**EDJE CONFERENCE: THURSDAY AFFINITY GROUPS**

**Deans | Associate and Assistant Dean | DEI Leaders | All Attendees**

**Thursday, August 10, 2023**

**Time:** 7:00 PM – 8:00 PM

**ICEBREAKER FOR ALL GROUPS:**

How would you describe your metaphor/simile for leadership in today’s cultural and political climate? Why?

**CRITICAL REFLECTION QUESTIONS:**

**Affinity Group #1: DEANS**

* How do you leverage your leadership and support for equity and justice issues when it’s not politically expedient to do so, given the nature of your position?
* Given nation state politics, around “cancel culture” of all things equity and justice related, how are you communicating with faculty/administration, particularly those engaged in research/teaching or administrative tasks/functions in those areas?
* What is your greatest challenge and opportunity, leading from your position of formal authority in this moment? Explain why?

**Affinity Group #2: ASSOCIATE AND ASSISTANT DEANS**

* In what way(s) do you support the Dean/College’s vision, while complimenting the vision for your office?
* In what way(s) do you navigate, necessarily, contrasting politics between key stakeholders that may impact the Dean’s leadership versus key stakeholders that may impact your own leadership practice?
* In your view, what do you see as essential for continuity of communication and leadership between Associate/Assistant Deans and Deans of SOE’s/COE’s?

**Affinity Group #3: DEI LEADERS**

* Keeping in mind your situatedness at your particular institutions, how do you lead in the face of mounting displacement of DEI in higher education institutions?
* What problems/challenges do you anticipate within the next year for DEI leaders? What institutional apparatuses of support will you need to resolve or mitigate those problems or challenges?
* What are the ways in which affinity groups within DEI (e.g. race/ethnicity, first generation, gender/ sexual orientation/LGBTQIA+, linguistic difference, international, students with disabilities, rural/urban, etc.) might engage in cross-coalition building for the greater good of equity/justice in COE’s/SOE’s?

**Affinity Group #4: ALL ATTENDEES**

* Many positions are not typically designated to serve the purposes of resolving equity/justice issues in COE’s/SOE’s. However, given your role, there might be a hidden curriculum by which your position plays an integral role in DEI efforts. How do you communicate the implications/significance of your role for faculty, staff, and students?
* Some of you may be chairs, program directors, or other associated positions of leadership. Where do you find yourself “stuck” or most challenged as a leader at this point in time in furthering justice and equity in your unit/department? What seems to be the stronghold that is hindering progress? What have you or others in your affinity group, found to be helpful in alleviating this challenge?
* Do you notice any gaps between how administration, faculty, staff, and students view equity and justice in SOE’s and COE’s? If so, how might this impact how leadership decisions are made, across and between, each of these stakeholders?