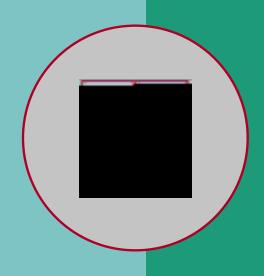
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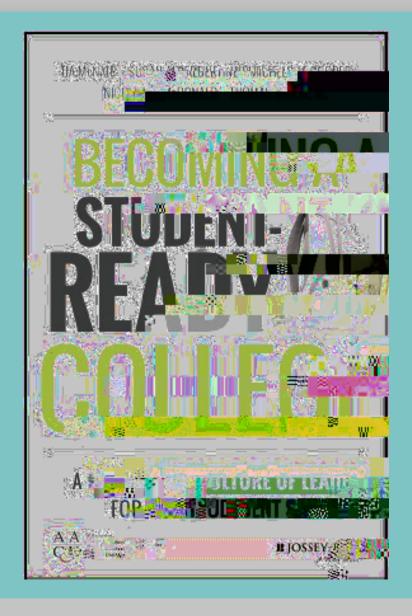
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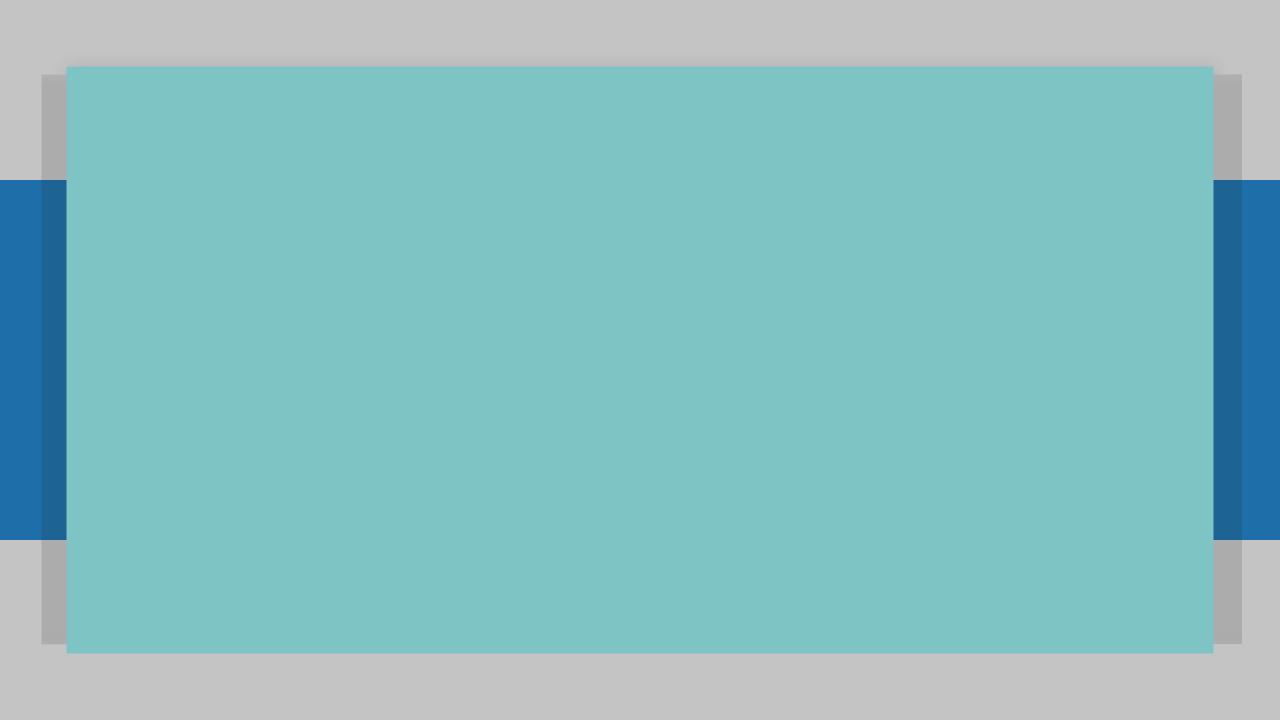
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- ! 4*.,),3,)-*'&%5\$56\$0.\%7\#'\&2\% 836\&)/9\#'\&2\\&80):\',\$;\%1-\&\\$'\0;\\&2-30= <\\$'\0;\\&0\\$.