

# AGNES SCOTT

## C O L L E G E

**Reaffirming Our Commitment to Justice, Equity, Diversity, Inclusion  
and Belonging**

**2022**

**DIVISION OF EQUITY AND INCLUSION**

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The 2022 J.E.D.I.B. plan is a continuation and reaffirmation of Agnes Scott College's commitment to justice, equity, diversity, inclusion and belonging (J.E.D.I.B.), which encompasses our responsibility to be an anti-racist campus. The plan is based on the principle that J.E.D.I.B. is not simply an organizational concept but a personal call to action. We believe that every single one of us has the responsibility to create an environment where all people – regardless of race, ethnicity, religion, national origin, age, educational attainment, ability, sexual orientation, or gender identity – feel valued and respected. We also believe this charge must be viewed as a journey and not a destination.

The concept of a journey implies that we have traveled some distance and therefore it is important to leave markers and impart lessons learned to those who come after us. In this report, we first share Agnes Scott's important 2021 J.E.D.I. milestones and offer an update on the college's progress in each of the five areas identified in the 2021 J.E.D.I. plan (Section I). We then identify and emphasize initiatives for 2022 (Section II). Finally, we wish to remind members of our community that staff from the Gay Johnson McDougall Center for Global Diversity and Inclusion are ready to offer resources and training to help each department, organization and individual to realize the college's J.E.D.I.B. commitments.

**We invite everyone to become a J.E.D.I.B. champion!**

## **I. 2021 Milestones**

The journey continues and there is much more to be done, but we are proud of our progress in 2021. Despite challenges from the COVID-19 pandemic and sustained social injustice across the nation, our campus community participated in courageous conversations, training sessions, healing circles, as well as celebrations of our heritages. We came together to mourn the deaths of Black lives and to witness social justice history being made.

Looking back at our work in 2021, the following milestones stand out for Agnes Scott College:

- 1) As part of the [2021-2026 Strategic Plan](#), Agnes Scott reaffirmed its commitment to inclusion and belonging by outlining specific and tangible action steps for each year.
- 2) As the college adopted these new goals, our leaders put in place additional resources, systems and practices to institutionalize a culture of justice, equity, diversity and inclusion. For example, a new position, the Assistant Vice President for Diversity Equity & Inclusion Initiatives, was created and filled by Professor Regine O. Jackson, PhD, to promote and further embed J.E.D.I. in key academic areas and to ensure student learning is examined through a J.E.D.I. lens.

- 3) [The 2021 Founder's Day celebration](#) highlighted the college's past, present and future relating to inclusion and belonging.
- 4) As the college revamped its website, it ensured that its commitment to J.E.D.I. was prominently displayed throughout. The Director of Diversity Training served as a member of the website implementation team, reviewing each site to ensure that J.E.D.I. principles were embedded in every department.
- 5) Agnes Scott College was the recipient of the 2021 Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity, the oldest and largest diversity focused publication in higher education. As a recipient of the HEED Award – a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion – Agnes Scott was featured in the November 2021 issue of INSIGHT Into Diversity magazine.
- 6) The college received a \$146,000 research grant from the Bill and Melinda Gates Foundation to investigate the importance of mission-driven institutional efforts to realize equitable student success. This research is being used to develop a mission-interrogation tool that will ideally help accelerate the imperative for equitable value, equitable student success, as well as the implementation of principles of institutional transformation.
- 7) The Gay Johnson McDougall Center for Global Diversity and Inclusion received a \$4,000 grant from the Alliance For Full Acceptance (AFFA) to support leadership and training through Safe Zone, Lavender Hours and LGBTQ+ programming.
- 8) 2021 marked the 50th anniversary of the graduation of Edna Lowe Swift '71, the first Black graduate of Agnes Scott College. One of Edna's various accomplishments as a student was founding Witkaze, Agnes Scott's Black student organization. In 2002 the college established the Edna Lowe Swift Trailblazer Award, which is presented each year during the Mosaic Awards Banquet to recognize a faculty or staff member for their contribution to creating a more inclusive community at Agnes Scott. Fifty years later, Agnes Scott continues to be recognized nationally for its diverse student population, an achievement for which Edna Lowe Swift laid the path. On Nov. 17, 2021, the campus community joined Witkaze and President Leocadia Zak to honor Edna Lowe Swift with one of its most hallowed recognitions – a wooden bench on front campus lawn with a silver plaque commemorating her place in the college's history.

