



The Art of War

The war against DEI and what
planning administrators need to know



ACSP Administrators Conference Plenary

Presented by the ACSP Anti-racism Committee

Agenda

- 1 Introduction & Overview
About the team and purpose of the session
- 2 Anti-DEI Offensive: What planning administrators need to know
Anti-DEI executive orders and legislation
- 3 Our field's response: New PAB accreditation Statements
2025 PAB amendment breakdown
- 4 What planning administrators can do
Individual and Institutional actions
- 5 Resources

Our Anti-Racism Committee



Dr. April Jackson (Co-Chair)
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Our Anti-Racism Committee



Dr. Mia White

Assistant Professor, The New School



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Grand Challenges Fellow,
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Anti-racism Committee Charge

The ACSP anti-racism committee is charged with **ensuring BIPOC inclusion in all facets of ACSP**, including the governing board, interest groups, committees, and conference planning activities.

This committee is responsible for **anti-racism training at the bi-annual ACSP administrators conference and the ACSP annual conference** by developing welcoming strategies such as workshops, networking sessions, and conference panels.

This special committee will also **respond to the accumulated research that documents racism in the planning academy and disseminate the findings** completed over the years by POCIG, task forces, and other committees throughout ACSP.

What's at stake

AICP Code of Ethics and Professional Conduct, Section A, 1.5.

“Incorporate equity principles and strategies as the foundation for preparing plans and implementation programs to achieve more socially just decision-making. **Implement**, for existing plans, regulations, policies and procedures, **changes which can help overcome historical impediments to racial and social equity.** Develop metrics and track plan implementation over time to measure and report progress toward achieving more equitable outcomes.”

What's at stake

ACSP Initiative on Academic Freedom

“The boards of directors of the three organizations representing university programs and educators in architecture, landscape architecture, and planning—ACSA, CELA, and ACSP— jointly communicate **our opposition to any legislation that prevents educators from teaching and sharing complete and accurate knowledge about the built environment for the purpose of shielding students from “divisive” or “disagreeable” content related to the impact of race and racism in American and global society**, as well as other pedagogy related to gender and LGBTQ+ identities.”

Anti-DEI Offensive: What planning administrators need to know

"IN THE MIDST OF CHAOS THERE IS OPPORTUNITY"

What is the context?



Harvard affirmative action decision

June 29, 2023, the supreme court ruled in Students for Fair Admissions v. Harvard that Harvard's race-conscious admissions policies are unconstitutional.



Accreditation boards under fire

Accreditation Boards are under fire for DEI requirements and losing their accreditation for supporting DEI.



Anti-DEI executive orders

Executive orders have targeted all federal and private entities to eliminate DEI or lose federal funding.



60 Universities targeted - anti-semitism

Trump administration is investigating universities and rescinding federal funding for anti-semitism on campus



52 Universities targeted - anti-DEI

Trump administration is investigating schools for using racial preferences and stereotypes in education programs and activities

Key Anti-DEI Executive Orders

THE TRUMP EFFECT

Ending radical & wasteful DEI programs and preferences

1 Action Taken

January 27, 2025, in response to EO 14151, the Office of Management and Budget temporarily paused all agency grant, loan, and other financial assistance programs effective January 28, 2025.

2 Lawsuit filed

National Association of Diversity Officers in Higher Education, the American Association of University Professors, Restaurant Opportunities Centers United, and the Mayor and City Council of Baltimore, Maryland brought the lawsuit, alleging the directive infringed on Congress' power over government spending while violating other constitutional provisions, including free speech protections.

3 Federal court response

US District Judge Adam Abelson temporarily blocked the Trump administration from carrying out certain directives of the president to crack down on diversity, equity and inclusion – or DEI – programs. Injunction lifted on March 15, 2025.

Detering private sector DEI activities

1 Action Taken

EO 11246 was revoked upon President Trump's signing of EO 14173, this new Executive Order provides that, for a 90-day period, federal contractors are permitted to "continue to comply with the regulatory scheme in effect on January 20, 2025."^[4] EO 14173 directs the OFCCP to "immediately cease ... promoting 'diversity,' holding Federal contractors and subcontractors responsible for taking 'affirmative action,' and allowing or encouraging Federal contractors and subcontractors to engage in workforce balancing based on race, color, sex, sexual preference, religion, or national origin.

