treatments. Looking at alignment of policies and presence of the president and provost. You have to very intentional (more overlap in events).

**TECMS** - Positives

(PV)- We have to understand that MSOC are coming from different kind of cultures. Knowing this will help change their mind set

(TXST)- Mentor, older students explain the resources that were available. We reward them opportunity to give back. People in employment are people who had college experiences. Sometimes we forget the peers. Peer interactions. We have those places on our campus. Sometimes the best thing is to do is to bring a friend.

(UT)- Why aren’t they seeking help? Is social media working?

A&M- students may not like having that social media interactions. That disconnect that exists with we are doing things and providing service but they don’t know

(PV)- using peers to reach their friends
(PV) “tell your friends about questions post on your social media”

(UT)- having that student input is important. Bring this information back to your undergraduates.

(TXST)- need an end result in mind. Keeping in contest the narrative of what we’re doing. Need to emphasize P.O other than just putting just a suit and tie.