\\$'\0/\#\\&3*):\\$0.),)\\$.;\%,\',\\$\% .<.,\\$5.;\\&)6\\$0'\&\\'0,..;*,\\$\0,*',\)-*'\&



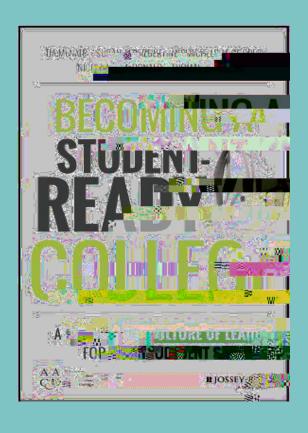
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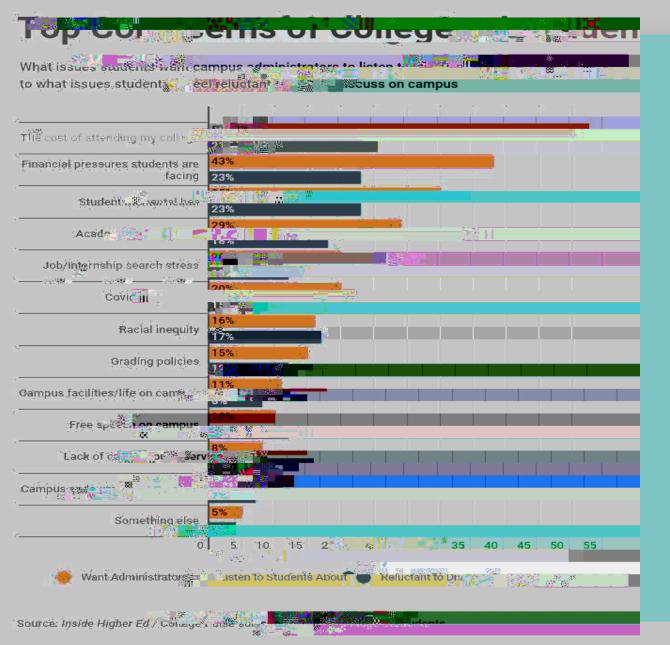


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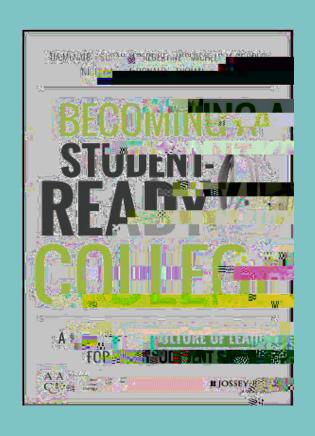