2 Lawsuit filed

National Association of Diversity Officers in Higher Education, the American Association of University Professors, Restaurant Opportunities Centers United, and the Mayor and City Council of Baltimore, Maryland brought the lawsuit, alleging the directive infringed on Congress' power over government spending while violating other constitutional provisions, including free speech protections.

3 Federal court response

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NIH decrease in indirect costs

1 Action Taken

February 7, 2025 announcement that the National Institutes of Health (NIH) will cap the indirect costs NIH grantees can recoup at 15% of the amount of each grant. This change represents a seismic shift for institutions accepting federal research funding, including universities, teaching hospitals, and other research institutions, which typically receive almost double or triple that 15% rate. In 2023, NIH provided more than \$35 billion in total funding, \$9 billion of which was allocated to overhead through indirect cost rate reimbursements.

2 Lawsuit filed

22 states and a coalition led by the Association of American Medical Colleges (AAMC) quickly filed for injunctive relief.

3 Federal court response

February 10, 2025, a federal district court judge in Massachusetts issued a temporary restraining order barring the administration from imposing the cap in those 22 states, followed later that day by a nationwide injunction in the AAMC case.

Dismantling the NSF

1 Action Taken

As of February 21, 2025, the agency remains under short-term continuing resolution that expires on March 14, 2025 - leaving the NSF budget in limbo. On February 18, 2025, NSF fired 168 employees or 10% of workforce Administration is considering slashing the annual budget from \$9B down to \$3-4B. Indirect cost reduction also applies.

2 Lawsuit filed

22 states and a coalition led by the Association of American Medical Colleges (AAMC) quickly filed for injunctive relief.

3 Federal court response

A federal judge, issued a temporary restraining order on February 6 blocking the administration's "deferred resignation" program. Consequently, that delayed immediate layoffs until legal challenges were resolved. Indirect cost reduction to 15% expected to hit NSF next.

Unleashing American Energy

1 Action Taken

Wide impacts on funds appropriated from the Infrastructure Investment and Jobs Act and the Inflation Reduction Act. Paused all distributions for programs that relate to Section 2 (EV mandates and broad energy principles).

2 Lawsuit filed

This motion was filed as part of the [lawsuit](#) brought on March 13, 2025, by Democracy Forward and co-counsel DeLuca, Weizenbaum, Barry & Revens, challenging the administration's unlawful suspension of funding, arguing that the freeze violates the Administrative Procedure Act, disrupting vital community-led projects, putting jobs, public health initiatives, and climate resilience efforts in jeopardy.

3 Federal court response

TBD

Relevant State Anti-DEI Legislation

EXTREME CASES

Florida

- SB 266 and HB 931

The Florida Board of Education has passed regulations limiting the use of public funds for Diversity, Equity and Inclusion ([DEI](#)) programs, activities and policies in the public college system.

Iowa

- SF 2435

Republican Gov. Kimberly Reynolds signed the state's \$8.9 billion budget into law on May 9, which sets aside just over \$1 billion for K-12 and higher education. The budget [includes a provision](#) that doesn't just ban DEI offices at state colleges and universities. It also limits the types of positions and viewpoints an institution can promote in any way.

North Carolina

- House Bill 607

Prohibits UNC system schools and community colleges from compelling students, faculty and administrators to express a given view of social policy during consideration for admission, employment or professional advancement. Purpose of the bill is to protect free speech and maintain institutional neutrality.

- Senate Bill 364

Enacts new GS 126-14.5 requiring State agencies, departments, and institutions to refrain from soliciting or requiring an applicant for employment: (1) to endorse or opine about beliefs, affiliations, ideals, or principles regarding matters of contemporary political debate or social action as a condition of employment and (2) to describe the applicant's actions in support of, or in opposition to, the beliefs, affiliations, ideals, or principles identified above.

What this means for institutions?



Loss of funding

Loss of federal grant funding to support NIH, NSF, EPA, HUD, IRA, USDA, etc research.



DEI office closures

To comply with federal laws, closures of DEI offices, cultural centers, and affinity groups have occurred.



Hiring Freezes

Due to uncertainty in federal funding universities have instituted hiring freezes.



Adapt / Innovate

Institutions must adapt to a new reality where federal funding may be restricted.