For details on the five areas outlined in our 2021 plan, visit here:

**1. Advancing a culture of anti-racism**

**A. Our Diversity:**



Agnes Scott College's commitment to student diversity remains strong. Among our student body, 61.7% self-identify as students of color, 41% as Pell-eligible and 32% as first-generation. Among our faculty, 28.6% of tenure-track faculty self-identify as African American or Black; Hispanic or Latinx; Asian, Asian American or Pacific Islander; or multi-racial.

The diversity of the student body is reflected in our staff (48.86% identified as BIPOC) as well as in college leadership (when we began the AY, four of the college's seven vice presidents were women of color).

**B. Campus Grants:**



In 2021, the college awarded 11 presidential campus grants to address racial and social justice. One of them did not materialize. The following is a brief report of the work accomplished through the other 10 mini grants:

1. *The Shuronda Gardner Smith Multicultural Resource Collection*, housed in McCain Library's Main Reading Room, was inherited from the Gay Johnson McDougall Center for Global Diversity and Inclusion in 2019. The purpose of this collection was to provide students and others in our community with a prominent library of resources in this important area of interest, situated in a popular study location. With this grant opportunity, McCain Library was able to acquire a significant amount of new materials and highlight this collection as a place of value for the campus through dedicated social media posts, book reviews and posts in the *Irvine*, the library's newsletter.



2. The Agnes Scott College Department of Athletics developed *R.E.S.T. (Race & Equity in Sports Training)*, a training program designed to create safe spaces for coaches, administrators and student-athletes to engage in healthy and healing conversations about racial inequalities. This was achieved by creating opportunities for dialogue on race within a team environment, using sports as a platform to create anti-racist climates on college campuses, and advocating for the dismantlement of systematic racism in college sports.
3. Two professional development workshops for Agnes Scott faculty and a two-day summer workshop for the City Schools of Decatur teachers at Renfroe Middle School on *Decolonizing the Curriculum, One Syllabus at a Time: Pedagogy as Social Justice* were developed and implemented. In addition, a Canvas course was archived on [the college's learning management system](#), and a [LibGuide](#) was produced to supplement resources for teaching and learning, which was made available to the entire campus community.



4. The *Psychology and Racial Justice Leadership Program* promoted racial justice by addressing systemic disparities in psychological training on multiple levels. The goals of the program, which also support professional success initiatives, were the following: to expose participants to the practice of applied multicultural psychology – designed to investigate and advocate for racial equity – through a series of professional interactive virtual workshops and supplemental didactic seminars; connect participants to professional psychologists of color who provide in-depth career development and post-graduate mentoring; and provide participants with opportunities to observe psychologists whose research and clinical expertise focus on using psychological principles to develop and implement community-based social justice initiatives.
5. The *Medieval Literature and Racial Others* course examined the literary features, ideological aims and sociocultural significance of medieval fantasy literature, exploring, in particular, the ways in which race appears and functions in this literature. The geographical and temporal center of gravity was literature produced in Britain during 1300 - 1500, but the course also considered works of literature produced earlier, later, and elsewhere, including those from outside of Europe.
6. For *History in the Community & Agnes Scott: Inclusion and Exclusion*, Robin Morris, PhD, Professor of History, served as a TRHT Fellow to develop the research framework for collecting and (sensitively) sharing stories about Agnes Scott College and the city of Decatur's early leaders of color as well as those whose contributions have not been sufficiently acknowledged (the invisible ones). Professor Morris led a course that examined the history of labor at Agnes Scott to challenge the myth that the college was "all white" until the first Black student enrolled, thus remembering the erased stories of those who helped build Agnes Scott. For example, the students took on different projects, including an examination of the work of John Flint, who was born to formerly enslaved parents, worked as a janitor at Agnes Scott and worked his way up to head waiter, a position he held at the time our first Black student enrolled. Other students looked at the former unofficial Agnes Scott College newspaper and examined the history of blackface in the school yearbooks. The next class will focus on the history of slavery in Decatur.
7. *Social Justice in Foreign Language Education: A Critical Pedagogy Approach* incorporated social justice into four Chinese language courses (Chinese 101, 102, 201 and 202) and revised instructional design to use project-and-product-based teaching and learning. The project achieved two goals: it increased students' awareness of social justice issues in foreign language communication and it improved students' ability to incorporate specific elements of social justice into their verbal and written communication in Mandarin Chinese. Students were guided to modify textbook dialogue to reflect relevant aspects of social justice. They were engaged in virtual communication and collaboration with more experienced Agnes Scott College students and alumnae, as well as members of local and global Chinese communities. More importantly, they designed, completed and showcased their digital projects, which integrated not only their Mandarin Chinese

language skills, but also their creativity, digital literacy and critical thinking skills. This year-long project was reported in a book chapter and a conference presentation with a journal article in preparation.