All people who work on campus have the capacity to be effective educators.







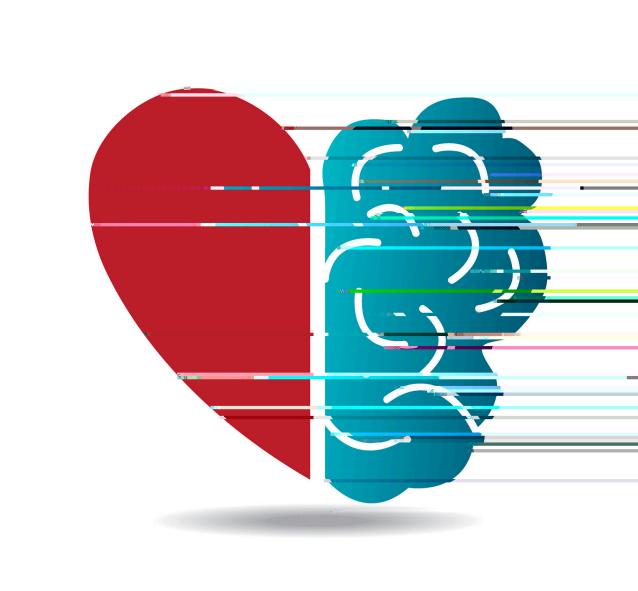
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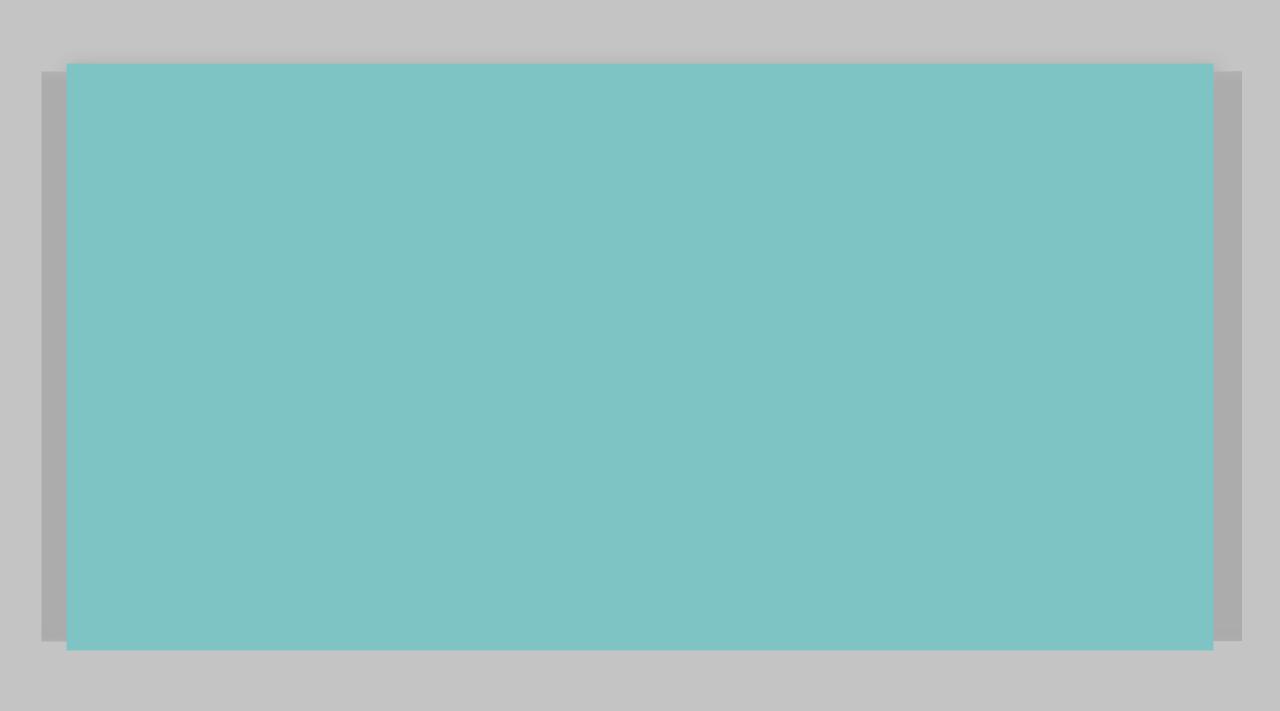


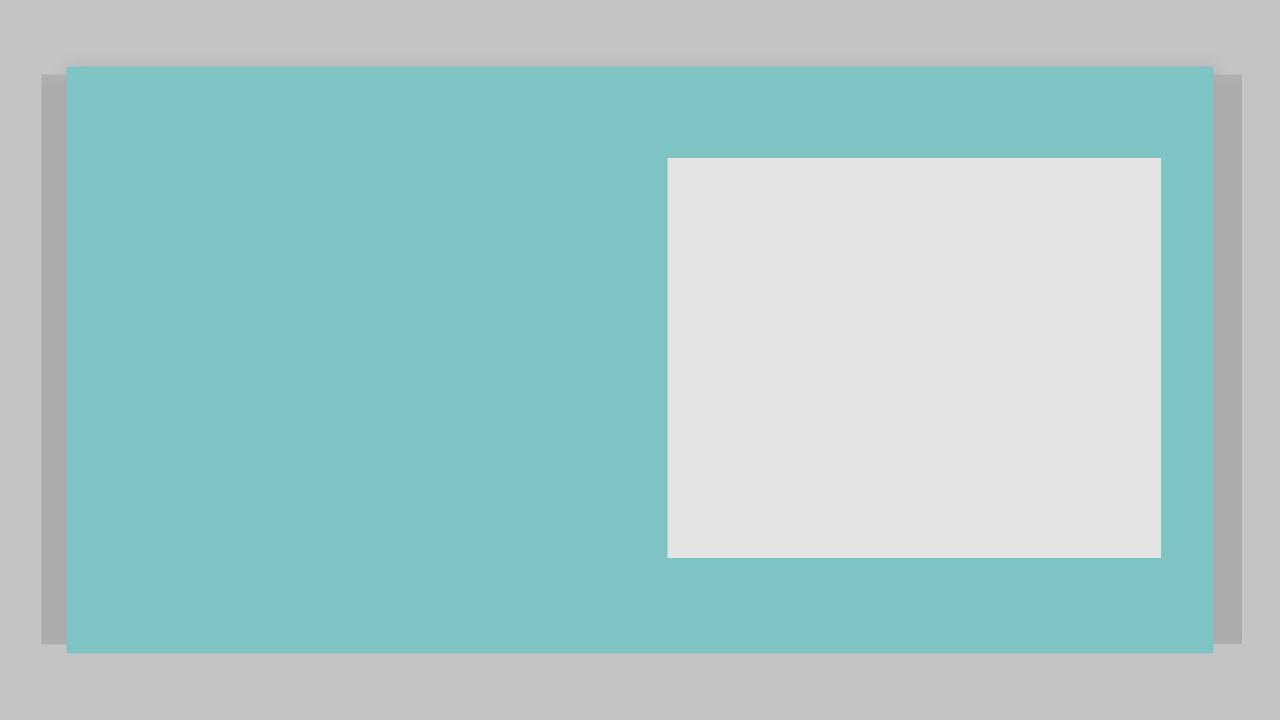
All students have the capacity to learn and deserve access to high-quality educational experiences.

