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Prologue: Faculty of Color Expressions and Perspectives

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Faculty of Color Expressions and Perspectives

Prologue

This special issue of the *Journal of Advancing Education Practice* featuring Faculty of Color Expressions and Perspectives creates a critical forum for truth-telling, education, and empowerment. It offers an invitation to deepen understanding of each other's experience, and to integrate that deeper understanding in practice to enhance ongoing equity and inclusion work. It benefits not only the BIPOC faculty who gain long-overdue recognition for this experience and work, but also the greater community and our labor union, the Inter Faculty Organization (IFO).

As a union that has been representing faculty in higher education for decades, the IFO recognizes the essential need for us to embrace equity and inclusion in our fundamental practice and organizational structure. This work must be informed by those of us who have been and continue to be marginalized. The IFO strongly advocates for inclusive voices and perspectives and invites each member to share experiences and ideas that foster solidarity and equity.

“Embedding equity and inclusion into every aspect of our organization now will only make us stronger and more effective as a union and as university faculty . . .” IFO Equity & Inclusion Strategic Plan (Feb. 2020). As part of this multi-faceted strategic plan of action, we are committed to retaining and recruiting faculty of color. Essential action steps include the development of best practices and a cross-campus mentoring program for faculty of color. The publication of Faculty of Color Expressions and Perspectives is a foundational step in this process of cultural change.

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