8. The project, *Literature and Political Violence in the History of the United States*, purchased various texts to enhance faculty knowledge in this subject matter, which was meant to enhance future teachings of the “Literature and Political Violence” course. It also served as a resource for a proposed anthology of readings by American authors which comment on various types of political violence.
9. *Just Elections: The Theory and Practice of Electoral Justice in the United States and Beyond* was organized by faculty in the Department of Political Science and Human Rights at Agnes Scott College. This project delved deeply into discussions surrounding gender, race, immigration and electoral justice in the United States and beyond. While important milestones were reached in recent elections both here and abroad – such as the historic election of the first female and person of color Vice President in the United States, it also became clear the extent that various groups are intentionally kept out of important political decision-making processes. The expert panels, speakers, workshops and classroom lectures that were made possible by this grant helped illuminate the significance of electoral justice and the ways in which it can be achieved.
10. The Professional Success in Social Justice seminar series (a.k.a. “*What are you going to do with that?*”: *From Humanities Degree to Social Justice Job*) focused on building a supportive structure for humanities majors seeking to pursue a career dedicated to social justice. The seminar included six alumnae speakers, faculty facilitated discussions and workshops, and a final assignment where students created a professional vision statement. These activities contributed to students’ confidence in their ability to succeed in social justice careers.

#### C) Alumnae Relations:



During the 2020-2021 academic year, the Alumnae Board continued to connect its work to the college’s strategic plan and created a strategic plan for the Alumnae Association.

One of the three goals of the Alumnae Board was:

**Inclusive Community/Sense of Belonging – Foster a deep sense of belonging among all alumnae, despite difference, based on our shared bond as Scotties.**

D) [Truth, Racial Healing and Transformation](#) (TRHT):

The Agnes Scott College Truth, Racial Healing and Transformation (TRHT) project established campus and community partnerships to reflect on race at the college and in the city of Decatur, both in the past and present. The TRHT mission was as follows: to build community through courageous conversations across our campus community and surrounding areas in relation to race and truth-telling; to promote narrative change and truth-telling about individual and community experiences centered on race; and to engage in work and collaboration that lead to racial transformation.

The COVID-19 pandemic impacted our community both negatively and positively. It impeded our ability to develop closer relationships with community members, both within and outside the Agnes Scott College campus. At the same time, the online environment allowed us to collaborate with many across the city to ensure we provided inclusive programming and intentional conversations. Our TRHT implementation team was able to work on its goals from the action plan despite the pandemic and online restrictions:

Goal 1: Create and facilitate space with multiple stakeholders for courageous conversations and racial healing circles about past experiences and histories.

Progress on Goal 1: The college created various opportunities for members of our community to engage in bi-weekly courageous conversation on race and intersectionality.

Goal 2: Capture and promote the told and untold stories on campus and in our city about the lived experience of race.

Progress on Goal 2: The TRHT intern conducted research on the first employees and students of color at the college. She also began researching the people for whom our buildings are named. The research is currently being validated by the college archivist. In honor of the 50th anniversary of the first Black graduate at the college, Edna Lowe Swift '71, the college dedicated a bench on front campus in her honor.

Goal 3: Collaborate and mutually support the implementation of relevant recommendations from the college's and community partners' action plans.

Progress on Goal 3: The college partnered with the city of Decatur to expand opportunities for the community at large to implement recommendations from the Better Together Advisory Board strategic plan. Partnerships included joint programming and plan developments.



The college partnered with the Beacon Hill Black Alliance for Human Rights for its *Truth, Racial Healing and Transformation Courageous Conversation Series*. The event called *Decatur Land Acknowledgment: Liberating Minds and People from Ongoing Colonization* was held on May 22. The conversation focused on the land on which Decatur was founded, its indigenous and African history and the restorative justice actions the community should tackle in order to address ongoing inequity and injustice.