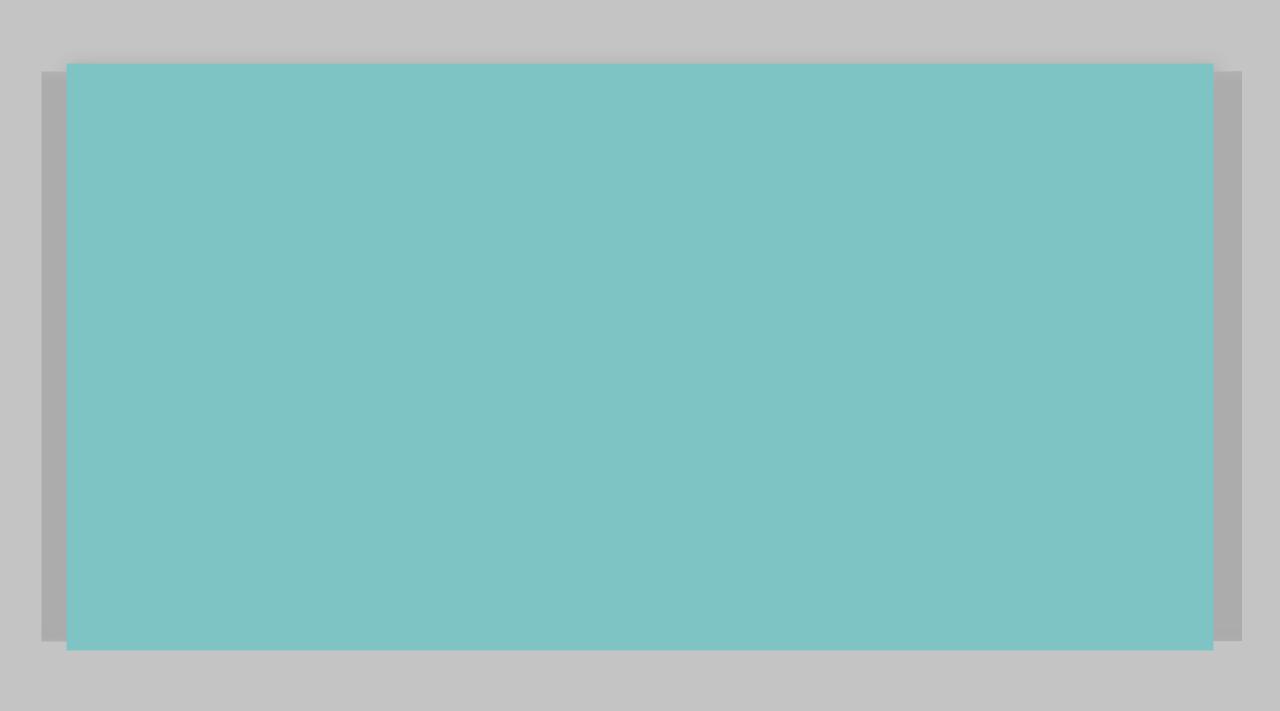








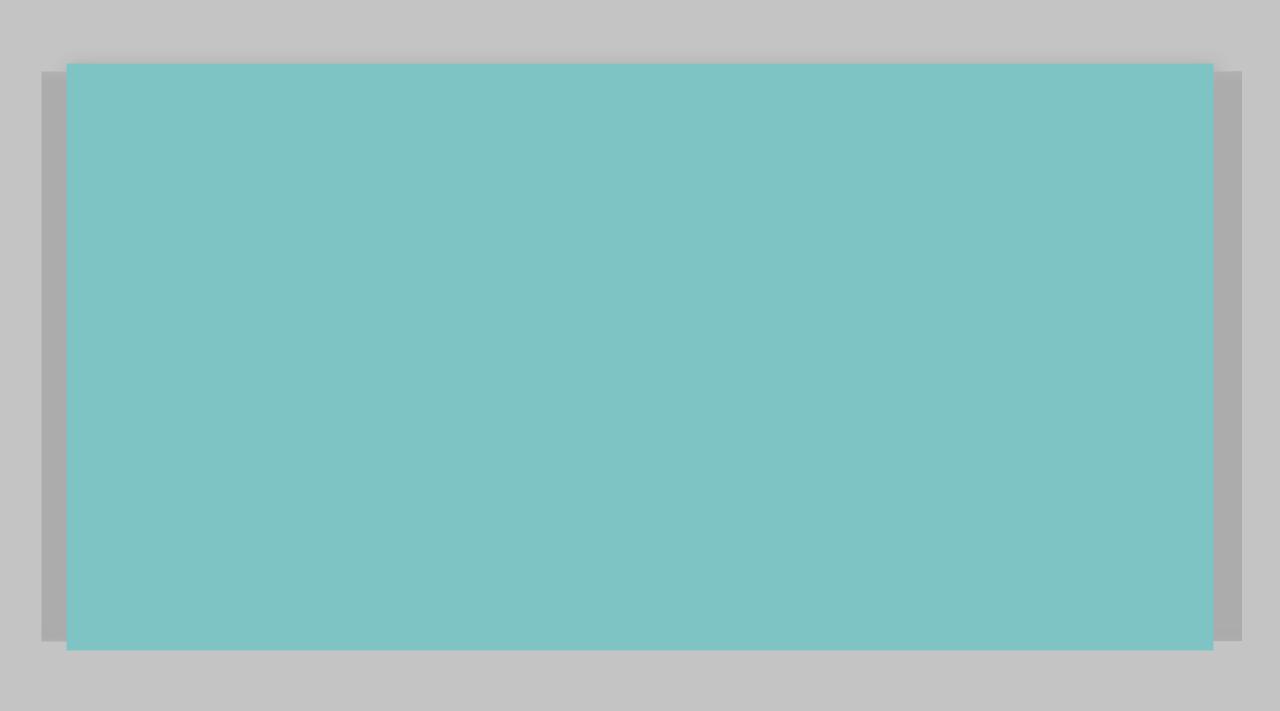




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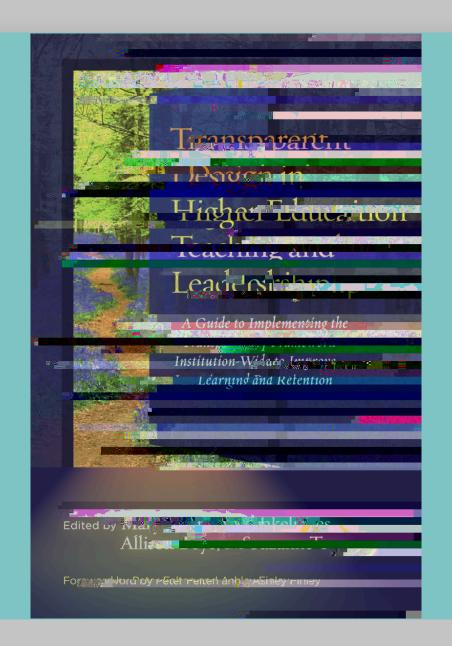
