WACUBO
Rising to the Challenge
2023 WACUBO ANNUAL CONFERENCE

Using an antiracist lens to rethink budgetary norms

Mateo Muñoz, PhD

Peony Fhagen, PhD

Colorado College

Challenges

- Learning how to apply an antiracism, diversity, equity, and inclusion lens to budgetary processes
- Identifying entrenched budgetary norms at your institution
- Understanding the impact of entrenched budgetary norms at your institution
- Developing new budgetary norms that support institutional goals around ADEI

Session Roadmap

Definitions

Two Approaches

Allocating Resources to ADEI

Budgetary Norms & Practices

Individual Reflection Activity

Small Group Discussions

Report Out & Q/A

DEFINITIONS

ANTIRACISM

DIVERSITY

EQUITY

INCLUSION

ADEI LENS

Two Approaches to ADEI & Budgets

Allocating Resources to ADEI

Rethinking Budgetary Norms and Practices

Allocating Resources to ADEI

- Trends & Shifts in Higher Education
- Reckoning and Atoning for the Past
- Push Back & Critique
- SCOTUS & Race-conscious admissions

Rethinking Budgetary Norms & Practices

Entrenched Norms

Naming & Changing Norms

1. One Size Fits All
2. Survival of the Fittest
3. Don't Upset the Applecart
4. Beggars Can't Be Choosers
5. Keeping up with the Joneses
6. Leave the Past Behind

Rethinking Budgetary Norms & Practices

ADEI Principles for New Budgetary Norms

Examples from Higher Education

& Other Areas

1. Equity Not Equality
2. The Whole is Greater Than the Sum of the Parts
3. Turn over a New Leaf
4. Choose Wisely
5. Keeping up with the Changemakers
6. Learning from the Past to Pave a Better Future

Activities

Individual Reflection

1. Identify 1 or 2 entrenched norms on your campus
2. What new norms, using ADEI principles, would you like to replace the entrenched norm(s) you identified?

Small Group Discussion

1. Each group member shares their reflection work including naming the entrenched norm(s) on your campus and proposing a new norm using ADEI principles.
2. Discuss any patterns in what group members shared.
3. Be prepared to report out patterns and any questions that came up.

WACUBO
Thank you for your participation today!