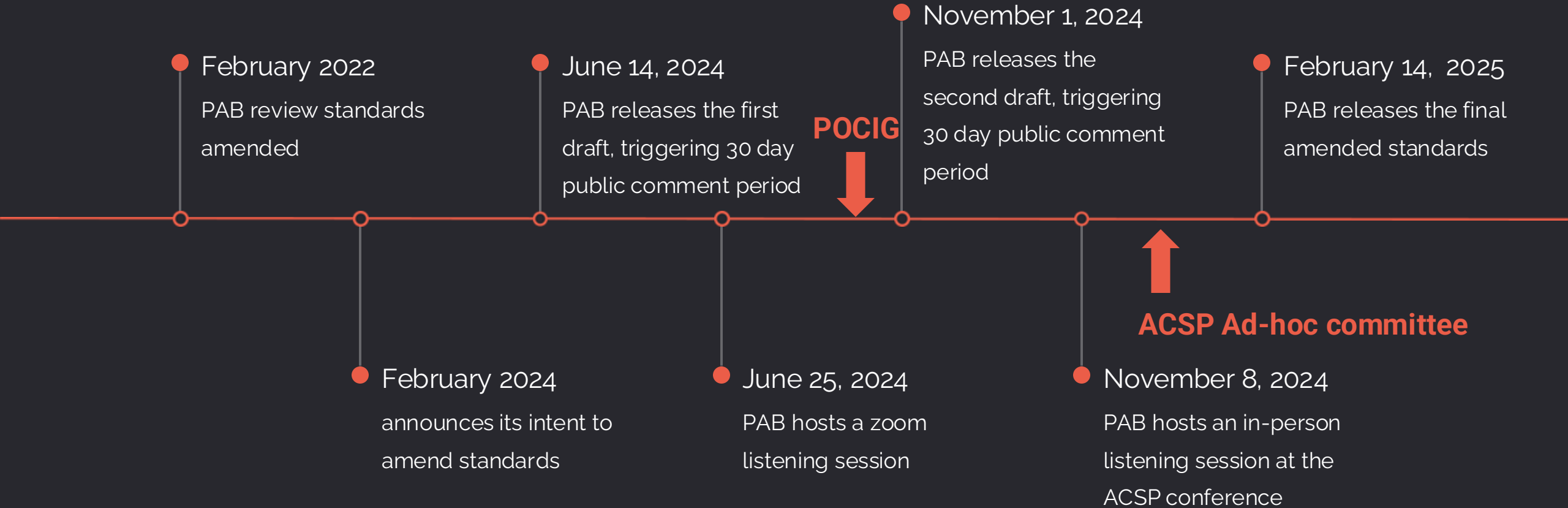
Our Field's Response: New PAB Accreditation Standards

SOFTENING DEI-RELATED REQUIREMENTS IN THE STANDARDS

Timeline



Timeline



Key DEI-related changes

Student and faculty makeup

Initially recommended removing requirements that planning programs:

- develop **strategic planning goals** that reflect “**the program’s intent to achieve and maintain diversity**” in its student and faculty makeup
- make deliberate attempts to recruit and support students and faculty from “**underrepresented groups**”
- support faculty that are “**women, racial and ethnic minorities, and members of underrepresented groups in academia**”

Key DEI-related changes

Curriculum

Initially recommended removing the previous requirement that:

- teach how planning has "**advanced and hindered the attainment of justice, equity, diversity, inclusion and social justice**" in history and theory classes

ACSP Ad hoc Committee Suggestions

Committee members

Rayman Mohamed, ACSP President, Wayne State University; **Ivis Garcia**, ACSP President-Elect, TAMU; **Ed Goetz**, University of Minnesota; **April Jackson**, UIC; **Minjee Kim**, UCLA; **Jane Rongerude**, Iowa State University

Suggestions

1. Include the definition of diversity in the strategic plan section of the standards
2. Continue requiring diversity-related strategic goals and assessment mechanisms for achieving such goals while giving schools flexibility
3. Explicitly define and use the term "Historically marginalized/underserved communities" throughout the standards
4. Use "intellectual diversity" as a means to achieve and maintain diversity of our student and faculty bodies

Final approved amendments

- Reinstated the requirement that **the strategic plan “shall include the Program’s definition of diversity, equity, inclusion, and social justice” and “highlight the Program’s proposed efforts to advance and support this definition.”**