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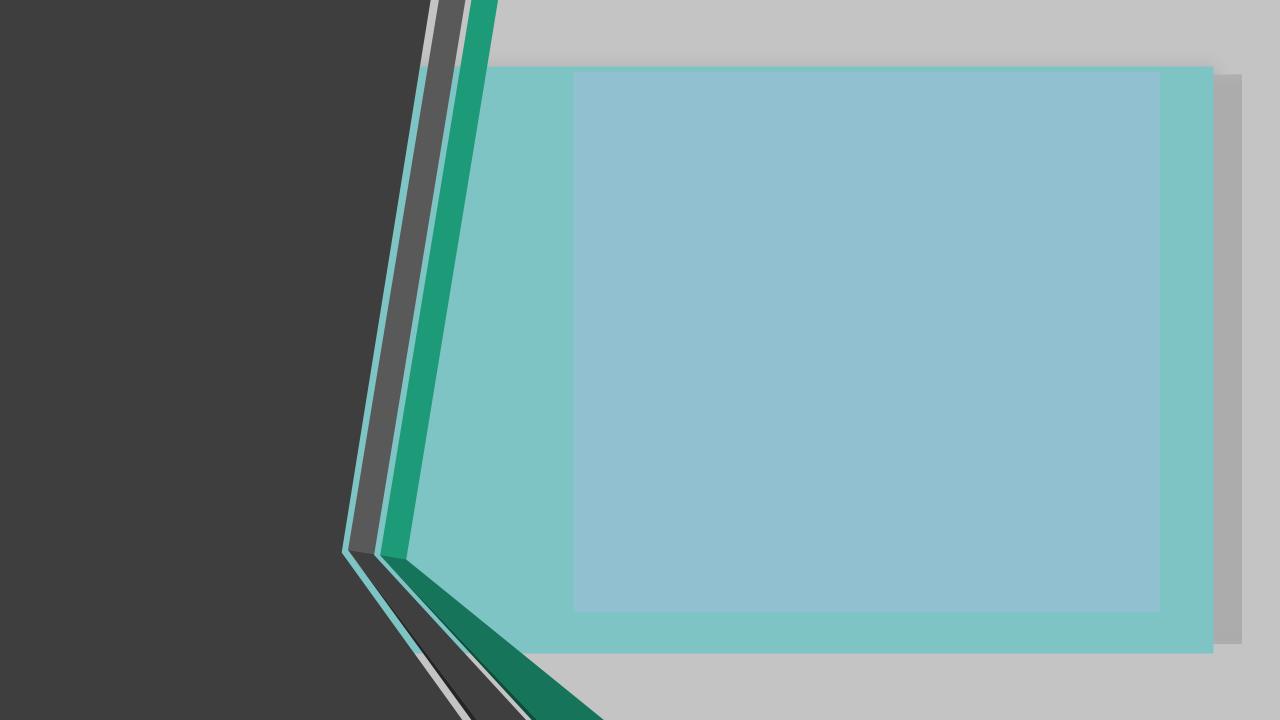
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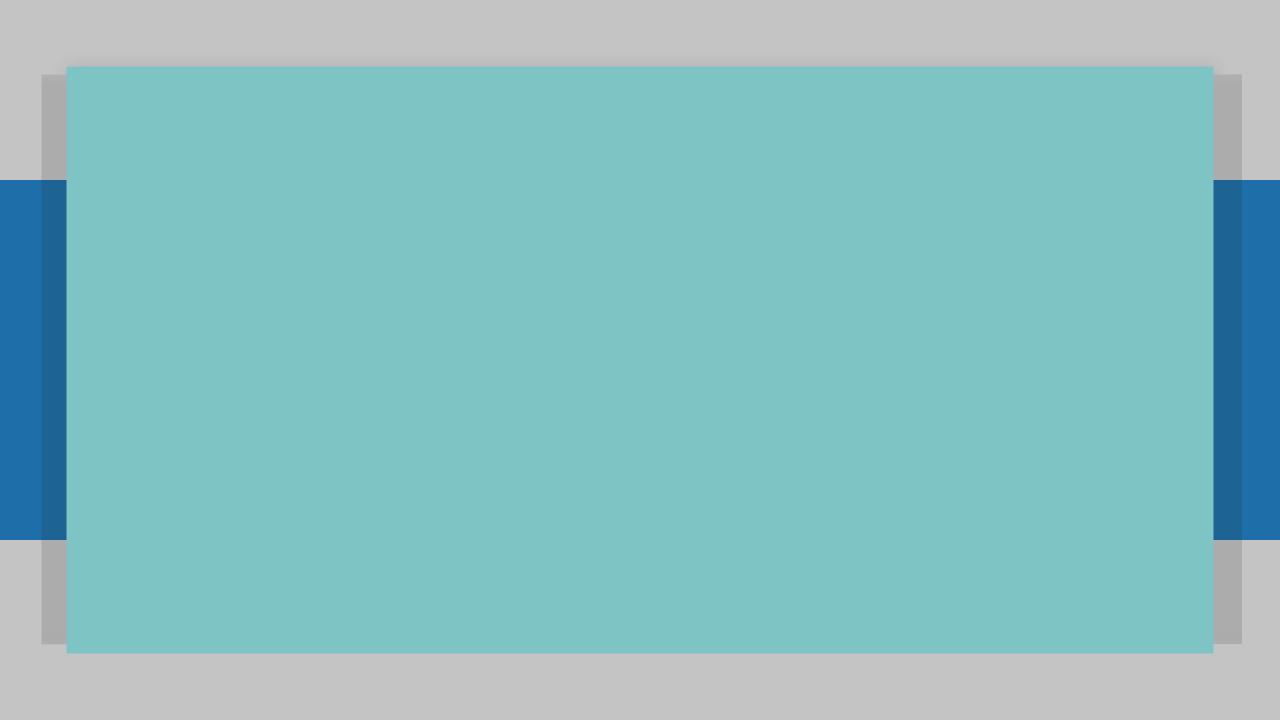


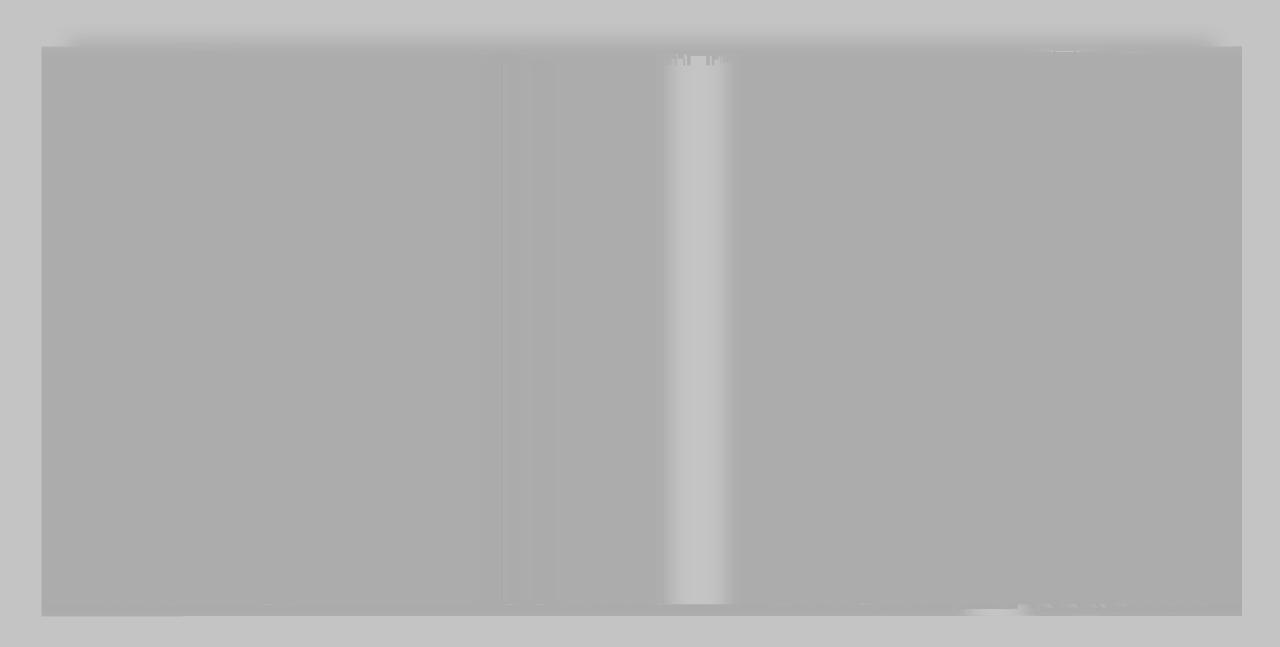
