



# Human Resources Anti-Racism Action Plan

## Background

In fall 2018, Colorado College underwent an external review of racism conducted by Roger Worthington, PhD, 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 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.

**Anti-racism Goal(s) Addressed:**

- 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 4: Support and engage all faculty and staff in antiracism work
- Goal 6: Increase compositional diversity of CC community
- Goal 7: Make antiracism central to CC’s communication

Specific	Measurable	Ambitious	Realistic	Timely
Train HR staff in Anti-Racism principles and foundational concepts in preparation for collaborative ADEI work. Conduct foundational training covering terminologies, systems thinking, and areas of opportunity.	Record the attendance of participants and knowledge gains.	This training helps to level set in preparation for critical work involved in the establishment of organizational justice.	Attainment of this goal requires coordination of schedules, general capacity, and active participation. Support from Assistant Vice President for Staff Equity & Inclusion	November 2022
Collaborative completion of the HR assessment tool to assess needs of ADEI alignment in the areas of recruitment and hiring, benefits and work conditions, assessment and promotion, meetings and social connection, and learning and growth.	Tool is completed with data in each of the identified areas of the tool. Achieved through one-on-one interviews with responsible staff to collect qualitative data on each area.	Identifies the complex components of the systems to identify the impact on the whole and determine best approaches to address systemic racism.	Attainment of this goal requires coordination of schedules, general capacity, and active participation.	December 2022
Develop consensus about short term and long term goals to effectively operationalize action steps and quality progress.	Addendum of division plan to incorporate additional priorities after completion of HR assessment.	Assessing the current state and opportunities to address systems that create racist outcomes can be uncomfortable and challenging. It is	This approach allows for the development of meaningful priorities and accountability that aligns with general capacity of the HR team.	January 2023

		necessary to identify areas of diverse impact, encourage intentional planning, and enhance performance excellence.		
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**Values Covered:**

- Serve as stewards of the traditions and resources of Colorado College
- Seek excellence, constantly assessing our policies and programs
- Value all persons and seek to learn from their diverse experiences and perspectives
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**Modern Think Areas Addressed:** Collaboration, performance management, and communication