



# Challenging Racism in Higher Education: Promoting Justice

*Mark Chesler, Amanda E. Lewis, James E. Crowfoot*

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Challenging Racism in Higher Education provides conceptual frames for understanding the historic and current state of intergroup relations and institutionalized racial (and other forms of) discrimination in the U.S. society and in our colleges and universities. Subtle and overt forms of privilege and discrimination on the basis of race, gender, socioeconomic class, sexual orientation, religion and physical ability are present on almost all campuses, and they seriously damage the potential for all students to learn well and for all faculty and administrators to teach and lead well. This book adopts an organizational level of analysis of these issues, integrating both micro and macro perspectives on organizational functioning and change. It concretizes these issues by presenting the voices and experiences of college students, faculty and administrators, and linking this material to research literature via interpretive analyses of people's experiences. Many examples of concrete and innovative programs are provided in the text that have been undertaken to challenge, ameliorate or reform such discrimination and approach more multicultural and equitable higher educational systems. This book is both analytic and practical in nature, and readers can use the conceptual frames, reports of informants' actual experiences, and examples of change efforts, to guide assessment and action programs on their own campuses.



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