

1. 07212020.01,
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4. Diversity Matters: Housing Problems for Black Faculty /
5. Public Universities Get Failing Grades on Black Students /
6. Putting Action Behind Words /
7. Jobs
- 8.
9. From: Inside Higher Ed <newsroom@insidehighered.com>
10. To: James Curtis Jr <jamesjr@jecjef.net>
11. Date: July 21, 2020 at 7:46 AM
12. Subject: Diversity Matters: Housing Problems for Black Faculty / Public Universities Get Failing Grades  
on Black Students / Putting Action Behind Words / Jobs
13. Inside Higher Ed | Diversity Matters
- 14.
15. July 21, 2020
16. Diversity Matters
- 17.
18. "Housing Challenges and Black Faculty"
19. "Many tenure-track Black faculty members experience inordinate difficulties when looking for housing"
20. ... writes Siobhan Brooks.
- 21.
22. 07212020.02.9,
23. "Housing Challenges and Black Faculty"
- 24.
25. "Many tenure-track Black faculty members experience inordinate difficulties when looking for housing"
26. ...
27. By Siobhan Brooks
- 28.

29. July 16, 2020

30. "THINGS WERE LOOKING PRETTY GOOD

31. ... (LANDING) A TENURE-TRACK POSITION

32. AT A MAJOR PRIVATE RESEARCH UNIVERSITY IN THE NORTHEAST

33. SHORTLY AFTER COMPLETING A POSTDOC AT THE SAME INSTITUTION.

34. ... A STRONG PUBLISHING RECORD AND A GOOD RAPPORT WITH STUDENTS AND ... COLLEAGUES.

35. TENURE WAS WITHIN...REACH.

36.

37. ...after leaving (graduate school)... (ending) up homeless

38. and later rent an apartment from a slum...in a dangerous neighborhood

39.

40. ... All of that happened (preparing) to go up for tenure...

41.

42. (The) situation may sound extreme,

43. but it speaks to the financial difficulties

44. many Black faculty members experience

45. when looking for housing

46. on their way toward a tenure-track position.

47.

48. Black faculty members disproportionately shoulder this burden,

49. as they have less wealth than their white colleagues.

50.

51. Black Ph.D. graduates also carry large amounts of student loan debt,

52. which contributes to such wealth gaps once they become faculty members.

53. ... Black faculty are also being disproportionately impacted by having to support family members

54. ... leaving them with less resources.

55. The lack of resources in Black communities

56. is also accompanied by racial discrimination in the housing market

57. as well as (other) acts ... which has sparked ... protests.

58. These issues converge when it comes to Black faculty members
59. looking for housing.
60. I noticed this problem in my own department
61. when, after three years...
62. a colleague and his family moved back to his home
63. ... because of the high cost of living
64. ... That made me think about university initiatives to retain and recruit faculty members of color,
65. especially Black faculty.
66. What's missing from these initiatives
67. is a recognition of the severity of the impact of the housing crisis on Black faculty,
68. especially giving the high costs of housing on the East and West Coasts.
69. Many Black faculty experience financial challenges and racial discrimination
70. when looking for housing,
71. whether renting or buying.
72. We've seen many articles about students attending college while homeless
73. and poverty among adjuncts.
74. But we also need to examine how the high cost of living affects the diversity of tenure-track faculty.
75. I started talking to some of my colleagues across the country about this issue,
76. and they told me of their struggles to secure housing before starting a new position
77. and sometimes even after gaining tenure.
- 78.
79. Here are just a few of the... stories.
- 80.
81. Financial Issues and Racial Discrimination
- 82.
83. ... "The (housing and property management rep) took advantage of us,
84. as most were single... leaving desperate circumstances,
85. ...

86. "The front door didn't have a lock on it...
87. the roof leaked...
88. sometimes there was no water or electricity.
- 89....(The) apartment (was) unsafe
- 90.... they simply asked, 'Why don't you just move from here?'
91. People didn't understand that I couldn't afford to...
92. I was a professor.
93. I had done everything right, I ended up in this situation."
94. "I (told the) chair(s),...
95. I told (them) everything that had happened to me and expressed my concerns
96. about not being able to get my tenure dossier in on time.
97. (They) looked at me and said, 'No... I think you will be fine
- 98.... Your file looks good.' No mention of my living situation.
99. I ultimately found an apartment ..."
100. "I was turned down from many rentals because of my debt-to-income ratio.
101. Some of it was race, but it was also because of my student loans and credit card debt.
102. The timing of the move was hard because my last check from my former institution was in June,
103. and I was without a paycheck until September.
104. But I needed a place by August, when the semester started.
105. I had to borrow money from my friend's parents and sell my truck. It was hard."
106. In addition to economic issues,
107. Black faculty members cite racial discrimination as a barrier to finding housing
108. and being prepared to start the academic year on time.
109. ... (calling) several rental properties
110. when... relocating for a tenure-track position
111. ... a few states away from where (the) doctorate (was received).
112. Each time, ...(inquiring) about a rental by calling numbers posted on "for rent" signs
113. and leaving voice messages.

- 114.
115. “After the third message...I thought maybe my voice sounded too ‘urban,’
116. ... it was very stressful... .”
- 117.
118. Faculty members at historically Black colleges and universities can be particularly challenged.
119. HBCUs don’t have large endowments from donors and are dependent on student enrollments,
120. which makes faculty members
121. who teach at such institutions, financially vulnerable ...
122. As (some Black) colleges and universities profess solidarity with Black communities
123. during this time of social unrest,
124. they should also ensure Black faculty have adequate and affordable housing.
125. Bio
126. Siobhan Brooks is an associate professor and chair of African American studies at California State University, Fullerton.
127. Read more by Siobhan Brooks
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