

Colorado College
Office for Advancement Antiracism Commitment
Action Plan

- Goal 1: Review and revise Naming Policy
- Goal 2: Form an ADEI committee in the Office for Advancement
- Goal 3: Recruit and retain a diverse staff
- Goal 4: Diversify constituency (volunteers and donors)

Goal 1 *Review and revise Naming Policy*

Action plan:

- Share internal Naming Policy audit with the Due Diligence and Advancement ADEI Committees (Fall 2022)
- Share updated Naming Policy with the Due Diligence and Advancement ADEI Committees for review (Fall 2022)

Goal 2 *Form an ADEI committee in the Office for Advancement*

Action plan:

- Committee to draft their mission, vision, values, and overall charge using the Antiracism Commitment Committee materials (ACC) as a guide. (Fall 2022)
- Centralize and promote ADEI resources on Microsoft Teams site. (Fall 2022)

Goal 3 *Recruit and retain a diverse staff*

Action plan:

- Finalize recruitment, retention and onboarding toolkit and collaborate with hiring managers, the Advancement onboarding working group and Human Resources (AY 22-23)

Goal 4 *Ensure the college's changing demographics are reflected in the Advancement constituency*

Action plan:

- Collaborate with Advancement team leads to review and refine volunteer and donor acquisition processes, and through strategic events increase engagement of diverse groups of constituencies. (AY 22-23)