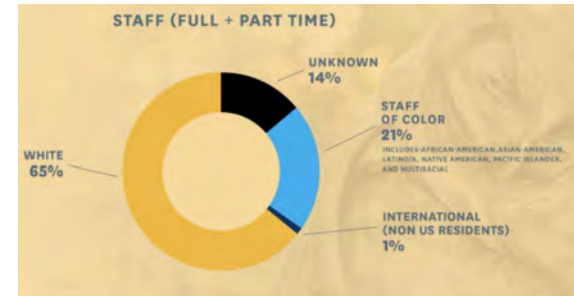
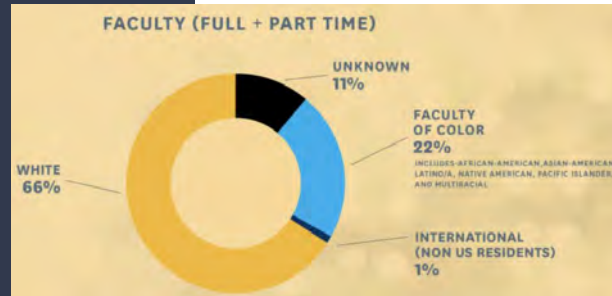
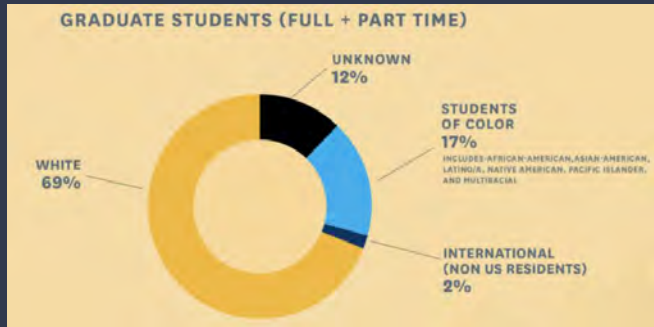
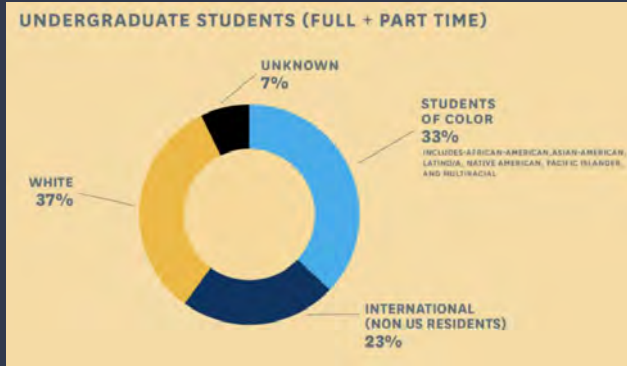


CARLA

Coalition for Anti-Racist Literacy at
Bryn Mawr College

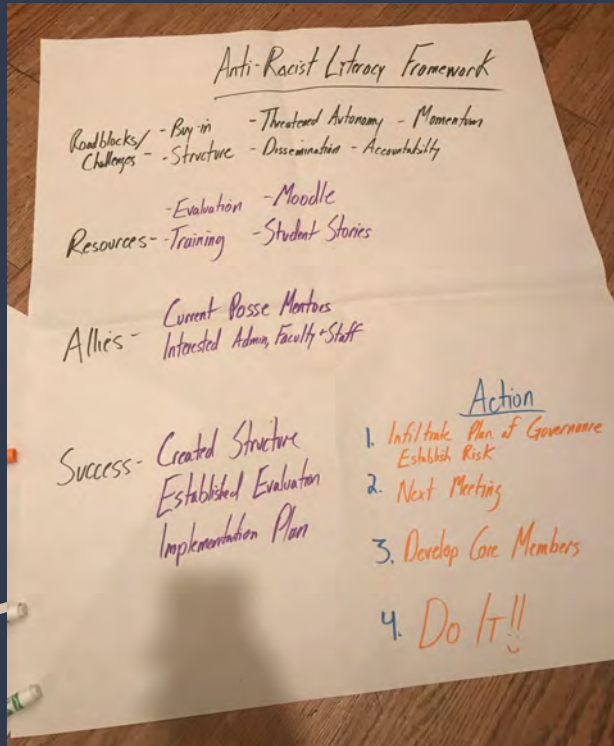
Chanelle Wilson
Ananya Hindocha
Joi Dallas
Diane Gentry

Our Context



- Liberal arts college for women
- 1,370 undergraduates (37% are white, 32% are U.S. students of color, 21% are international students, 7% are unknown).
- 330 graduate students in coed grad programs (69% are white, 17% are U.S. students of color, 2% are international students, 12% are unknown)
- 75% of faculty are white
- 65% of staff are White, 21% are staff of color, 1% international, 14% unknown
- Consortial relationships with Haverford College, Swarthmore College, and the University of Pennsylvania.

