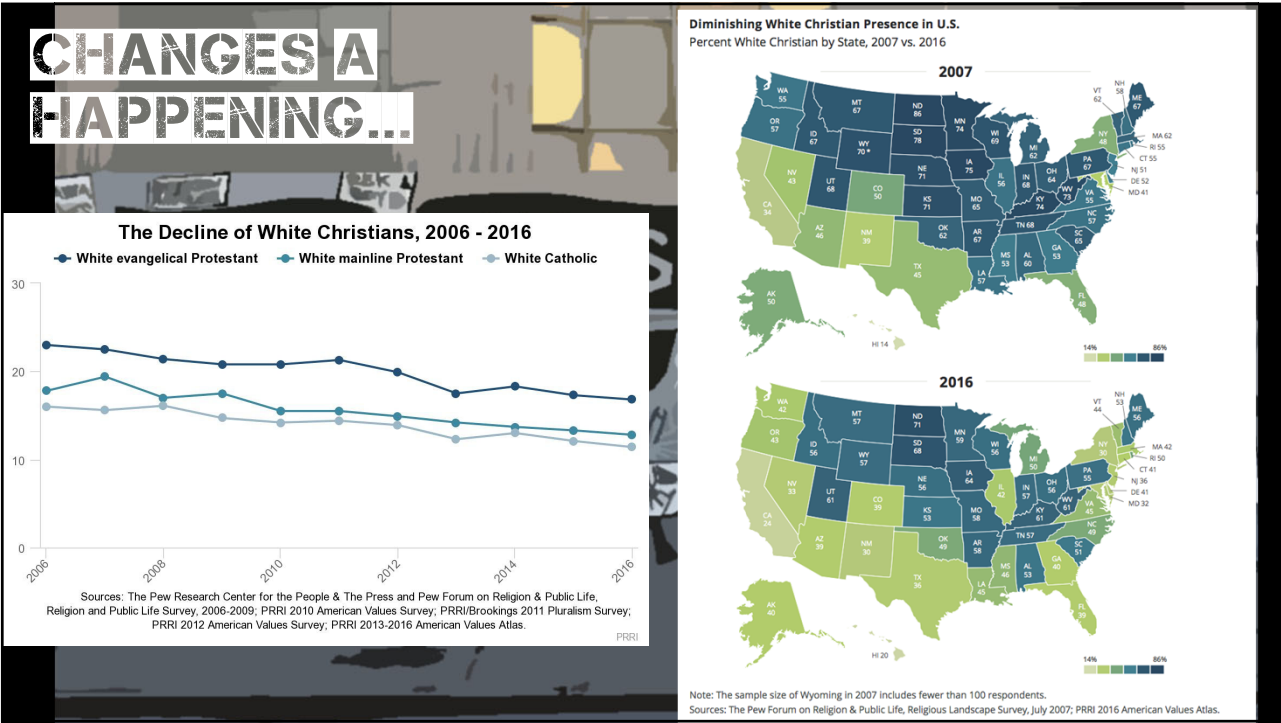




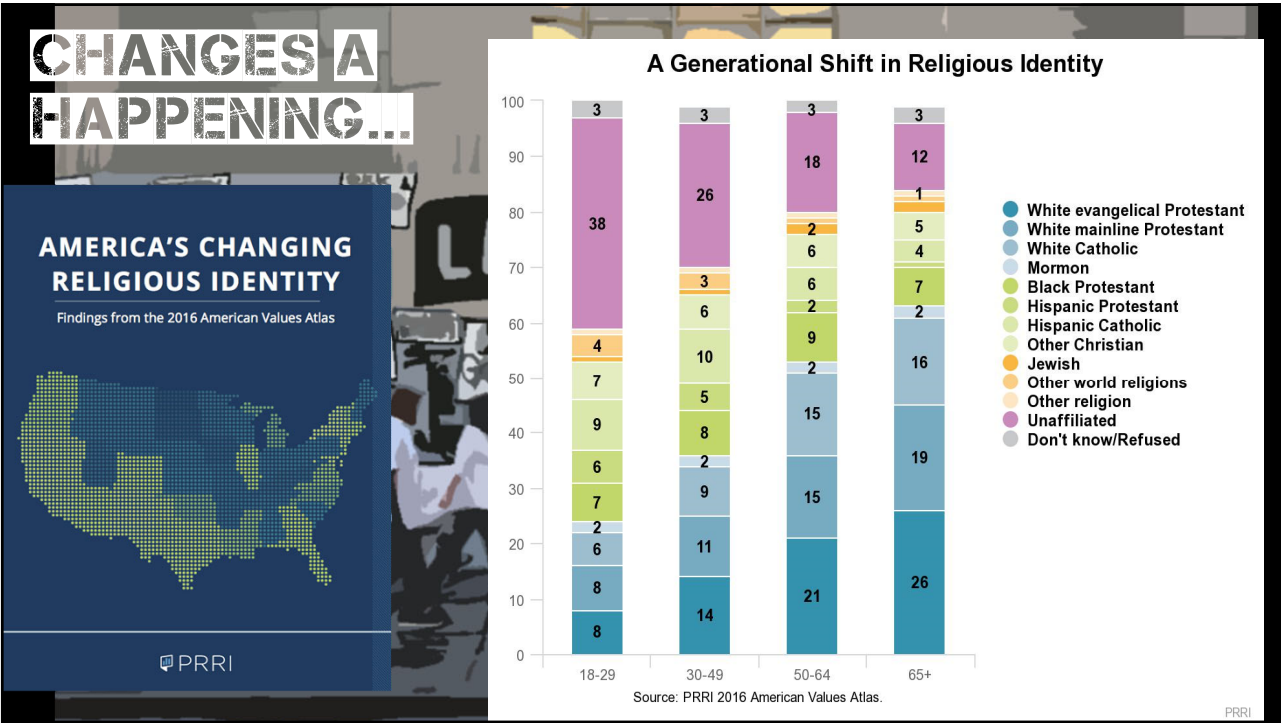
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