## 2. Inspiring and supporting our students

### A. New Student Orientation Training



New Student Orientation, facilitated by the Division of Student Affairs, is important in helping students to develop skills necessary to thrive at Agnes Scott College. Staff in the student affairs division collaborated with staff from the Gay Johnson McDougall Center for Global Diversity and Inclusion to ensure that justice, equity, diversity and inclusion were integrated into new student training. Training for the incoming class of 2025 included Legacy: The Goizueta Foundation Leadership Immersion, a signature SUMMIT program that focused on inclusive leadership. Sophomores who were on campus for the first time due to the pandemic were invited to take part in Legacy. The 2021 keynote focused on courageous conversations with an engaging conversation with Ms. Loretta Ross on creating a call-in culture, followed by small group discussions.



B. History/Heritage Months







The college continued to deliver robust History/Heritage Month and Cultural Celebrations. These celebrations included, but were not limited to, Latinx Heritage Month, Pride Month, Disability Awareness Week, Native American Heritage Month, Transgender Awareness Week, Martin Luther King Jr. and Coretta Scott King Commemorative Week of Human Rights and Social Justice, Black History Month, Women's History Month, and Asian American Native Hawaiian Pacific Islander Heritage Month. Below are highlights of the various celebrations:

- Jan. 19, 2021: MLK Commemorative Week Address featuring Agnes Scott College alumnae, Loretta Ross '07: *Beloved Community: Calling In as an Agnes Scott Feminist Leader*; followed by a community Q&A.
- Jan. 22, 2021: Presenting the College's Justice, Equity, Diversity and Inclusion Annual Plan, Yves-Rose Porcena, DBA, Vice President of Equity and Inclusion.

- Feb. 16, 2021: *A Sentimental Abolitionist: George Howe and the Rhode Island-Cuba Slavery Trade*, facilitated by Rafael Ocasio, PhD, Charles A. Dana Professor of Spanish.
- Feb. 17, 2021: Black History Month FireSide Chat with Mawuli Davis, J.D., co-chair of the Beacon Hill Black Alliance for Human Rights and board member at the Southern Center for Human Rights.
- Mar. 23, 2021: *Protecting the Most Vulnerable*, a conversation with Dawn Wooten, LPN and ICE Whistleblower.
- Mar. 25, 2021: Women's History Month Keynote Event: *Agnes Scott College Working Mothers Panel* featuring Markesha Henderson, EdD, Bonnie Purdue, PhD, Lucero Rodriguez, ABD; facilitated by Vice President Yves-Rose Porcena.
- Apr. 17, 2021: A FireSide Chat with Stephanie Cho, Executive Director of Asian Americans Advancing Justice; facilitated by Christina Matu, '21, Agnes Scott College student and president of Oasis.
- Apr. 29, 2021: *#StopAsianHate Anti-Racism Panel* featuring Karina Leung '18, Agnes Scott College Center for Sustainability Fellow; Kawena Kapahua, political activist and Hawaiian Kingdom Advocate; Marvin Lim, Georgia State Representative for House District 99; Raymond Partolan, trainer, strategist and consultant; moderator: Brittany Judson '21, Agnes Scott College alumnae.
- Aug. 21, 2021: Keynote and Courageous Conversations with Agnes Scott College alumnae, Loretta Ross '07: *Legacy and Re-Orientation*.
- Sept. 17, 2021: *Folk Stories from the Hills of Puerto Rico*, Professor Rafael Ocasio in conversation with Rosemary Levy Zumwalt.
- Oct. 6, 2021: *Esperanza: A Celebration of Hispanic Heritage and Hope. Our Neighbors, Our Friends: The Impact of the DACA Program*, featuring Ilse Ortega-Eguia '20, Agnes Scott College alumna, DACA Recipient and biologist; Ximena Gullien, '22; DACA Recipient and Golden Door Scholarship Recipient; Susana Ramirez Londoño '21; Agnes Scott College DACA Recipient and social activist; facilitated by Lara Smith-Sitton, PhD, Associate Professor of English at Kennesaw State University, co-editor of *Green Card Youth Voices: Stories from an Atlanta High School*.
- Nov. 4, 2021: Indigenous Land & Labor Acknowledgements: A Discussion.
- Nov. 5, 2021 - Nov. 15, 2021: Red Dresses Display: *Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples Lost to Violence*, hosted by Autumn Hastin, '22.
- Nov. 12, 2021: Vigil of Acknowledgement and Remembrance of Indigenous Peoples.
- Nov. 29, 2021: Etowah Indian Mounds Student Trips.



### C. Student Leadership



To meet the strategic plan's focus on inclusive leadership, students at Agnes Scott College learn the important skills of managing heterogeneous groups and leading in a diverse world. This begins with student leaders who are trained to facilitate courageous conversations and healing circles. Training occurred for Orientation and Legacy leaders, members of the Student Government Association and Resident Assistants.