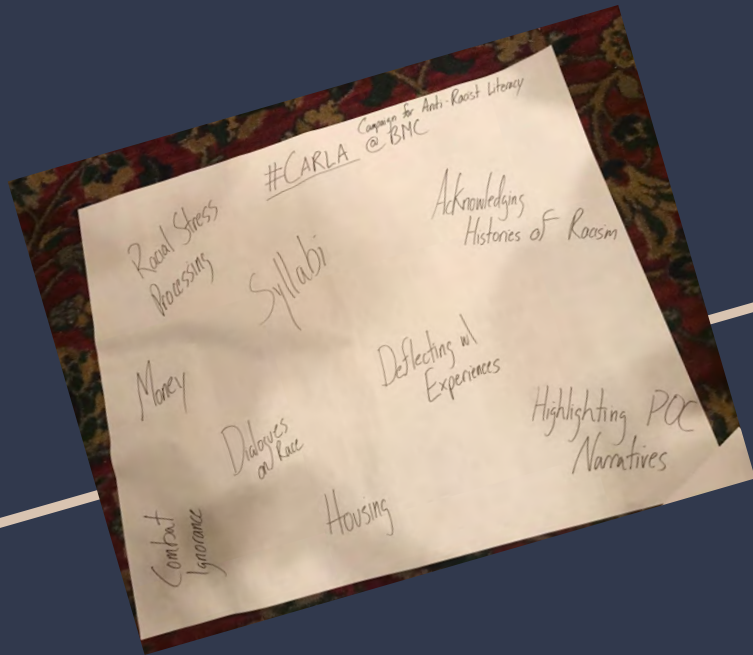
Origin Story



- Growing out of the spring 2018 Posse Plus Retreat, this grassroots group's mission is to *create and sustain a shared, accountable, conceptual framework and toolkit for anti-racist literacy in classrooms and the community of the college.*
- **Anti Racism Literacy:** Knowledge and skills that allow people to interpret the dynamics of race and racism at work in a situation and participate in order to challenge and change them.
- Started with 16 members, in 2018 - Grown to 93 members, in 2021 - consistently a mix of students, staff, and faculty
- From Campaign to Coalition