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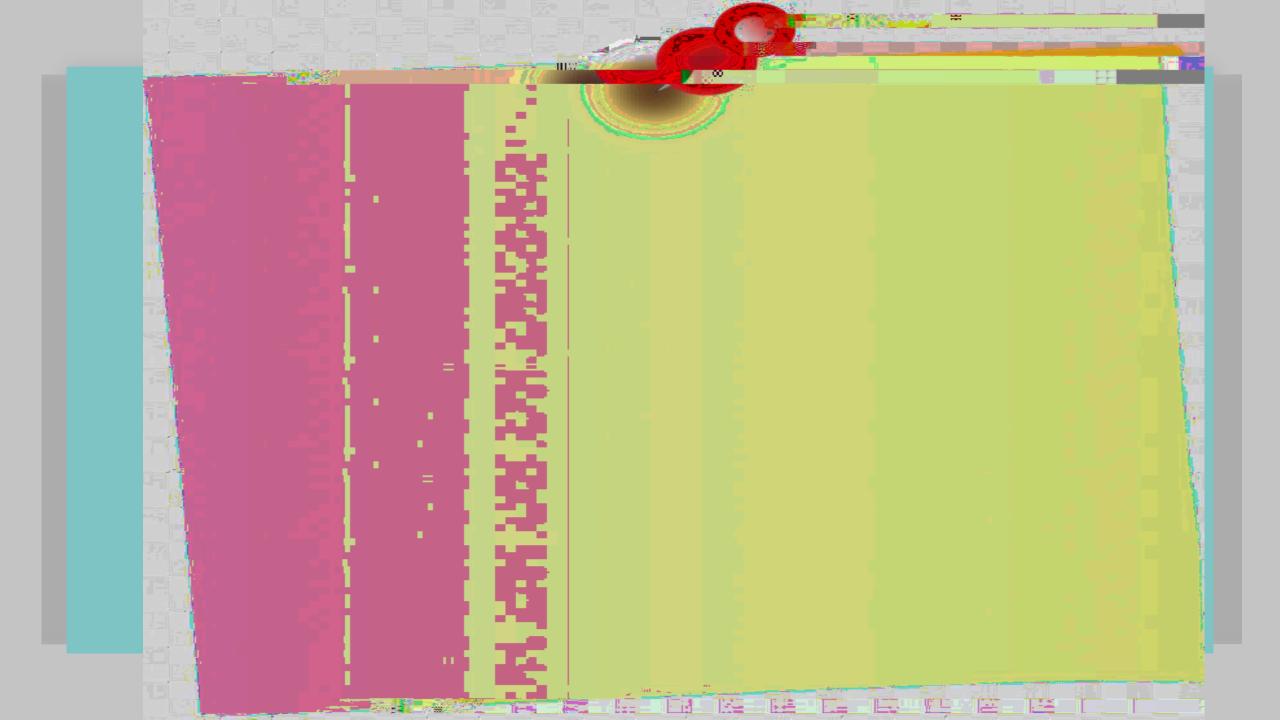
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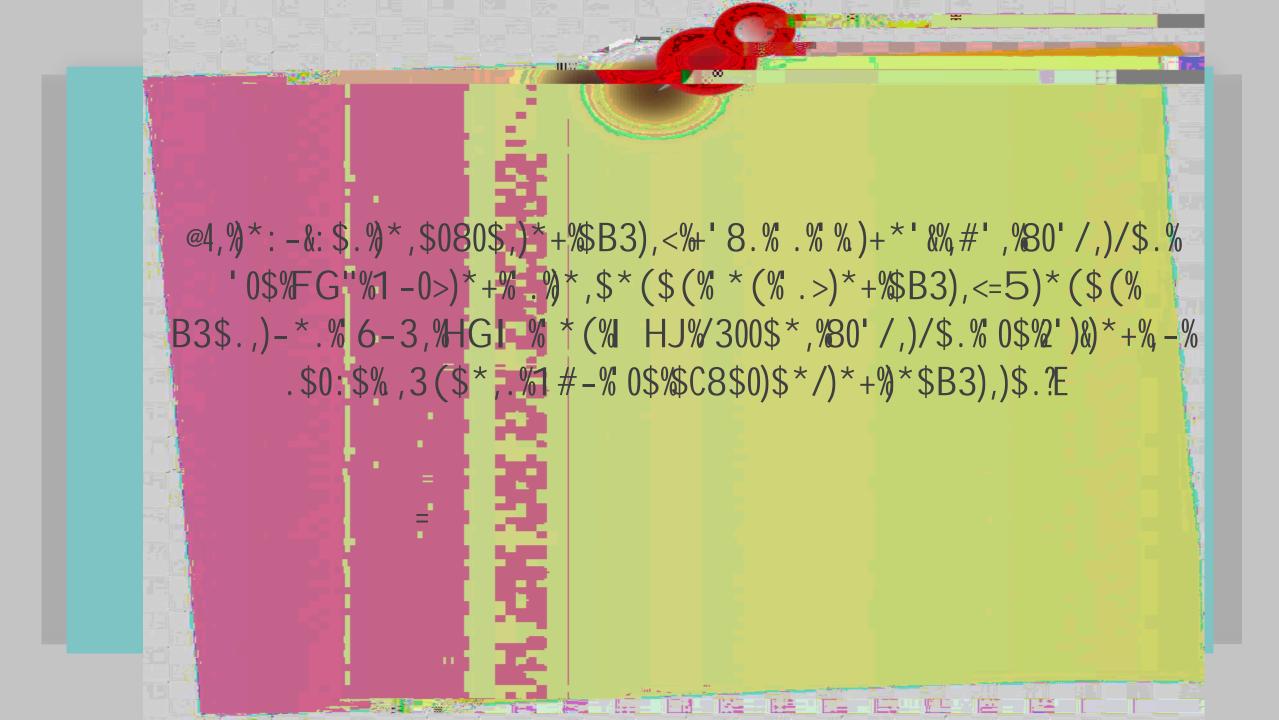


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Obstacles Blocking the Way towards Racial Equity	Equity-minded Response
Obstacle 1: Claiming not to see race.	Understanding race critically.
Obstacle 2: Not being able or willing to notice racialized consequences.	Self-change in response to racialized consequences.
Obstacle 3: Skirting around race.	Saying 'no' to racially coded language.
Obstacle 4:	

Obstacles Blocking the Way	

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