

Colorado College

Antiracism Commitment

AY 22-23 Student Life Division Action Plan

Last updated September 15, 2022

Goal 2A *Review and revise college policies, procedures, handbooks, and practices*

Goal 2B *Review and revise the college mission and core values*

An equity audit of the student handbook (The Pathfinder) was completed with an antiracist lens by Dr. Takiyah Amin in 2020. The Pathfinder contains student-facing policies, including the Code of Conduct

By the end of Block 6 (March 2023): We will conduct another audit of the Pathfinder, leveraging the engagement of the Student Conduct Advisory Committee and other key stakeholders

Goal 5D *Review and enhance co-curricular programming to ensure that antiracism efforts are supported in all activities*

Goal 3A *Identify needs, programming, and support systems for all marginalized students*

- Student Life inventoried all of the efforts that support the ADEI mission in Fall of 2021. [This document captures a snapshot of what that consists of from every department in the division.](#)
- A number of climate assessments and external reviews have been completed including the Worthington Report (2018), Spiritual Life Survey (Spring 2022), Healthy Minds Survey (2021-22), International Student Survey (ISSS, Spring 2022), Muslim Student Experience External Review (date unk., prior to 2020), Native American Student Experience Survey (date unk.) and most recently the NACCC/LACRELA Racial Climate Survey.
 - (indent) Each of these need to be reviewed and identify gaps for future steps and goals.
 - **(Indent) By Jan 2023:** Sr. Assoc Dean of Students for Equity & Inclusion will review Racial Climate Survey Data and identify gaps, trends and opportunities to review polices/practices/procedures that may disproportionately affect BIPOC students.
- **By October 2022:** Sr. Assoc Dean of Students for Equity & Inclusion will meet with the heads of each area to develop a departmental strategic plan focused on supporting marginalized students and building ADEI capacity among staff.
 - (indent) [Initial Survey of what is taking place data can be found here.](#)
- Increase understanding of the role of identity development in the student experience

- Address increased prevalence of developmental immaturity as a result of pandemic
- Find a better balance between challenge & support

Goal 3D *Reassess the Butler Center*

- The Butler Center was reassessed in 2019 with new leadership and focused direction in 2020.
- From 2020-2022, programs have been assessed and relationships repaired by current staff and in July of 2022, a newly configured Butler Center and Senior Associate Dean of Equity & Inclusion has been actualized. [Please See attached document for details.](#)