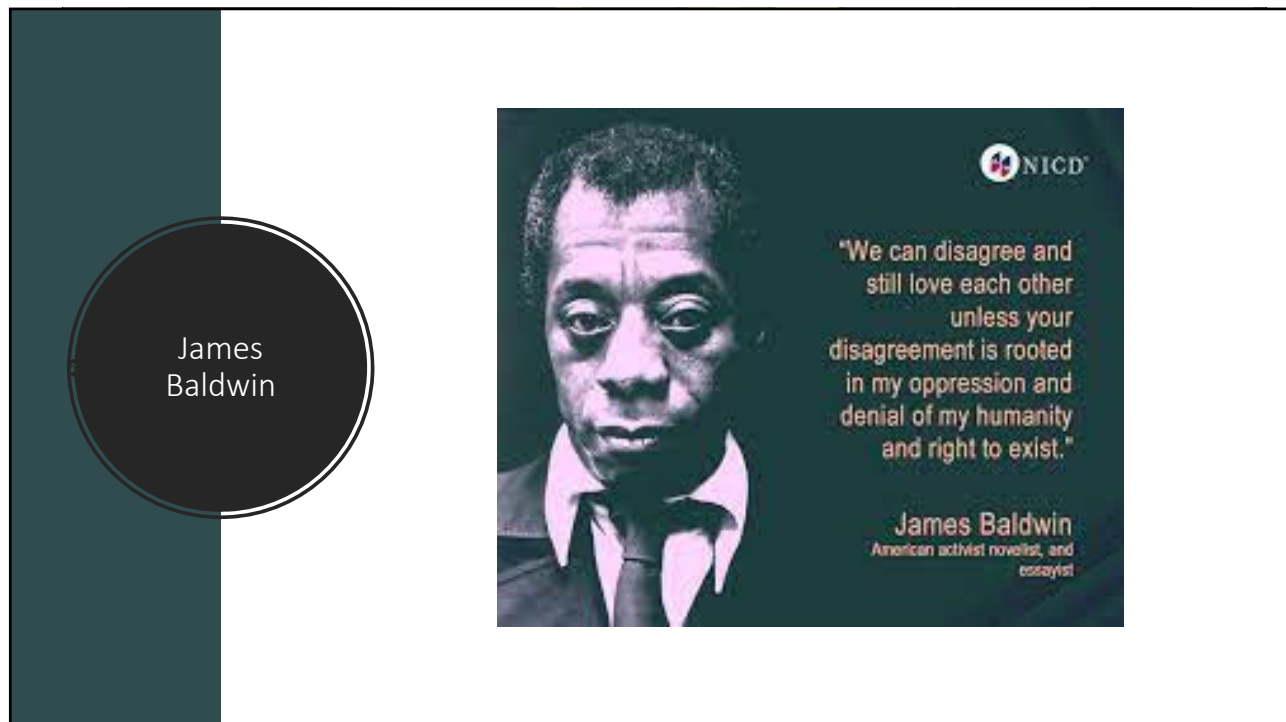
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5