A. Strategic Plan: The Program shall have a strategic plan for achieving its goals and objectives – either as a free-standing plan or part of a broader unit’s strategic plan – and must be able to demonstrate progress towards goal attainment. The Program must document active engagement in plan development by faculty, students, alumni, practitioners and any other key stakeholders the Program deems important to the process. Practitioners and other key stakeholders may include a broad spectrum of professionals who can be resources for the Program during plan development and implementation. The **strategic plan shall include the Program’s definition of diversity, equity, inclusion and social justice, and shall highlight the Program’s proposed efforts to advance and support this definition.** Diversity is an inclusive concept which encompasses, but is not limited to, race, ethnicity, class, gender, age, sex, sexual orientation, ability, educational attainment, first-generation status, spiritual beliefs, creed, culture, tribal affiliation, nationality, immigration status, political beliefs, and/or veteran status. The strategic plan must include the following elements:

Final approved amendments

- Removed all references and specific commitment to “**underrepresented groups**” and “**women, racial and ethnic minorities.**”
- Removed requirement for planning programs demonstrate their efforts to advance DEI goals in a **measurable way** that can be **tracked over time**

B. Student Diversity: Diversity is an inclusive concept which encompasses, but is not limited to, race, ethnicity, class, gender, age, sex, sexual orientation, ability, educational attainment, first-generation status, spiritual beliefs, creed, culture, tribal affiliation, nationality, immigration status, political beliefs, and/or veteran status. The Program shall address the following elements:

- 1) *Recruitment*: Consistent with applicable law and institutional policy, the Program shall demonstrate efforts to attract a diverse student population that progresses the strategic plan, shall report the rationale for determining diversity goals, and shall provide evidence of activities and strategies intended to assist in achieving student diversity goals.
- 2) *Climate of inclusiveness*: The Program shall report on actions being taken to promote a culture of inclusiveness within the Program, including but not limited to support of student groups, promotion of community events, curricular elements, and faculty involvement.

B. Faculty Diversity: Diversity is an inclusive concept which encompasses, but is not limited to, race, ethnicity, class, gender, age, sex, sexual orientation, ability, educational attainment, first-generation status, spiritual beliefs, creed, culture, tribal affiliation, nationality, immigration status, political beliefs, and/or veteran status. The Program shall address the following elements:

- 1) *Recruitment*: Consistent with applicable law and institutional policy, the Program shall demonstrate efforts to attract a diverse faculty that progresses the strategic plan, shall report the rationale for determining diversity goals, and shall provide evidence of activities, initiatives, and strategies intended to attract faculty from different backgrounds and perspectives to promote intellectual diversity.

Final approved amendments

- Removed the acknowledgement of the role that planning has “advanced and hindered the attainment of justice, equity, diversity, inclusion and social justice”

a) *Planning History and Theory*: The evolution and current practice of planning in communities, cities, regions, and nations; how the history of planning has advanced and hindered opportunities for particular peoples, places and communities; expectations about planning outcomes in different local and national contexts; conceptual models about what planning is and how it works; past and present conceptions of the future, including the relationship between planning and the future; the role of planning in responding to the global climate crisis.

What this means for planning programs

- Some protection (cover) provided by the PAB, particularly the requirement in the strategic planning section
- Regression in the profession's commitment to increase the diversity of planning faculty and students from historically underrepresented groups (but perhaps okay given the current political conditions)
- Quality and sincerity of planning programs' compliance with the standards will vary widely
- Program administrators' role in upholding diversity is increased
- Next section will share concrete (and hopefully, low-effort) strategies for continuing to uphold DEI values in your programs

“We will have to use different language in the future - words like diversity, equity and inclusion are targeted. Same with underrepresented. However, we believe that instead **we can use words such as underserved, disadvantaged, 1st generation, improve access for all as a means to convey these values.**”

IOWA STATE UNIVERSITY ADMINISTRATOR

“We are working to make the support and services that were previously aimed at **fostering inclusion for underrepresented groups standard for all our students and faculty**. This, of course, is a resource dependent strategy but continues our goal of creating an inclusive planning department.”

