

Office of Institutional Diversity, Equity, and Inclusion

The Office of Institutional, Diversity, Equity, and Inclusion includes the Davis Center, Pathways for Inclusive Excellence, nondiscrimination and Title IX efforts, campus-wide education and co-curricular endeavors pertaining to diversity, equity, inclusion, racial and social justice. The work we do is in furtherance of opening pathways to and through and beyond the academy, especially for people from groups historically underrepresented and/or often marginalized in the academy. In addition, we aim to prepare all members of our community to lead with cultural competence. Further, we aim to minimize harmful bias and address discriminatory actions.

Diversity, Equity, and Inclusion Plan

After reflecting on DEI and social justice principles pertaining to people, places and operations, the plan equally prioritizes care for self, care for team, and care for community in the course of encouraging a community that appreciates and celebrates individual identities and stands as a welcoming place for all.

Care for Self

As individuals facilitating and leading DEI and social justice matters for the College community and also providing support in local communities, it is imperative that we do the following.

- ❖ *Engage in daily reflection*
In the context of our work, understand fully our own lived experiences – the experiences we have, the decisions and choices we make, and what we gain or learn from them.
- ❖ *Engage in daily restoration*
In the context of our work, do what is necessary to participate fully
- ❖ *Deepen our commitment to life-long learning*
To support those in our communities, we recognize the importance of being life-long learners. This positionality permits the constant exchange of knowledge and information pertaining to the lived experiences of those around us.
- ❖ *Continue to develop professionally*
Understand emerging knowledge, scholarship, and activism. This will necessarily mean we routinely engage with experts in the field who may share promising practices and serve as sounding boards in times of crisis or challenge.

Care for Team

As a team charged with advancing diversity, equity, inclusion, racial equity, and social justice on campus, it is important that we do the following in support of our team.

- ❖ *Value diversity of ideas and thought*
We will continue to leverage the great diversity of thought and ideas of the members of our team; having such diversity strengthens our team and enhances our approach to solving problems and developing initiatives.
- ❖ *Learn together*
All members of the team serve as teachers and learners; we will prioritize learning from each other and learning as a team. Further, we will take care to acknowledge the ways in which we learn from and develop because of our team colleagues.
- ❖ *Collectively further initiatives*
To enhance our team approach to engaging community, we will routinize processes for communicating challenges and opportunities, sharing presentations, and gathering feedback on substantive work.
- ❖ *Engage in purposeful sharing*
On a weekly basis members of the team will come together to share lived experiences and exchange ideas regarding to deepening our work.
- ❖ *Focus on our ability to effect change*
Efforts will continue to ensure team members have true voice at the table which will result in true partnership and enable our working in meaningful ways with colleagues across the College.
- ❖ *Set clear boundaries*
In our quest to support others, we will affirmatively acknowledge the team's need to set boundaries and subsequently manage expectations, even while laboring to address institutional-, unit-, and individual-level matters and related goals and priorities.
- ❖ *Engage in group reflection and restoration*
The team will prioritize finding time and space to come together for group reflection and restoration. This will prompt conversation about the ways in which individual team members experience working as part of our team.

Care for Community

As College community partners, advisors, and advocates, we routinely consider the ways in which members of our community embraces DEI values; we also think about the actual and perceived barriers and challenges to achieving a more inclusive and equitable community. We offer education and programming to all members of the College community and always stand ready to engage the surrounding communities as thought partners and to help address needs as they arise. We will do the following.

❖ *Convene the community*

As we reflect on and respond to global, national, and local tragedies, natural disasters, and; we'll take care to provide opportunities for our community to convene in the face of discrimination and adversity.

❖ *Connect campus partners*

We will develop new ways to serve as connective tissue that pull together leaders across the College so that they can leverage each other's ideas, and exchange thoughts about DEI challenges and opportunities.

❖ *Create inclusive and welcoming spaces*

In the development of new spaces, including the building project, we will create spaces that demonstrate respect for cultural and identity-based differences and invite conversation about and exploration of the varied lived experiences of the members of our community. The members of our community will also see themselves reflected in our work and gathering spaces; we are open to recommendations about displays of history, art, identities, and activism.

❖ *Creating and identifying accessible spaces*

As we develop new spaces on and beyond campus, we will take care to convene people in accessible spaces and ensure that newly created spaces are accessible to all. Plans for engaging the community in accessible spaces will be developed in the case that office spaces are not accessible for meetings.

❖ *Seek to understand the experiences of our community members*

We will encourage community members to participate in surveys, think creatively about opportunities to enhance data transparency, and take care to think about the collection and use of quantitative, qualitative, and anecdotal data that may help map experience to opportunities for change.

❖ *Collaborate*

We will continue to join leaders across the county and surrounding region and beyond in an effort to create welcoming and inclusive environments for those who live, learn, and work in the surrounding communities.

❖ *Elevate reflection and restoration*

We will prioritize bringing people together so that they have a chance to engage in dialogue so that they are poised to learn about each other and also communicate in the case of harm.

❖ *Integrate anti-racist practices and DEI principles*

We will continue to encourage the community to think about the lenses through which they do their work and encourage articulation about the ways in which they meaningfully integrate anti-racist practices and DEI principles into their working and learning environments.

❖ *Evaluate programs*

Determine whether programs led by our team ought to be expanded or modified; reviewing the mission of programs and considering whether the allocation of resources for each program is sufficient.

❖ *Review policies and assess their impact*

We plan to develop a process for the routine review of College policies in consultation with campus partners. Doing so will help the College understand whether policies have a disparate impact on certain members of our community.