Invisible Tax Scholars of Color Navigating Academia

Inclusive Leadership in Practice | Education

IMPACT
ACTION
NETWORK

ADVOCACY CONSULTING AGENCY

Session Description

- This presentation will engage participants in an interactive learning experience on the "Invisible Labor" Scholars of Color experience while navigating academia. While subsequently being tasked with the responsibility of mentoring students of color and working on research in pursuit of earning tenure at an institution.

- **Objective 1:** To educate participants on challenges and or barriers Scholars of Color (SOC) experience while navigating higher education. For example: additional job responsibilities and or expectations lead to overworked and underpaid faculty/staff, greater levels of burnout and compassion fatigue and lower levels of employee and student retention rates.

- **Goal 1:** Demonstrate the disinvestment in scholars of color's holistic health and wellness as they navigate racist and oppressive systems of higher education and institutions of academia.

- **Objective 2:** To increase knowledge base and awareness on scholars of color sacrificing their scholarship to mentor students of color without compensation = Invisible Labor

- **Goal 2:** Provide concrete examples of the exploitation of scholars of color

- **Objective 3:** Tokenism of scholars of color in academia

- **Goal 3:** Educate on the role of Diversity, Equity, Inclusion, Belonging, & Justice (DEIBJ) in academia and let participants decide if it is a systemic and institutional checkbox or priority.

Themes:

Qualitative observations per Evidenced-informed practice experiences

Per evidenced-informed practice experience students of color innately gravitate towards faculty/staff of color

Service to the profession
• Faculty members social responsibility to mentor and support the cultural identity of ALL students navigating academia

Representation in literature, curriculum, curriculum delivery, and culture matters

Students of color not seeing faculty/staff that looks like them in classrooms, admissions and financial aid offices = isolation

Rapport building = > retention rates

Accumulated challenges and or barriers in pursuit of graduation and or tenure/tenure track status

Objective 1: To educate participants on challenges and or barriers scholars of color experience while navigating higher education. For example: additional job responsibilities and or expectations lead to overworked and underpaid faculty/staff, greater levels of burnout and compassion fatigue and lower levels of employee and student retention rates.

- Per observation SOC are oftentimes tasked with the collective responsibility to mentor students of color as well as, integrate anti-racist and anti-oppressive initiatives into the culture of Predominately White Institutions (PWI's) (Jackson et al., 2022).

- Harmful to place the burden solely on Scholars of Color whose communities experience systemic and institutional racism and oppression to "change the system and institution from with in," while navigating the racism and oppression engrained in systems of higher education and institutions of academia (Jackson et al., 2022).

- White scholars at PWI's have a collective responsibility to use their privilege to dismantle the systems of higher education and institutions of academia that uphold their supremacy.

Goal 1: Demonstrate the disinvestment in Scholars & Students of Color's holistic health and wellness as they navigate racist and oppressive systems of higher education and institutions of academia.

- Anti-racist and anti-oppressive education is a representation of SOC in the literature, curriculum, curriculum delivery, and culture of systems of higher education and institutions of academia.

- Unacceptable to deny students of color and their counterparts the experience of engaging with SOC in the classroom because the institution is protecting "tenure" = limit retaliation via performance evaluation.

- Solution-focused lens: if institutions of academia are concerned about protecting SOC tenure per performance evaluations perhaps initiatives should target dismantling racist and oppressive systems of higher education and institutions of academia instead of targeting Scholars and Students of Color to solve a problem that they did not create.

- Diversity, Equity, Inclusion, Belonging, & Justice (DEIBJ) a checkbox, not a priority

Objective 2: To increase knowledge base and awareness on Scholars of Color sacrificing their scholarship to mentor students of color without compensation = Invisible Labor (-) $ = Invisible Tax

- SOC are oftentimes tasked with the collective responsibility to solely mentor Students of Color navigating academia in a meaningful way that supports their cultural identity as a strength and resiliency protective factor and not a deficit.

- Dedication and paying it forward to the next generation is motivation however, without compensation and recognition academia creates the narrative that there is a disinvestment in the mentorship of Students of Color by not valuing the contributions of SOC who increase the retention of Students of Color matriculating through higher education.