BLACK FACULTY...


- Only 4% of full professors are Black (2% male | 2% female)
- Black faculty comprise 6% of the overall population in academia compared to 15% of students
- Many are underpaid & overworked
- Most average 4-5 location changes in the academy
- Black faculty are less likely than White faculty to feel good about diversity
- Black women report higher rates of mistreatment and abuse

Taken from: <https://www.asanet.org/footnotes-article/black-faculty-and-radical-retention/#:~:text=Only%204%20percent%20of%20full,for%20Black%20men%20and%20women.>

And: <https://www.pewresearch.org/fact-tank/2019/07/31/us-college-faculty-student-diversity/>

6

Paulo Freire

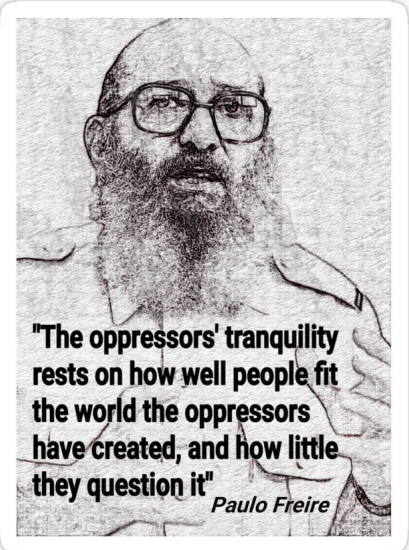


Leaders who do not act dialogically, but insist on imposing their decisions, do not organize the people--they manipulate them. They do not liberate, nor are they liberated: they oppress.

— Paulo Freire —

AZ QUOTES

7



"The oppressors' tranquility rests on how well people fit the world the oppressors have created, and how little they question it"

