

Office of Information Technology

2022-23 Antiracism Commitment Action Plan

Last Updated 8.22.22

The Office of Information Technology last completed a strategic planning process in 2016, updating the plan in 2018. During that time, the division has had four principal areas of focus: the learning network, cloud and mobile enhancements, people, and professional development. This year, ITS is starting a new strategic planning process to better align itself to the current priorities and needs of the college.

In addition to kicking off a new strategic planning process and focusing on the priorities above, ITS will be aligning itself with the college's antiracism initiative. ITS is reviewing our current processes, policies, and procedures when asked with antiracism in mind.

Antiracism

Below are the areas that ITS would like to incorporate antiracist thinking into our everyday processes, allowing us to keep it in the forefront of our discussions and a major focus of the division.

When do we get the Staff/Faculty Racial Climate Survey results?

- **Antiracism Commitment Action Planning**
Complete the antiracism commitment action planning process with the ITS division (separate document).
- **Antiracism in IT Governance**
ITS will add antiracist questions for evaluation into the Tech Adoption process and then include those concerns into the campus wide ASAC reviews and discussions. ITS should also be able to speak to antiracism when working with data and applications across campus, so a focus of the following year will be learning how to do this.
- **Antiracism in IT Service**
ITS will look at the services provided by the division from an antiracist perspective, specifically looking for issues such as the following: Equitable access to technology hardware and software, ensuring that all members of the campus community feel like technology support is open to them and accessible, evaluating software for bias and accessibility, ensuring the CC community members' data privacy is protected, etc.
- **Action Plan Progress:**
 - Review current policies and procedures (Sum – Fall 2022)
 - Focus Groups will evaluate concerns and create two actionable items to implement by the end of the (fiscal) year (Aug – Dec 2022)
 - Transparency Action Item 1: TBD (Jan – Jun 2023)
 - Transparency Action Item 2: TBD (Jan – Jun 2023)