

Background

In Fall 2018, Colorado College underwent an external review of racism conducted by Roger Worthington, Ph. D., Executive Director of the Center for Diversity and Inclusion in Higher Education. A final report and recommendations were delivered in May 2019.

During the summer of 2019, a small group with representation from the faculty, student body, Board of Trustees, and administration met to draft the goals, strategy, timeline, and metrics for CC’s work going forward. The college developed an antiracism implementation plan, captured in the document, “Our Plan to Become an Antiracist Institution” (first published in November 2019). CC’s antiracism goals, as described in the document, are as follows:

- Goal 1: Make diversity, equity, and inclusion central to college leadership
- Goal 2: Establish antiracism, equity, and inclusion as foundational to our community expectations
- Goal 3: Invest in student antiracism resources and efforts
- Goal 4: Support and engage all faculty and staff in antiracism work
- Goal 5: Make antiracism a central value in CC’s academic and co-curricular programs
- Goal 6: Increase compositional diversity of CC community
- Goal 7: Make antiracism central to CC’s communication

In Fall 2021, our antiracism “plan” became an antiracism “commitment,” shared by all members of the CC community. Toward that end, in Spring 2022, divisional vice presidents were asked by President Richardson to begin antiracism action planning within their units, to commence Fall 2022.

Goal 2, Initiative 2 *Review and revise the college mission and core values.*

Action Plan:

- Update of the college mission statement and values; align with president's vision; updated core values will guide work ADEI; communications strategy must be rooted in values (end of AY 22-23)

Goal 1, Initiative 1 *Conduct a communications audit to examine communications on ADEI*

Action plan:

- Communications conducted a review of the report; related action plans need to be more broadly/continuously disseminated to campus – [accessible here with CC login](#) (completed Dec. 2021)

Goal 7, Initiative 2 *Highlight achievement and contributions of community members from marginalized groups*

Action plan:

- Develop communications strategy to regularly share stories of community members belonging to marginalized groups: *Bulletin*, *Around the Block*, new stories, in photography, and social media. Relevant stories to be shared at least once a block (ongoing/in-progress)
 - Need to hire writers/editors in Comms/Marketing for sustainable implementation
- Training for Communications & Marketing staff to understand and implement communications using an antiracist and anti-oppression lens
 - Normalizing consistent and relevant ADEI communications requires staff to build confidence and capability among staff; Comms & Marketing will then train college community; activities to date include team discussions around reading texts (*How to Be Antiracist* by Kendi; *The Conversation* by Livingston) and viewing videos (*Coding Bias*, 2019; *Black Freedom, History, & Love* Masterclass series, 2021). (ongoing/in-progress)
 - Needs: funding for training; time committed for team to participate; partnerships with on-campus scholars and resources

Goal 7, Initiative 3 *Develop antiracist strategic communications plan, including creating shared understanding and building support for plan, and keeping college community informed.*

Action plan:

- Antiracism implementation Plan and booklet created (Fall 2021)
- Antiracism Implementation Plan Progress Updates disseminated to campus/alumni community and progress will be continually shared (AY2021-22/ongoing)
- A plan is underway to replace the Master Communications Plan (released in 2016) with an extensive communications strategy that

will include ADEI elements, which will align with updates to the Colorado College brand (led by new VP for Communications & Marketing) and guiding vision from the president. This document will be iterative and routinely updated. (Summer 2023)

- Develop communications plan to share a robust glossary of terms (consolidate existing glossaries) — to create shared understanding of important and relevant ADEI terminology; create definitions that work for the CC community; enhance terminology with graphics and video; finalize several definitions of "antiracism" that the college will use to inform, guide, and frame ongoing work (AY2022-23)
- Update CC History Timeline to integrate pivotal ADEI moments, contexts, and developments — include 5-10 entry points per year (in-progress/ongoing)
- Develop visual map of all progress aspects—map progress points as they relate to the major goals of the plan. Develop small blurbs as to why certain events, programs, and initiatives meet the antiracism commitment and why campus community and constituents should care. (in-progress/ongoing)
 - In partnership with ADEI team, AVP Institutional Planning & Effectiveness, Antiracism Commitment Committee
- Create and implement Belonging Campaign: Install campus-wide messaging on street banners, posters, digital screens, etc., promoting belonging for students and other community members from marginalized and minoritized groups (Summer-Fall 2023)

Action plan:

- Collaborate with ADEI leadership team and Communications to develop protocols for “holiday” observance communications (Fall 2022)
- Collaborate with President’s Office to revise antiracism website for clarity, accuracy, and navigational ease (AY 22-23)