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?

Honor diversity and practice inclusion.