The Gay Johnson McDougall Center for Global Diversity and Inclusion revamped [LGBTQIA+ programs on campus](#) by restructuring the Scottie Safe Zone Curriculum, hiring a dedicated LGBTQIA+ Fellow whose responsibility was to re-assess existing programs and expand programming for Pride Month, Transgender Awareness Week and Lavender Hours.

### 3) Developing and Caring for our Employees



## A. J.E.D.I. Integration



In addition to reviewing and improving human resources processes to ensure that the college's practices were aligned with its mission and our commitment to J.E.D.I. and anti-racism, the Office of People and Culture launched a manager's roundtable discussion, which focused on developing managers' abilities to lead inclusively. There were also many collaborations with Staff Council to develop a plan for maintaining a positive, inclusive work environment for all employees.

## B. Training





Many opportunities were offered to members of the campus community, including employees, to engage in courageous discussions and training on J.E.D.I. These include the following:

- Jan. 13, 2021: Agnes Scott College's Courageous Conversations about Race and Diversity with the Board of Visitors.
- Jan. 29, 2021: Integrating J.E.D.I. into the Board of Trustees work.
- Jan. 21, 2021: Unconscious Social Categorization and Stereotypes.
- Feb. 18, 2021: A Discussion on Equity Considerations for Staffing in Challenging Times.
- Mar. 18, 2021: Ableism and Universal Design.
- Apr. 22, 2021: Decolonizing the Curriculum.
- Sept. 9, 2021: Navigating Socio-Cultural Challenges of Being Present: Physically and Consciously.
- Sept. 11, 2021: J.E.D.I. Courageous Conversation, Student Government Association Retreat.
- Oct. 21, 2021: What is Critical Race Theory? What's All the Fuss About?
- Nov. 4, 2021: Indigenous Land Acknowledgements.
- Dec. 2, 2021: All Bodies are Good Bodies: Conversation about Weight, Beauty and the Body Positivity Movement.



The Gay Johnson McDougall Center for Global Diversity and Inclusion also partnered with other departments, student organizations, local organizations and businesses to deliver specific training and workshops to their targeted audiences.

#### 4. Impacting Communities



The college engaged in meaningful collaborations with the Beacon Hill Black Alliance for Human Rights, the City of Decatur Better Together Advisory Board and Decatur City Schools to bring distinguished speakers to our community and facilitate workshops and training sessions. Two examples of these include the Native American Heritage Month Community Conversation with the Beacon Hill Black Alliance for Human Rights and the City of Decatur Strategic Planning 2021 Forum on Equity and Racial Justice. Other collaborative projects include:

- Aug. 28, 2021: Pan-African Festival: *Celebrating Innovation, Culture & Economic Empowerment*.
- Sept. 1, 2021: Anti-Racism Speaker Series Kick-Off, Better Together Advisory Board.
- Dec. 8, 2021: A conversation with Robin Rue Simmons, part of the Anti-Racism Speaker Series. The series was designed to generate awareness of equity concerns in the city and to hold the city accountable for meeting established goals and implementing policies to achieve the aspiration of being an inclusive, equitable and just city.



## II. 2022 Commitments

In response to concerns expressed by Agnes Scott College community members regarding the acronym J.E.D.I., the college has revised the plan to J.E.D.I.B, thus affirming Agnes Scott's commitment to justice, equity, diversity, inclusion and belonging. Belonging is defined as the experience of being wholly accepted and included by those around you, without which we cannot claim to be a truly inclusive community. It is through achieving belongingness that all students, staff and faculty will be fully engaged and empowered to innovate.



In 2022, the college will continue the work to realize all five areas which were identified in the 2021 plan. To maintain progress in advancing a culture of anti-racism at Agnes Scott, we are integrating the J.E.D.I.B. framework into all curriculum planning and programming through a focus on these **three primary goals**:

1. **Inspiring and Supporting our Students:** Facilitate the inclusion of J.E.D.I.B. values and principles in all college practices, including student and student leaders' learning;
2. **Developing and Caring for our Employees and Community Partners:** Implement the J.E.D.I.B. goals as outlined in the 2021 strategic plan;
3. **Driving Inclusive Excellence through Training, Education and Research:** Launch the Professional Inclusive Leadership Program to support our colleagues in their J.E.D.I.B. journeys.

These goals will be realized through the following action steps.