OHIO STATE UNIVERSITY ADMINISTRATOR

What planning administrators can do about it

THE SUPREME ART OF WAR IS TO SUBDUE THE ENEMY WITHOUT FIGHTING

Individual & Collective Forms of Resistance

Scholar-activist approaches for stamina and protection

Individual level ideas:

- Understanding Uncertainty
- Breaking the Cycle of Overwhelm
- (Re)claiming our Agency
- Create opportunities for faculty and staff to connect and reflect



Action-based advice for supporting faculty

- Share data repositories for missing Federal Agency Data (see Resources slide)
- As one additional safeguard, recommend faculty pursue **professional liability insurance**
- Encourage faculty to think about signing up for apps like deleteme, HelloPrivacy, Aura or Incogni that remove personal information from data broker sites and offer email masking, etc.

Educators Professional Liability Insurance

**Nation's largest independent program;
more than 80,000 educators insured!**

Multiple plans to protect virtually any educator:

- W-2 employed educators, independent contractors, private practitioners and student teachers.
- Educators in pre-school through post-secondary settings, plus those active in adult / continuing / alternative education programs.
- Educators in public and private institutions.
- Instruction or services provided online or in-person

Rates as low as \$108 per year* for \$1 million in liability protection for W-2 employed educators. Private practice/independent contractor rates start at \$203 per year. Discounted rates available for students.

Plans administered by **Forrest, T. Jones & Company**, a leader in insurance protection for educators with more than 60 years experience.

* Rates vary from \$108 to \$116 based on state of residence and association membership. Non-membership rates begin at \$133. † state-mandated \$30 fee is added to the rates for Pennsylvania.

Career Protection

Triple-Threat Security

- Work-related errors & omissions
- Job protection benefits**
- Criminal defense support

Please provide the following information to view all professional liability plans available to you:

Do you belong to a professional association?

Yes No / Not Listed

VIEW YOUR PLANS

Institutional Forms of Resistance

1st Amendment Protections: Understanding the landscape

Academic Freedom	Free Speech
<p>Education is seen as a <i>common good</i> that over time, contributes to human flourishing, democracy and self-determination. The POV is that a society requires historical study and a variety of modes of thought to understand the world, in order to continuously shape & improve it.</p>	<p>The right to <i>free speech</i> is established through the First Amendment's 3 core rules associated with public discourse:</p>
<p><i>Academic freedom</i> is understood as the rights of faculty to teach and to pursue research <i>free from coercion and interference</i>, in order to contribute to this common good.</p>	<p>(1) the state is prohibited from regulating speech (i.e., peaceful protest is protected speech); (2) the expression of all ideas is permitted (there is no such thing as a "false" idea); and (3) restraints on "the voluntary <i>public expression of ideas</i>" are prohibited.</p>
<p>To prepare for the responsibility of academic freedom, faculty build expertise, shared norms, and knowledge practices through study/training, accountability networks and academic societies. Faculty authority in the classroom <i>emerges from this disciplinary expertise</i>, and through the social and pedagogical goal of developing an educated student body.</p>	<p>The "Campus Free Speech Act," calls on professors to present "both sides" of an issue in the classroom in order to "protect the students' right of free speech". In this view, faculty are expected to "...regulate speech in a viewpoint- and content-neutral manner". This view hinges on an understanding of the classroom as a <i>public versus educational</i> setting.</p>

Most DEI programs remain lawful

January 21 Executive Order & Feb. 14 DOE “Dear Colleague Letter” do not prohibit your department or universities from:

- Committing to the egalitarian values of diversity, equity, and inclusion
- Cultivating academic environments in which all students belong (e.g. DEI language, Pride flags, or any other slogan supporting belonging)
- Programming, events, or curricula focused on specific groups that are open to all.
- Pursuing teaching & research agendas

Memorandum


To: Colleagues, University Offices of General Counsel, and University Leaders

From: [To promote readability, signatories are listed in Appendix A].

Date: February 20, 2025

Re: **DEI Programs Are Lawful Under Federal Civil Rights Laws and Supreme Court Precedent**

We are law professors who study and teach antidiscrimination law, education law, employment law, constitutional law, and civil rights. “DEI” is common shorthand for a varied set of initiatives broadly designed to counter pervasive biases and stereotypes, and to cultivate more diverse, equitable, and inclusive institutions. We are concerned that federally funded institutions will eliminate, or already have eliminated, important DEI initiatives that remain legally defensible and often further institutions’ legal obligations under those very laws. **This memo explains why common DEI initiatives remain legally defensible** notwithstanding President Trump’s January 21, 2025 Executive Order titled “[Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#)” (the “J21 EO”) and related agency communications like the Department of Education’s February 14 [Dear Colleague Letter](#) (the “DCL”).

