
CRUCIAL CONVERSATIONS

PEABODY STUDENTS' EXPERIENCES WITH RACE

November 16, 2015

TASK FORCE MISSIONS AND GOALS

RECRUITMENT AND RETENTION TASK FORCE

We aim to assess the current status of diversity within the Peabody College graduate student population and the faculty (both tenure-track and non-tenure-track). We would also like to identify points of intervention, which can be used to increase the diversity.

ADMINISTRATION STRUCTURES TASK FORCE

We aim to work with and support the diversity committees in each department and identify and narrate student and faculty experiences with diversity across Peabody.

CURRICULUM AND TEACHING TASK FORCE

We aim to investigate efforts of peer institutions and other Vanderbilt programs on diversity, difference, and power in the classroom, create a strategic plan for Peabody curriculum development, and investigate faculty training as a model for future faculty training efforts.

MENTORING AND ORIENTATION TASK FORCE

We aim to recruit and train mentors across Peabody to facilitate inter-group dialogue and run a pilot inter-group dialogue program in the spring.

Peabody IDEAS: Peabody IDEAS is developing a peer-led intergroup dialogue program for Peabody graduate students that will focus on facilitating small-group sessions on race, power, and privilege. Facilitators of the intergroup dialogue will receive training in four competency areas to develop skills for leading and participating in generative dialogue about oppression; these four competency areas are: 1) theories of identity development and transforming oppression, 2) facilitating small groups, 3) facilitating cross-racial dialogue, and 4) building racial literacy. The Facilitator Training will consist of 3-4 training sessions that address at least one of the competency areas. Additional preparation and practice will be integrated throughout these sessions to gain experience with the intergroup dialogue curriculum by piloting facilitated activities among trainees. A majority of the trainings will take place this semester and the pilot program will run in the Spring semester.