

Colorado College
Antiracism Commitment
AY 22-23 Office of the President 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 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 2A *Review and revise college policies, procedures, handbooks, and practices.*

Action Plan:

- Building on the work of the 2020 non-personnel policy review team, and in collaboration with ADEI Leadership, continue to evaluate and update non-personnel policies through an ADEI lens. In addition, identify and recommend new policies that the college should have in place to support its ADEI efforts and the overall mission and vision of the college (AY 23-23)

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

Action plan:

- Beginning with core values, work backwards to determine what we believe in (core values), what we are working toward (vision) and how we intend to achieve it (mission) (completed summer 2022)
- Create a Board Special Project Team (SPT) to explore the institution's vision and mission (AY 23-24)

Goal 4 *Support and engage all faculty and staff in antiracism work*

Action plan:

- Include all members of the President's Office in divisional antiracism action planning (completed summer 2022)
- Create a President's Office ADEI "book club" and "documentary club" (fall 2022)
 - Encourage participation in campus-wide ADEI book club (AY 22-23)
 - Encourage knowledge growth through documentaries, PDC programs, podcasts, lectures, etc. Maintain a list of suggested movies, podcasts, TED Talks, etc., that members of the office can add to overtime on the MS Teams site (AY 22-23)
- Seek out and encourage members of the President's Office to participate in ADEI professional development opportunities. Examples include the LACRELA eCovenings, Excel@CC, Academic Impressions, national higher education organizations, etc. Ensure that office resources are available for development programs that come with a cost (AY 22-23)

Goal 4A *Develop evaluation criteria and reward systems to ensure that antiracism work is considered in annual reviews for faculty and staff*

Action plan:

- Collaborate with HR to adapt performance review processes to include an ADEI continuing education component and an ADEI action component (AY 22-23)

Goal 4E *Staff professional development as they relate to antiracism efforts will be assessed and modified, and incorporated into employment processes*

Action plan:

- Develop and disseminate annual professional development planning templates (summer 2022)

- Work with HR to adapt performance review processes to include professional development goals and achievements (first internally, perhaps as a pilot that can be extended to campus) (fall 2022-spring 2023)

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

Action plan:

- Each cabinet member was asked to create divisional antiracism action plans for the upcoming 1-3 years (completed summer 2022)

Goal 6E *Ensure the college's changing demographics are reflected in the Board of Trustees and alumni and parent groups*

Action plan:

- Work with Board governance subcommittee to review and revise the Board recruitment processes (AY 22-23)

Goal 7A *Conduct a communications audit to examine communications on diversity, inclusion, and antiracism, as well as discourse.*

Action Plan:

- IPE Office will annually evaluate, revise, and add to the college Diversity Dashboards and CC Facts Dashboards, as well as other data-sharing mediums, to reflect the goals of the antiracism plan and the college's aspirations for diversity, equity, and inclusion. The IPE will collaborate with ADEI leadership and other internal and external resources for best practices in sharing institutional data in the aggregate, disaggregate, and intersectionality of community demographics, student outcomes, and other metrics (begin AY 22-23)
 - Review data presented through the college's Diversity Dashboards and CC Facts, with the intent of expanding data presentations to include disaggregated data, and expand the scope of metrics where possible (fall 2022)
- IPE Office will annually evaluate the language used in institutional survey questions and emails for ADEI best practices. Related, survey results will be analyzed and presented in the aggregate, disaggregate and intersectionality as the results will allow (begin AY 22-23)

Goal 7C *Develop an antiracist strategic communications plan, including creating a shared understanding and building support for the plan, and keeping the college community informed*

Action plan:

- Collaborate with Communications to revise antiracism website for clarity, accuracy, and navigational ease (AY 22-23)
- Post divisional antiracism plans annually (begin Block 1 2022)
- Ensure the Antiracism Commitment Committee (ACC) has a clear charge that empowers the committee to evaluate the plan and monitor progress toward its goals. Post charge (Block 1 2022)
- Collaborate with the Diversity and Equity Advisory Board (DEAB) to revise their website (AY 22-23)
- Ensure the Diversity and Equity Advisory Board (DEAB) has a clear charge that supports the implementation of the plan. Post charge. (completed Block 1 2022)