Develop educators’ ability to deconstruct patterns of behavior, system structures, and mental models while developing the language and confidence to discuss and analyze systemic racism.

- Develop organizational capacity through training, coaching, peer networks, and accountability structures that strengthen educational leaders’ abilities to apply analysis to system reform.
- Develop understanding of racial conversations as dynamic processes rather than discrete solutions.

Researchers find it difficult to measure culture, as such, few evaluations exist on whether race conversations could effectively change higher educational culture. There is a pressing need for institutions of higher education to examine their beliefs, policies, and practices that contribute to systemic disadvantages for people of color.

Further research is needed on whether sustained reflection and conversations on racial issues would increase educational leaders’ willingness to review and if needed revise policies and practices to transform their schools into genuine equity-focused institutions.