

Colorado College  
Antiracism Commitment  
Divisional Priorities – Dean of the Faculty Administrative Division

**Priority #1** Goal 4: Support and engage all faculty and staff in antiracism work

**Action plan:**

- a. Continue the review and revision of the faculty handbook through an antiracist framework [ongoing, year 2].
- b. Recognize and celebrate work doing in pedagogy, teaching, and advising in support of ADEI commitment. New grants and awards are being considered [ongoing, to launch in academic year 2022-23]
- c. The Faculty Executive Committee (FEC) and Crown Center will co-host a series of [antiracism action faculty fora](#) for discussing faculty work in the various goals Antiracism Implementation Plan. [Block 2: Goal 2, Establish Antiracism, Equity, and inclusion as Foundational to Our Community Expectations; Block 3: Goal 3, Invest in Student Antiracism Resources and Efforts; Block 4: Goal 4, Support & Engage all Faculty & Staff In Antiracism Work; Block 5: Goal 5, Make Antiracism A Central Value in CC's Academic and Co-curricular Programs; Block 6: Goal 6, Increase Compositional Diversity of CC Community]
- d. Continue work on continued improvement of the Bridge Scholars Program, in collaboration with Butler Center and Student Life staff, Student Learning Support and Advising staff colleagues [ongoing].

**Priority #2** Goal 5: Make antiracism a central value in CC's academic and co-curricular programs

**Action plan:**

- a. Continue and support the Crown [Instructional Coaching Program](#), where faculty develop inclusive pedagogies. [ongoing]
- b. Create opportunities for continued learning about antiracism in learning and teaching, for example via the [Liberatory and Critical Pedagogy discussion group](#) [ongoing], employee [initiated learning circles](#) [ongoing]
- c. Continue to support the development of new courses and revision of existing courses for Equity and Power general education requirement via annual Office of the Dean of the Faculty summer curricular grants [ongoing], and new courses that will take on equity and power approaches in the Creative Processes category, funded by the Mellon Foundation grant [ongoing]
- d. Provide an intentional series of workshops and events for instructors to learn about new developments in inclusive pedagogies [ongoing], such as [alternative grading strategies](#) [January 2023].
- e. Provide supportive feedback to each department and program to help them advance their unit goals in antiracism. Departments and programs establish their goals, take action, and submit annual updates. Each department work on their priority areas – for

some it is pedagogy, for others it is a revision of their curriculum, and yet others work on department community and communication transparency and collaboration.

[ongoing]

**Priority #3** Goal 6: Increase compositional diversity of CC community

- a. All tenure track search committees must go through the [4-step ADEI in Hiring professional development](#) module that start with preparation for recruitment and posting and ends with creating an inclusive workplace for the thriving of the new colleague [ongoing]. The modules will continue to be updated with new resources and research (e.g., link to national data on diversity in the hiring pool, link to resources on soliciting and evaluating diversity statements) [fall 2022].
- b. Support the onboarding of both tenure-track and visiting faculty via the [Mentoring Alliance Program](#), Crown Center programming for new faculty as well as for pedagogy development, regular meetings with the community of visiting faculty.
- c. Continued improvement in providing clear articulation of procedures and standards for major faculty reviews (third-year, tenure and promotion, promotion to full, promotion to senior lecturer) [ongoing]
- d. Review and evolve the annual and biennial faculty performance review procedures [ongoing work to begin with FEC in Fall 2022, broad comment and improvement in Spring 2023, potential implementation in 2023-24]
- e. Improve workplace climate and general capacity for courageous conversations on matters of ADEI and other topics by supporting leadership development of department chairs and program directors via a CC custom leadership program and leadership coaching via Academic Impressions [launched, year 1 in 2022-23].