BREAKOUT GROUP 4 FINDINGS:
What are schools doing with adjunct instructors to address the issues of racism and inequality within curriculum content?

Facilitators:
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- First and foremost, note that adjunct training will cost money and other resources
- Develop diversity training for adjuncts
- Identify diversity training needs via a survey of students on how well adjuncts are doing in carrying out identify course objects related to diversity
- The University of Maryland has an online training program for new adjunct professors
- Human Rights training was suggested
- Discuss the politics of races as part of adjunct training in order to let them know what to anticipate in the classroom
- Conduct classroom observation for adjunct professors and provide feedback
- Ensure that all adjuncts have the same training as new faculty members; develop standardized training in classroom management
- Develop a repository of media and other resources on diversity topics for adjuncts to use in the classroom
• Ensure that structural inequalities are discussed as part of training on diversity and race

• Address student incivilities (i.e. classroom bullying, disrespect, belligerence...etc.) in discussing issues related to race and diversity in the classroom

• Social Work faculty members must take a look at themselves; sometime we are the problem—administrators must find ways to engage faculty in self-awareness as it related to diversity and race

• Hold weekly forums with an open invitation to adjunct instructors to discuss challenges in the classroom related to diversity topics

• Make use of standardized case scenarios

• Trouble-shoot ongoing training efforts—what is working and what is not working

• Pair adjuncts with faculty mentors in terms of diversity training

• Develop levels of training for adjunct professors: include a general level of training and another level for “more seasoned professionals”

• Ensure that adjunct professors come away from training with knowledge of research and evidence-based practices within the context of diverse settings

• Move away for crisis intervention models related to diversity and race to a more proactive approach by targeting identified issues

• Make use of a “culture and climate survey” in order to identify systemic bias

• Make data informed decisions through assessment measures concerning the development of adjunct training