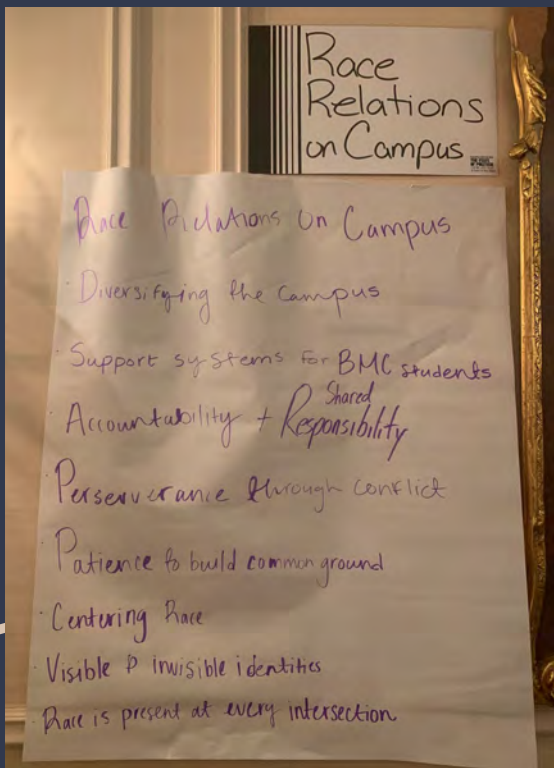
Structure and Values

How we brought people together



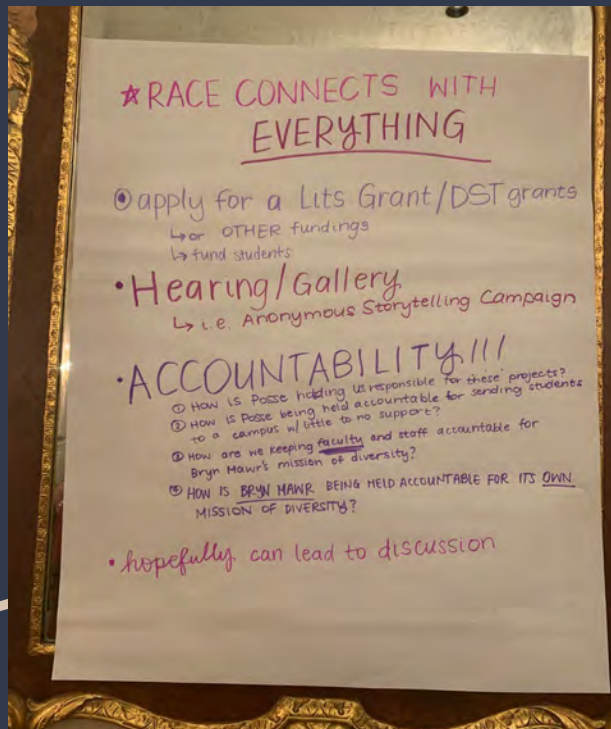
- Intergenerational, cross-positional, and cross-relational group
- Hierarchies are rejected
- Positive community of respect
- Affirming
- Equal Value
- Collective action around something that matters
- Not to be ventriloquized for the sake of College administration
- Special interest groups
- Targeted invitations

Action Highlights



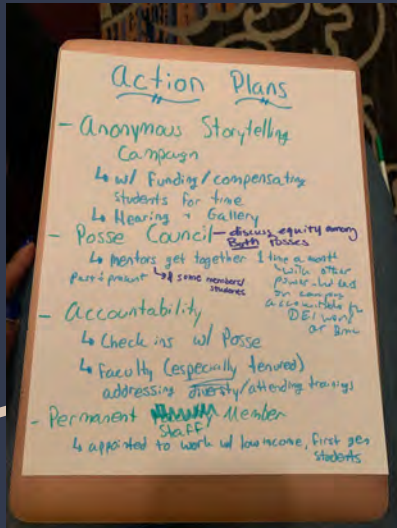
- Reflected on and responded to 2017-18, 2018-19, 2019-20, 2020I -21* Diversity and Inclusion reports
- Led a participatory process (65 campus community members participating) to developing an Anti-Racist Framework for Bryn Mawr College to define and anchor anti-racist action
- Goals and role of CARLA had to shift with the Bi-Co strike of 2020. During this time CARLA collected statements of solidarity from different departments and created a website with resources for professors and students alike.

Powerful Moments



- Anti-Racist Literacy Framework Process
- CARLA faculty and staff members were asked to anonymously provide support and recommendations to the Bryn Mawr Strike Collective, showing respect and trust from the students in CARLA members.
- A faculty member questioned the appropriateness of CARLA - “...irregular for a group like CARLA to have a voice” in faculty meetings
- Coming together as a community to respond to the strike, DEI reports, and the college-wide and global events.

Inviting in Stakeholders



1. Why are you in this group?
Talk about your connection to this issue.
2. When you think about this issue, what's your vision for the future?
3. How can you practically engage with this issue on campus and in your community?
 - Critical Question
 - Idea
 - Personal Commitment

Questions for Consideration

5 Questions

1. Who am I?
2. Who are my people?
3. What do we want?
4. What are we building?
5. Are we ready to win?

Three Commitments

1. Building many strong leaders
2. Adopting healing justice as a core organizing value and practice
3. Combating liberalism with principled structure

Guiding Questions: From Ideation to Action Planning

- **What brought you to this group?**
- **Brainstorm a list of ideas for addressing the issue.**
- **Choose one idea you would like to develop today. Which one feels the most meaningful and doable?**
- **What are the roadblocks and challenges to executing this idea?**
- **What resources do you need to develop this idea?**
- **Who are your allies that can help you execute this idea?**
- **How will you engage your allies?**
- **How will you define success? How will you measure success?**
- **Write down three – four action steps for this idea.**

Let's Get Specific

Identify one concrete, feasible action step from your list that your group wishes to work on:

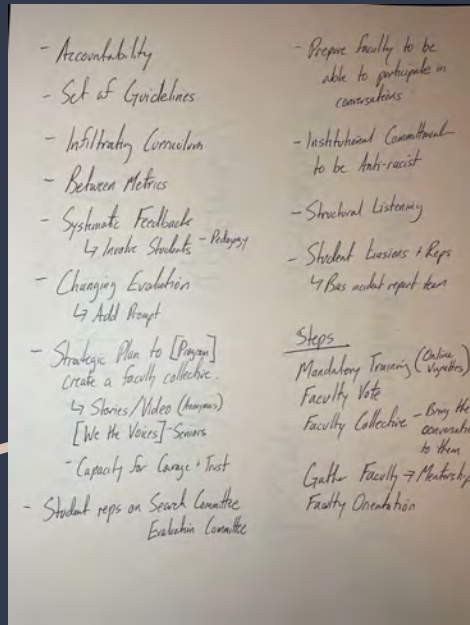
- What are the details of your action plan?
- What is the detailed rationale for why your action plan is necessary now?
- What will the outcome be? (a public event, negotiation, training?)
- Which office or campus group will you collaborate with?
- Which member of your group will contact that office? When?
- How will you hold each other accountable for this action plan when you get back to Bryn Mawr?