Paulo Freire

8



9



10



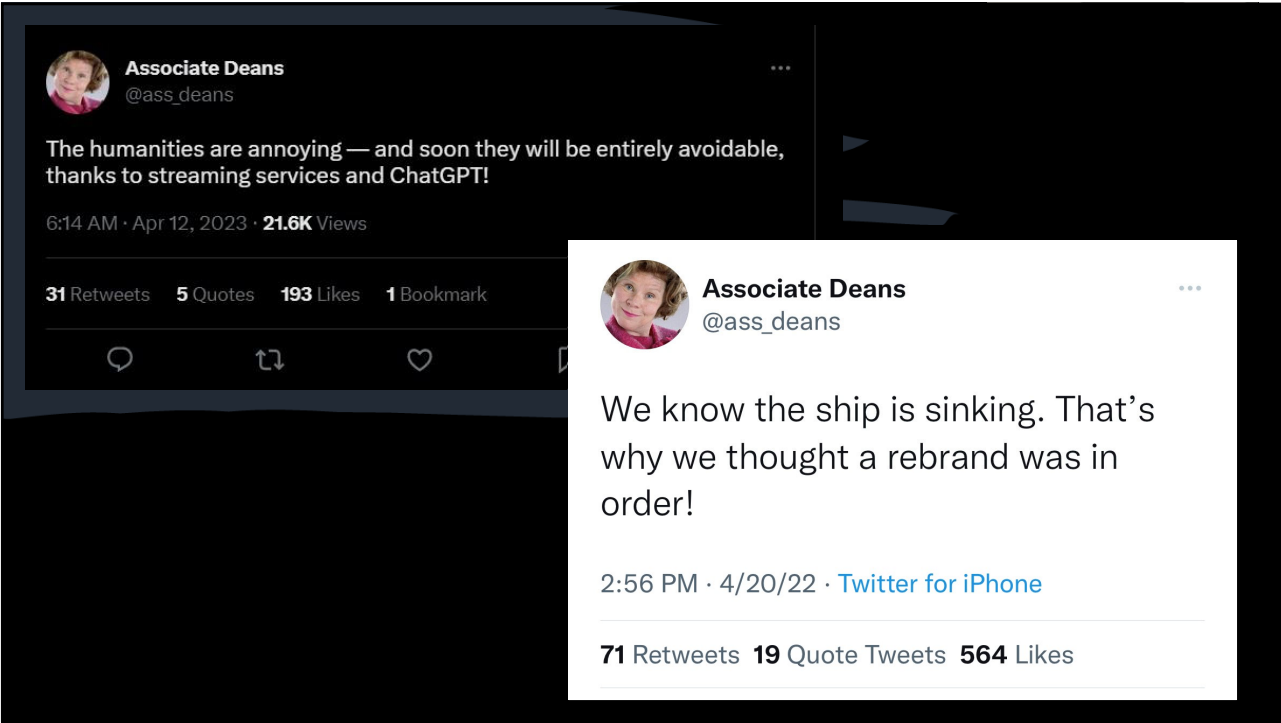
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DR. KELLY BROWN DOUGLAS

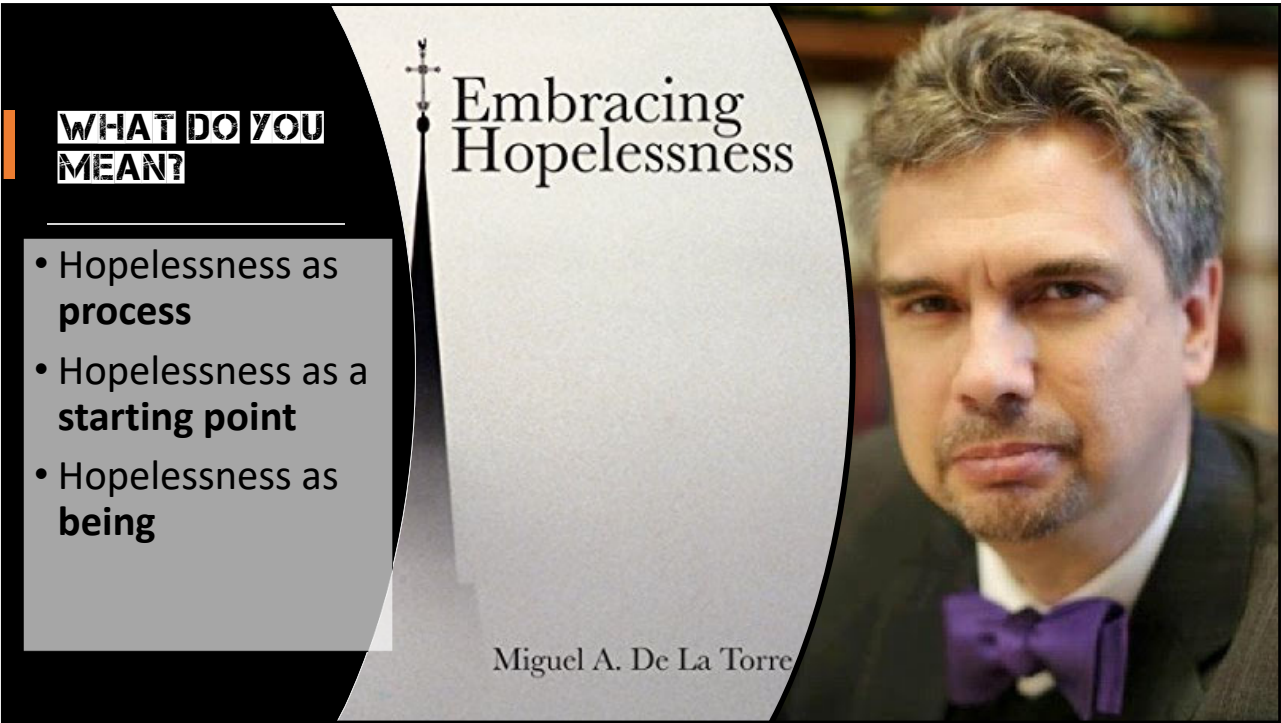
“
Today, the Manifest Destiny stand-your-ground-culture war is fueled by the presence of a black man living in the White House. There is no greater challenge to America’s grand narrative of Anglo-Saxon exceptionalism than a black president. This represents a compete encroachment upon the space reserved for cherished white property. It is no surprise, therefore, that stand-your-ground culture has asserted itself in an aggressive and unrelenting manner.
Stand Your Ground: Black Bodies and the Justice of God

