

100%
(12 out of 12)
of participants indicated the exchange of ideas which took place during the learning community **will influence their future work.**

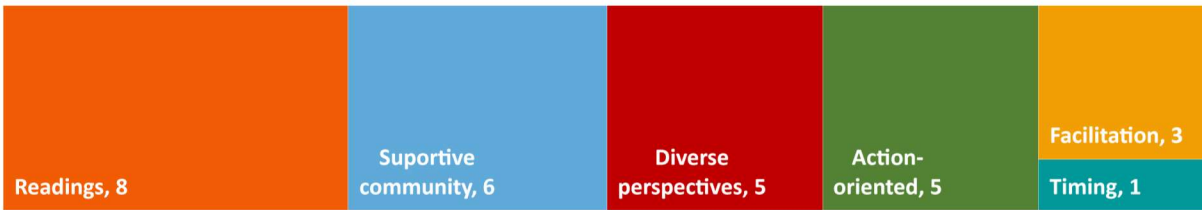
Thematic responses to: “Please explain how the exchange of ideas that took place during the learning community meetings will influence your future work.”



Comments:

- “ I learned a great deal and participated in discussions around resources that have direct relevance to my professional interests. Building an action plan forced me to be concrete about my next steps.
- “ It helps to hear a variety of ideas and perspectives when contemplating changes to institutional structures and professional practices, because many of the problems are masked by familiarity and it can be difficult to see where to start taking action. Exposure to new resources, ideas, and motivations was helpful in thinking about areas to address and ways to approach change.
- “ I appreciated that the makeup of our community included people at many levels of subject experience as well as many levels of authority/responsibility within their respective organizations. This resulted in discussions which addressed the meeting content at many levels (i.e. what can an individual do?, what can someone who leads a small group do?, what can someone at the top of an org chart do?).
- “ I am a verbal processor, so it really helped to have a wonderful group of supportive people to talk things out with. We already have a time scheduled in our org to bring these conversations back and integrate them into our organizational practice.
- “ I will be using a number of readings and discussion points in my future courses.
- “ It was very helpful to experience the different approaches that people bring to this work. I think having a better handle on this will allow me to approach the construction of faculty learning communities in a more effective way.
- “ The discussions, informed by the assignments and readings, felt powerful, meaningful and relevant to my work and apply to considering the nature of education broadly. The group's collaborative efforts and shared expression, including the exercise to revise the mission statement felt very worthwhile.
- “ The discussions were empowering - hearing that other were struggling with similar questions as me, and then also hearing their suggested solutions gave me new ideas. Hearing from others who were further along in implementing their ideas was inspiring.
- “ I now feel more equipped to support these conversations in my own organizations. And to some extent, I have accumulated a set of actionable steps that can be taken to achieve goals associated with equity and social justice.
- “ The course drove me to really think about my spheres of influence, and as such, made me realize that I can do more than I previously thought I could. I used to hold my non-tenured status up as an excuse to not speak for social justice, but speaking is in some sense less important than acting.
- “ The discussions have and will influence my work. Just this week we have begun discussing how to move forward in articulating our organization's program theory and how a JEDI lens could strengthen/influence changes.

Thematic responses to the question, “What do you feel was (were) the most useful aspect(s) of the learning community?”



Comments:

“Hearing other people's experiences and understanding what we can do to move forward and improve conditions.

“Again, the exposure to a wide range of perspectives and ideas was useful in exploring these topics. Also, these are not discussions that are easily incorporated into typical professional interactions so having an opportunity to explicitly address challenging and uncomfortable topics provided a chance to not only learn, but practice how to have these discussions.

“Most valuable: Getting to know colleagues that I would not typically have interaction with, and to spend time with them tackling powerful, relevant, and difficult subject matter. The experience gave me a chance to make more meaning and clarity for myself during this time of national focus on racial inequity and systemic oppression, and see more ways and areas where these cause harm, and to consider how to be more intentional around overcoming them.

“I love that the community was positive and action oriented. The simple act of being intentional about what my sphere of influence is was incredibly helpful.

“I learned a great deal from Jasmine R; her perspectives and suggestions for resources were excellent. Delving more deeply into what it means to actively work to dismantle racism, and the reality that this is essential work, not a luxury, is very different then thinking more broadly about “diversity”

“The discussions were very well moderated and put into action some of the very principles that we were reading about. The readings were challenging but organized in such a way that it help me to learn the landscape of issues and topics.

“By far, the most useful aspect for me was the opportunity to develop a vocabulary and framework for discussing these issues. The S-JEDI group served as a "safe" conversation space, yet served to keep me accountable for responding to the need for equity and social justice.

“I think the combination of the participants' lived experiences, nature of the readings, how the readings were structured/organized into the flow of the planned agendas, and how all members had read and reflected on these readings prior to the meetings made the learning community useful.

“The curated lists of readings and videos was helpful, as I don't have the time to read a large number of things or the expertise to know what's good and what isn't. Hearing the things that others are thinking about and their ideas for solving problems was inspiring and made me think.

“I already mentioned the community (and even though I was in one group, I really enjoyed reading both groups' report outs).Another thing I valued was the readings - I feel I really understood how social justice is connected to OER.

“I really appreciated the 6 week weekly format. A single meeting session (even if it were significantly longer) probably would not have allowed for the kind of reflection and outside reading that we did in the 6- week format. However, I think extending this session much past 6 weeks might taken away some of the immediacy and urgency I felt with some of the content and ideas.

Suggestions for facilitating communication among participants of the learning community.

““ I do think that these conversations would be better in person, but there's not much that could be done about this.

““ I was impressed with the coordination of the size of the group. I think that fewer or more members would have made discussions too difficult.

““ I would appreciate a continued flow of information about resources and opportunities through the forum. It is hard to get people to participate in a forum discussion though, so perhaps encouraging contributions to a weekly or monthly communication (I hesitate to say newsletter, as that is easy to ignore, or blog, as those thrive as a single voice).

““ I was in the smaller group because of schedule constraints. While I liked that we had a shared discussion board, I kept wondering what I was missing from not being in the larger group that had rotating break out rooms. Just a little FOMO reaction because I have very little to suggest.

““ I appreciated the respectful discussion facilitation-- and it would have helped me to have more clarity around how the group's postings might be visible and shared out with a wider set of community members, and additional intentionality around defining a safe and trusted place for sharing together.

““ I think Carrie did an amazing job of modeling how to be a generous and effective facilitator. Assigning tasks, keeping the conversation moving- but always listening respectfully, sharing brilliant thoughts in a kind way, and making it a safe environment for people to share their perspectives. I guess I don't have any additional suggestions. Maybe run a workshop on facilitation for facilitators? I really liked the 'one word' thing at the end of the sessions.

““ It would have been ideal if the groups were set from the beginning. But at the same time, I am grateful that folks were able to shift so that they were more evenly distributed.

““ Does this refer to maintaining communication after the formal reading group is finished? I could image less frequent meetings that focused on specific challenges to work on.

““ Ongoing forum threads within our QUBES group would be a simple "low overhead" way for us to keep in touch with each other's efforts. But it might also be helpful to plan some sort of "reunion" on Zoom, perhaps five or six months down the road.

““ One possibility is to keep the portal on QUBES active. But for this to stay "alive" there would need to be something that prompts members to participate/contribute. I'm not sure what that would be.

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