- Oftentimes, the mentorship of students is not recognized and or valued in consideration for tenure, unpaid labor = Invisible tax

- Again, creating the narrative that the Invisible labor of SOC is apart of job expectations = Invisible tax

Goal 2: Provide concrete examples of the exploitation of the work of Scholars and Students of Color

- Theme 1: unpaid internships = service to the profession
  - Disproportionately impacts students of color who can not afford to work 16+ hours a week without pay
  - > student debt gap

- Theme 2: Invisible Labor of scholars and students of color teaming up to lead anti-racist and anti-oppressive student-led initiatives to improve conditions and serve as advocates on behalf of colleagues whose voice is suppressed by threats of retaliation for speaking out against harmful treatment and injustice

- Theme 3: Inviting ani-racist and anti-oppressive initiatives led by scholars and students of color at a fraction of or at no cost to the institution housing the initiatives I

- Use of external grants to fund initiatives that the institution appears to have no internal funding for = a disinvestment in DEIBJ work when the institution receives grant funding to do said work

Objective 3: Tokenism, of SOC in academia

Definition: Tokenism is the practice of making only a perfunctory or symbolic effort to be inclusive to members of minority groups, especially by recruiting people from underrepresented groups in order to give the appearance of racial or gender equality within a workplace or educational context (Dictionary def.)

- **WATCH VIDEO: Professors of Color Leaving UNC in Response to Nikole Hannah-Jones' Tenure Controversy**

- **1619 Project**

- **Click here to learn more about Nikole Hannah-Jones' influence**

"I SEE MY WORK AS FORCING US TO CONFRONT OUR HYPOCRISY, FORCING US TO CONFRONT THE TRUTH THAT WE WOULD RATHER IGNORE."

More themes to consider:

- **Exploitation**
- **Grooming**
- **Service to the profession**
  - **Speakers 'need to be compensated': Is it time to drop the work for exposure mentality?**
- **Navigating power dynamics and conflict resolution strategically**
  - **The Memo: What Women of Color Need to Know to Secure a Seat at the Table by Minda Harts**
- **Healing**
  - **Right Within: How to Heal from Racial Trauma in the Workplace by Minda Harts**
  - **Black Fatigue: How Racism Erodes the Mind, Body & Spirit by Dr. Mary-Frances Winters**

Goal 3: Educate on the role of Diversity, Equity, Inclusion, Belonging, & Justice (DEIBJ) in academia and let participants decide if it is a systemic and institutional checkbox or priority.

DISCUSSION: define the difference between racism, assimilation and anti-racism.

Onwards

Goal 1: To acknowledge and eradicate the normalization of racism and oppression in systems of higher education and institutions of academia.

Objective 1: To create safe spaces for ALL students and scholars to navigate higher education and academia.

Goal 2: To center the lived and shared experiences of students and scholars of color and create conflict resolution strategies to bridge the disproportionate gap between racism, oppression and power dynamics that students and SOC experience while navigating the halls of academia.

Objective 2: To identify and hold accountable faculty/staff who are not embracing ideologies to promote the holistic health and well-being of ALL students and scholars that institutions of higher education and academia serves.
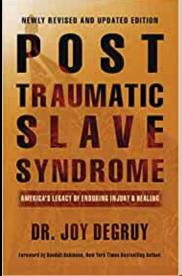
References

- F. Jackson, K., Mitchell, F. M., Ogbonnaya, I. N., Mackey, C., Crudup, C., & Carver, A. T. (2022). Taking back the narrative: Gendered anti-blackness in predominantly white schools of social work. *Affilia*, *37*(4), 088610992210993. https://doi.org/10.1177/08861099221099322

- Gandarilla Ocampo, M., & Asher BlackDeer, A. (2022). We deserve to thrive. *Advances in Social Work*, *22*(2), 703–719. https://doi.org/10.18060/24987

- Hill, M. L. (2021, June 22). *Professors of Color Leaving UNC in Response to Nikole Hannah-Jones' Tenure Controversy*. YouTube. https://www.youtube.com/watch?v=dOefskOHKTc

Survey Links

- Pre-Intervention
- Post-Intervention

Upcoming Events

- Town hall featuring Dr. Joy DeGruy's book "Post Traumatic Slave Syndrome: America's Enduring Legacy of Injury & Healing."

- Click here to learn more about Dr. DeGruy's influence.

- Date: Sat. May 13th

- Time: 1-3pm

- Location: Grassrootz Bookstore & Juice Bar

- Address: 1145 E Washington St #200, Phoenix, AZ 85034

Services

- Individual & Group Coaching & Trainings + Speaking Engagements centers students and professionals on how to navigate systemic and institutional racism and oppression, power dynamics and conflict resolution, safely and confidently.

- Contact: Jeri Perkins, MSW, CEO & Founder
  - Email: impactactionnetwork@gmail.com
  - Call: (317) 443 -3238
  - Schedule your free 30-minute coaching call/consultation!!!