12

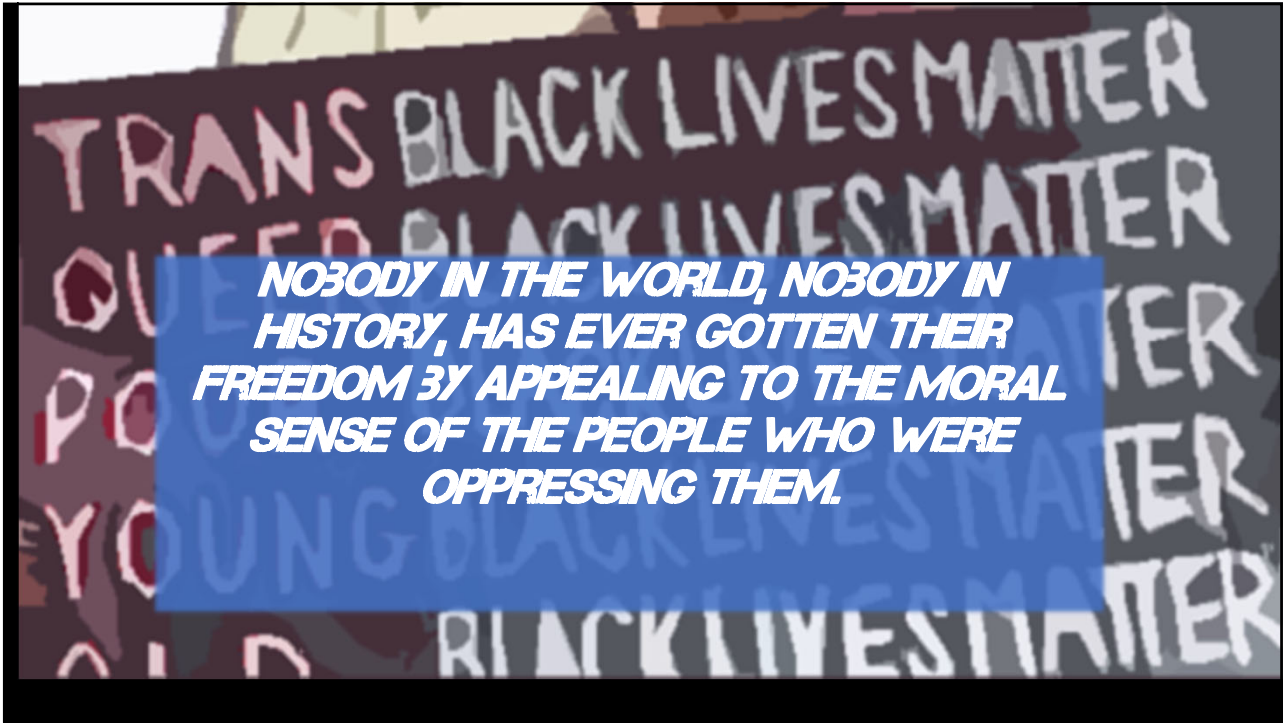
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