 **First**, the J21 EO expressly (a) recognizes the right of federally funded institutions to engage in their own First Amendment protected speech and (b) does not apply to academic programs or classroom teaching.

Second, common DEI initiatives are lawful under prevailing federal civil rights laws and Supreme Court precedent.

Third, neither the J21 EO nor related communications change existing federal law. In fact, the J21 EO and DCL concede that DEI initiatives are not inherently unlawful.

Fourth, the constitutionality of the J21 EO is currently being litigated.² Among other arguments before the court, evidence suggests that the J21 EO rests on, and furthers, pernicious stereotypes about women and Black people.

Toolkits for institutions: Addressing harassment



Administrator's Toolkit: Helping Faculty in Cases of Public Harassment



Faculty First Responders

<u>Address Immediate Security Concerns</u> LEARN MORE	<u>Set Faculty Member at Ease & Collect the Details</u> LEARN MORE	<u>Activate a Support System</u> LEARN MORE
<u>Communicate</u> LEARN MORE	<u>Options for Responding to Harassment</u> LEARN MORE	<u>Set Expectations with Faculty Member</u> LEARN MORE
<u>Public Records Requests</u> LEARN MORE	<u>Harassment Regarding Teaching or Classroom</u> LEARN MORE	<u>Longer Term Prevention and Preparation</u> LEARN MORE

Resources for Administrators

How should college and university administrators respond to the targeted harassment of their faculty or staff members, graduate student-employees, students, or other employees?

Targeted harassment of faculty is often manufactured within a highly-partisan right-wing media ecosystem. Unfortunately, administrators often take the attacks at face value, responding in ways that legitimize the attackers, explicitly or implicitly, and chastise higher education workers.



Toolkit for Institutions

This toolkit offers resources for academic institutions to protect and support researchers from campaigns of intimidation and harassment. The guides and templates included here can be reviewed and adapted for your institution's needs.

Reframing & Renaming

Could adjustment to language allow programs to continue advancing DEI values under the radar?

- “Intellectual diversity” (ACSP)
- “Cultures of care” (AAG)
- “Do no harm” (AAG)
- “Inclusive Excellence” (AAC&U)



Spotlight Cases

“Keep calm and carry on”

Oregon State University

1st Amendment Clarity:

- Statement clarifying their compliance with law and the First Amendment and Title VII of Civil Rights Act

Culture of Care:

- No one is excluded from applying for scholarships
- All “cultural centers” remain open

Rename & Reframe:

- “Inclusive Excellence”
- Instead of being under DEI, centers are under “Cultural Resources”

University of Utah

1st Amendment Clarity:

- Freedom in academic research and teaching remains

Culture of Care:

- Supporting centers remain as long as they don't provide academic advising and are inclusive for everyone (cultural centers)
- Support to non-racialized identities such as political (Indigenous) or migratory (undocumented)

Rename & Reframe:

- Language like: Same Access, or Inclusive Excellence, or Engagement.

Florida State University

Response to Anti-DEI Legislation 2023

1st Amendment Clarity

- No layoffs (compared to University of Florida closing its DEI office with staff layoff)

Culture of Care

- Student-led organizations are allowed to continue
- Stopped funding DEI-related programming and activities, training and expenditures

Reframe

- EDI office changed to "Office of Equal Opportunity Compliance and Engagement"

Response to 2025 "war on DEI"

1st Amendment & Legal Clarity

- Centralized webpage to keep the University community updated: <https://www.research.fsu.edu/research-offices/federal-research-updates>

Off-Grid - Below Radar

- Scrubbed words such as "women," "diverse," "systemic" and "cultural relevance" from the university website
- Removed ~125 courses from public-facing lists
- Alumni spotlights removed