Suggestions and Recommendations for Others



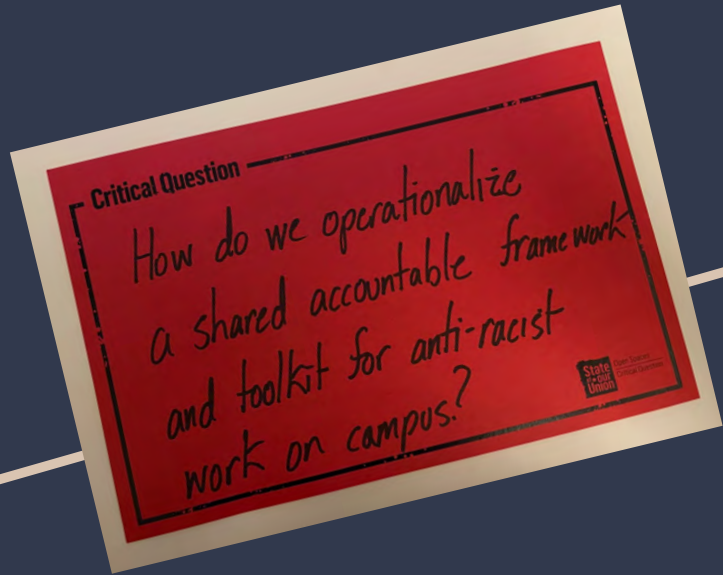
- Lead with love
- Co-Conveners
- Consider scale and sustainability
- Embrace fluidity
- Document the experience
- Transparency & Visibility
- Expect backlash and to be challenged - do it anyway

Suggestions and Recommendations for Others



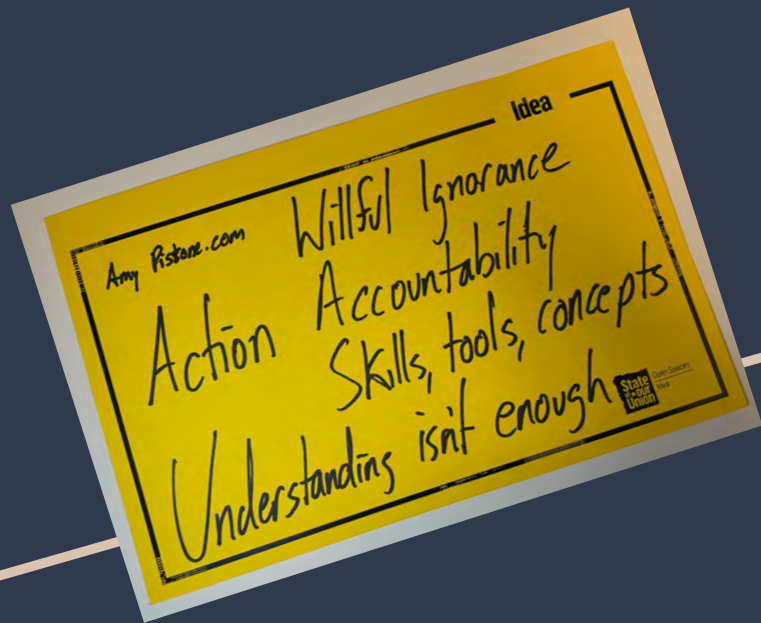
- Customize to campus community
- Begin with the needs/issues around race that are present on campus
- A ‘balance’ between proactive and reactive
- You’re going to need support and that will look different - make the ask

Suggestions and Recommendations for Others



- Create multiple opportunities for engagement (Zoom vs. In-Person; Talking vs. Writing)
- Discussing value/values explicitly
- Remember that the journey is on-going
- Responsive and self-directed

Ideas for Meetings



- No set agenda - Begin with an open-ended question
- Opening space for community building/check-ins
- Information sharing
- Group writing sessions
- Special interest groups - investigatory, exploratory
- Project development

Personal Commitment

Keep it going =)

Personal Commitment

Speak Up.

Personal Commitment

— Challenge syllabi/curriculum
that harms or avoids
engaging in harm

Personal Commitment

Try to educate myself.

Personal Commitment

Dialogue on Race

facilitated dialogue tackling institutional
racism as a structural issue

Personal Commitment

Attend a
carla
meeting....

Thank You!

QUESTIONS?