

HRA DEI Working Group

Summary of “Presumed Incompetent II” Book Discussion with Dr. Toi Blakley Harris

August 11th, 2021, 2:00-3:00PM ET

1. Welcome and Moderator Introduction.

How diversity, equity and inclusion fits within HRA’s strategic plan.

2. Book Introduction

[Presumed Incompetent II: Race, Class, Power, and Resistance of Women in Academia](#)

Dr. Harris provided a brief historical context and set up several of the themes that the book discussed.

3. Break Out Rooms: Discussion by Topic

a. “Tenure and promotion” (led by Lindsay & Kelly)

i. Essays 4 (Picked to Pieces: the Cost of Opportunity) and 6 (They See Us, but They Don’t Really See Us).

b. “Social Class” (led by Sindy)

i. Essays 12 (Unlikely Alliances from Appalachia to East L.A.) and 14 (Silent Bias and Resisting Narratives of Deficit)

c. “Allyship” (led by Maryrose & Patricia)

i. Essays 19 (Exposure to Discrimination, Cultural Betrayal, and Intoxication as a Black female Graduate...) and 20(Through a White Woman’s Tears: Fragility, Guilt, and the Journey toward Allyship)

Members chose which sub-group breakout room to join. For each group, the critical essays were summarized and discussion was centered around what transformative actions we can have as individuals, as funders, and HRA as a whole.

4. Large Group Wrap Up

a. Sub-groups reported back on their discussion and ideas for actions to take.

After the meeting, a short post-discussion survey was given to capture call feedback, action items discussed within the breakout groups, and the opportunity for the DEI Working Group to hold each other accountable and follow up on action items in the future.

Survey Link: <https://forms.gle/jbqm6kWgv1r6Uv8N7>

Survey action items generated so far from the survey can be found at the following link:

https://docs.google.com/spreadsheets/d/1bXCqo4UZzAxQZofMCItuVv_XmsRyeMwpJq_ZBkEBQUM/edit?usp=sharing

More Resources:

<https://upcolorado.com/utah-state-university-press/item/3794-presumed-incompetent-ii>

<https://youtu.be/CDn8ZOS2zm4>