

Addition to the application guidelines:

To be eligible for consideration, each faculty member applicant must demonstrate thoughtful effort to deepen their understanding of the complex problems around race and racism in at least one aspect of their professional work: pedagogy and teaching, creative or scholarly work, or service. We welcome intersectional approaches that examine race and racism in relationship to other forms of oppression. **CHOOSE ONE (A, B, C or d)** of the following ways to meet this requirement:

A. Submit a syllabus for a PPD course you have taught recently and provide a brief statement on how you directly address and engage students on antiracism. Please write for an audience that is not an expert in your field.

B. Give information about recent scholarly or creative work you have published or officially exhibited and provide a brief statement of how it explores antiracism. Please write for an audience that is not an expert in your field.

C. Participate in three workshops or courses from the list below (updated annually) and provide a brief statement on how the content informed your views or practices.

- a. Liberal Arts College Racial Equity Alliance (LACRELA) eConvenings and resources - you can access the DPU Portal [here](#) (requires a DPU email login). For more recent sessions, link directly to [LACRELA Live!](#) (You must click the yellow box that says “Watch Sessions,” and then log-in using your DePauw account. If you do not have a LACRELA account, you can request one with your DePauw account. Once logged in, you will be on the USC Race and Equitable main page, and must click “Library” on the top banner, and then click “Econvenings” for the most recent slides and videos).
- b. LinkedIn Learning (from FDC’s curated list)
 - 1. [Communicating About Culturally Sensitive Issues](#)
 - 2. [Confronting Bias: Thriving Across Our Differences](#)
 - 3. [Skills for Inclusive Conversations](#)
 - 4. [Unconscious Bias](#)
 - 5. [Driving Change and Anti-Racism](#) AND [Difficult Conversations: Talking About Race at Work](#)
 - 6. [How to Speak Up Against Racism at Work](#)
 - 7. [Inclusive Mindset for Committed Allies](#) AND [Becoming an Ally to All](#)
- c. Faculty Development Events

1. 3/16/23 FD & HHMI Workshop with Ebony McGee: Advancing Diversity, Equity, and Structural Inclusion in STEM Courses and the Case for Afrofuturism."
2. 5/4/23 W-Center Faculty Development Workshop on Anti-Racist Writing Pedagogy
3. 2/19/24 LACRELA Live! Community Viewing: Department-Level Strategies to Achieve and Sustain Racial Equity
4. 2/28/24 LACRELA Live! Community Viewing: Exemplary Racial Equity Initiatives From Other Liberal Arts Colleges
5. 4/11/24 Faculty Development Teaching Forum with Karla Scott Identity Matters: Capacity building for communication to support equity and inclusion
6. Participation in an FDC Team Inclusivity Mini-Grant

f. HHMI Inclusive Excellence in STEM

- i. HHMI Inclusive Excellence Learning Community (2019-2020; 2021-2022 or 2022-2023)

D. If you prefer to demonstrate your commitment to deepening your understanding and the ways you make explicit links between theory and your practice, i.e. your praxis, in another way, please contact the Dean of Faculty. This option allows you to highlight recent antiracism-focused workshop(s) in your discipline, service activities, or a non-PPD course, for example.