Colorado College

Antiracism Commitment

AY 22-23 Student Life Division Action Plan

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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.