

STOKING THE FIRE OF EQUITY: Kindness, Humanity, and Science

EPISODE 4: A CONVERSATION WITH LARA
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FLORIDA STATE UNIVERSITY
PRESIDENT'S COUNCIL ON DIVERSITY AND INCLUSION

Diversity Talks

with Elçin Haskollar
& Tanu Kohli Bagwe

EPISODE SUMMARY

In this episode, Lara discusses the challenges of underrepresentation on racial, ethnic, gender and socioeconomic disparities and how these disparities can impact student success, especially in STEM (science, technology, engineering, and math) fields.

LEARNING OUTCOMES

From this episode, you will be able to:

- Understand the challenges of underrepresentation and its impact on student success.
- Identify strategies that allow students from underrepresented groups to flourish.
- Gain a better idea of the systemic changes needed to make higher education more equitable for underrepresented groups.
- Define impostor syndrome and microaggressions that underrepresented groups experience.

DISCUSSION QUESTIONS

- Lara talks about stereotypes, impostor syndrome, and microaggressions. What are they?
- How does Lara define the relationship between impostor syndrome and microaggressions?
- Why is this relationship problematic for underrepresented groups in higher education?
- According to Lara, how can we benefit from culturally responsive teaching and mentorship?
- What key “system changes” does Lara recommend during the episode?
- Lara stresses the importance of self-care for DEI practitioners. What are some pieces of advice she gives?

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Honor diversity and practice inclusion.