Protect Yourself and Your Colleagues

Resources for planning administrators

Resources for faculty resistance

- Researcher Support Consortium
 - How institutions can support researchers facing attacks: <https://researchersupport.org/institutions/>
 - Resources for researchers facing attacks: <https://researchersupport.org/researchers/>
- Academic Freedom Crisis Toolkit (UMass-Amherst)
 - <https://www.umass.edu/faculty-development/resources/academic-freedom-crisis-toolkit>
- Faculty First Responders: Understanding Right-Wing Attacks on Faculty
 - <https://facultyfirstresponders.com/administrators/>
- American Association of University Professors
 - <https://www.aaup.org/programs/academic-freedom/center-defense-academic-freedom>
 - <https://www.aaup.org/programs/academic-freedom/center-defense-academic-freedom/academic-freedom-field-guide>
 - "AAUP President [ED's Office for Civil Rights Has Declared War on American Civil Rights in Education](#)" 2025
 - [Faculty Rights in the Classroom](#) - 2017

Resources for faculty resistance

- AAG JEDI Committee Resources for Defending Geographic Inquiry and Our Communities
 - <https://www.aag.org/aag-jedi-committee-resources-for-defending-geographic-inquiry-and-our-communities/>
- Protecting yourself from “Doxxing” and other personal privacy measures
 - UC Berkeley Office of Ethics, Risk, & Compliance: [Protect yourself from Doxxing](#)
 - <https://onlineharassmentfieldmanual.pen.org/protecting-information-from-doxing/>
 - Apps that remove personal information from data broker sites and offer email masking, etc: support: deleteme, HelloPrivacy, Aura, and Incogni
- Professional Liability Insurance - Trust for Insuring Educators
 - <https://www.ftj.com/educatorliability>

Resources for data & research protection

- <https://www.datarescueproject.org/data-rescue-tracker/>
- <https://datacurationnetwork.org/2025/02/05/curating-for-data-rescue/>
- <https://guides.lib.virginia.edu/gov-data-rescue>
- University of Virginia Library: [Government Information Data Rescue](#)
- Public Environmental Data Partners: Data + Screening Tools
 - [Data + Screening Tools main page](#)
 - [EPA EJScreen](#)
 - [Center for Disease Control](#)
 - [Climate and Economic Justice Screening Tool](#)

Resources for data & research protection

- [DataLumos Project](#) at ICSPR
- EDGI (Environmental Data and Governance Initiative)
- Also, if you come across a "dead" page on one of the government websites, you can copy-and-paste the URL into archive.org's way-back machine.
- Taking back control from data brokers:
<https://onlineharassmentfieldmanual.pen.org/protecting-information-from-doxing/>

Designing Anti-racist cultures of care resources

- AAG
 - <https://www.aag.org/a-toolkit-for-what-resists-fixing-creating-a-culture-of-care/>
- Curricular resources to support academic freedom
 - <https://www.aaup.org/programs/academic-freedom/center-defense-academic-freedom/academic-freedom-syllabus>
- Brave Classrooms & Courageous Conversations
 - Harvard Graduate School of Education: Instructional Moves for Inclusivity & Belonging <https://instructionalmoves.gse.harvard.edu/inclusivity-and-belonging>
 - University of Connecticut Center for Teaching Excellence, "[Building Community and Brave Spaces as a Foundation for Equitable Classrooms](#)"

Anti-racist curricular resources

- JAPA Special Issue: Anti-Racist Futures - <https://www.tandfonline.com/toc/rjpa20/89/4>
- Reimagining Urban Planning for Belonging, a project of the Othering & Belonging Institute, <https://belonging.berkeley.edu/reimagining-urban-planning>; OBI offers a wide range of complementary anti-oppression curricular offerings, <https://belonging.berkeley.edu/resource/curriculum>
- Liberation Libraries, a project of the ACSP Faculty Women's Interest Group- <https://fwig920992552.com/>
- Divorcing White Supremacy Culture, a project of Tema Okun, original author of the widely circulated and misused "Characteristics of White Supremacy Culture" list <https://www.whitesupremacyculture.info/>
- Anti-racist Resources Organized by Stages of White Racial Identity Development, <https://libguides.du.edu/c.php?g=1046908&p=7596766>
- Awareness-Based Systems Change & Racial Justice, <https://jabsc.org/index.php/jabsc/article/view/1590>

Thank You!

RECORDING WILL BE MADE AVAILABLE ON ACSP WEBSITE

SLIDES WILL BE SHARED WITH PARTICIPANTS

QUESTIONS?