#### 1. **Inspiring and Supporting our Students**

- Partner with the [Student Government Association](#), the [Coalition of Multicultural Student Organizations](#), the [Presidential Student Advisory Committee on Diversity](#), the Coordinating Committee of Black Spaces, and all other student organizations interested in supporting J.E.D.I.B. and anti-racism work.
- Continue to provide support and expert knowledge to the Student Government Association in their work to pass J.E.D.I.B. related resolutions.
- Offer bi-annual training for all student leaders, including Student Government Association.
- Deliver DEI workshops to Schmidt Global Student Leaders and students in the Sophomore Class Atlanta Leadership Experience.
- Implement robust [LGBTQIA+ programs on campus](#), including Lavender Hours, Trans Day of Visibility programming and expert panels.
- Offer scheduled Safe Zone trainings to the Agnes Scott College community and provide tailored trainings on a variety of topics related to J.E.D.I.B. based on the needs of various campus constituents.
- Launch the Trans 101 training to educate all members of the Agnes Scott College community on issues facing trans members of the community.
- Identify and minimize any existing bias in the Honor Code system and processes.
- Continue to integrate J.E.D.I.B. principles in SUMMIT and Legacy: The Goizueta Foundation Leadership Immersion.
- Partner with student organizations and campus partners to institute year-round cultural programs through #Culture365 to promote greater inclusion.

- Continue to work with staff, faculty and student organizations across campus to curate a campuswide calendar of events for each History/Heritage Month in order to increase the visibility of cultural programming, such as the [Black History Month calendar of events](#).
- Continue to deliver robust History/Heritage Month and Cultural Celebrations. These celebrations include, but are not limited to: Martin Luther King Jr. and Coretta Scott King Commemorative Week of Human Rights and Social Justice, Black History Month, Women's History Month, Asian American Native Hawaiian Pacific Islander Heritage Month, Latinx Heritage Month, Pride Month, Disability Awareness Week, Native American Heritage Month and Transgender Awareness Week. Below are highlights of various past and upcoming celebrations:
  - Jan. 18, 2022: MLK Commemorative Week [Interactive Visual Project](#): *What Does "Beloved Community" Mean To You?*
  - Jan. 18, 2022: MLK Keynote Event featuring Régine Michelle Jean-Charles, Dean's Professor of Culture and Social Justice at Northeastern University: *The Trumpet of Conscience Today*.
  - Mar. 1, 2022: WHM Kickoff Event in collaboration with the Center for Student Involvement, Beads4OurBodies, Pathmakers and Planned Parenthood Generation Action.
  - Mar. 24, 2022: WHM Scottie Styling Event, featuring local businesses and entrepreneurs.
  - Mar. 29, 2022: WHM Keynote Event: *Feminist Visions at the End of World*, featuring Stacy Keltner, president of the Southeastern Women's Studies Association, Professor of Gender and Women's Studies and Director of the MA in American Studies at Kennesaw State University.
  - Mar. 31, 2022: Trans Visibility Day Celebration

## 2. **Developing and Caring for our Employees**

- Support employees with balanced workloads and consistent compensation, benefits and recognition for increased loyalty and retention, as well as productive and healthy lives—physically, mentally and economically.
- Partner with departments to identify, attract and retain a workforce that reflects the diversity of the recruiting areas.
- Examine hiring practices and placement boards or venues used to post jobs to identify and remove barriers to equal opportunity.
- Support search committees through training and assessment of the search process.
- Support the Office of People and Culture to deliver J.E.D.I.B. related training as well as professional development with a focus on developing direct reports

- Collaborate with community partners to pursue efforts to confront racism and promote justice, equity, diversity, inclusion and belonging in our communities.

### **3. Training, Education and Research**

- Continue to hold space for faculty and staff to engage in courageous conversations around cultural and social issues through the Think Live Engage intercultural dialogue series.
- Launch the Professional Inclusive Leadership Program to support our colleagues in their J.E.D.I.B. journeys.
- Offer J.E.D.I.B. related professional development for all employees, with a focus on performing their jobs better and with integrity and authenticity.
- Conduct regular workforce analyses for each department, broken down by race/ethnicity and position held, in accordance with the Equal Employment Opportunity Executive Order 11246.
- Implement and widely train the campus on the college's non-discrimination policy to encourage reporting on issues of discrimination.
- Embed and expand upon opportunities to decolonize the curriculum in various disciplines.
- Work with the library to verify the histories of underrepresented employees of color.

## **Contact Information**

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