

WORK PLAN FOR ANTI-RACIST ACTIONS

Updated 3-10-21

Anti-Racist Actions	Convener/s	Committee Members	Updates (Progress, Timeline, Expected Outcomes, etc.)
1. Communicate our diversity and inclusion story and anti-racist plans	Rosalyn Collins/Kyra Shahid Doug Ruschman	Janice Walker Daina Martin Aleshia Zoogah Samiya Jackson	Daina Martin (Marketing and Communications) collaborated with Kyra Shahid (CDI) and Janice Walker (OIDI) in Fall 2020 to plan for creating an anti-racism website. Suggestions were shared for formatting the content. Work has resumed, and a joint meeting of the Brand and Marketing and D & I Committees of the Board of Trustees will take place in May.
2. Amplify connection between Jesuit social justice mission and civil-rights activism	Janice Walker	Joe Shadle Debra Mooney Tom Strunk Wendy Maxian	Committee members agreed to function in an advisory capacity to individuals and groups desiring assistance to “amplify” the connection between Jesuit social justice mission and civil rights activism. Articles will also be posted monthly in Today at Xavier that would heighten this connection.
3. Increase underrepresented student population	Kelly Pokrywka Linda Schoenstedt	Mike Garcia Lauren Parcell Marco Fatuzzo Dalia Diab Kimberly Dulin Doug Ruschman Shawn Schuler Student Rep	The SMEP (Strategic Master Enrollment Plan) Committee will subsume this action. The EMSS Diversity and Inclusion Committee is also meeting to brainstorm and draft a series of actionable proposals focused on recruiting and retaining underrepresented students that will be shared with the SMEP Committee.
4. Increase underrepresented faculty and staff	Janice Walker Nike Cline-Bailey	Paul O’Hara Tracey DuEst	The conveners exchanged ideas and solicited ideas from other committee members. The committee will begin collecting demographic data by college/department/division and, upon release of the Excellence in Recruiting and Hiring Training, monitor the rollout, experience of users and results of searches. Hosting quarterly meetings of Equity Advisors was also suggested for making improvements in the training.
5. Continue enhancing the diversity of external boards and councils	Gary Massa	Paul Fiorelli Kate Lawson Leigh Ann Fibbe Becky Jackson	The committee drafted and sent a letter to various offices and groups (e.g., Dean’s offices, Athletics, Student Affairs, and Admissions) inquiring about the existence of Advisory Boards. The starting point for advancing the discussion will be to determine what advisory groups exist and how diverse their memberships are.
6. Recruit/identify support for students of color in various offices	Dave Johnson Rosalyn Collins	Mike Garcia Mason Rick Jadyn McQueen	A pre-meeting with the conveners and the CDIO took place, and a meeting for the full committee is being scheduled. A first task is to determine the

			campus offices that directly support student development, well-being and success.
7. Create a commission to respond to concerns of students of color	Dave Johnson Janice Walker	Jean Griffin Faculty and Staff (as appropriate for the discussion)	As a response to student concerns on campus, CAUS (Commission for the Advancement of Underrepresented Students) was formed to address situations and issues identified by the students. Students have chosen five priority areas to work on this semester: academic advising and classroom climate, funding for affinity-based clubs and orgs, financial aid and assistance for SOC, campus culture, and bias reporting and response systems. At least one meeting will occur each month for all CAUS students and staff.
8. Establish stronger retention programs for faculty and staff	Two committees: Anna Ghee (faculty) Tracey DuEst (staff)	Wendy Maxian Nadia Logan Daina Martin Janice Walker Nike Cline-Bailey	Various mentoring models for Xavier staff were discussed. The first steps will be to explore the following: (1) modifying HR's current Companion program, (2) utilizing Shades of X, (3) partnering with the Black Alumni Association, and (4) utilizing specific XLC courses. The AFFIRM mentoring program (for junior faculty) is up and running. At the end of the academic year, suggestions by mentees and mentors will be reviewed for implementation. A Faculty of Color (FOC) Task Force has also been meeting with the CDIO to focus on the challenges and experiences of tenured FOC.
9. Continue to build a campus free from bias and harassment	Kate Lawson Connie Perme	Tracey DuEst Mason Rick Student rep/CAUS	The committee reviewed actions underway and discussed the structure of the current reporting and response systems and how the systems for reporting non-sex/gender-based bias, harassment, and/or discrimination have significant opportunities for growth. Establishing a position of equity officer and/or office that would serve as a central resource and single intake point for all forms of bias, harassment, and discrimination was embraced. The committee discussed developing core anti-racist competencies that would be expected of all Xavier employees. Next steps are to (1) explore conversations with external companies that could be engaged to assess XU's internal policies and practices with a racial equity lens, and (2) search for equity officer position descriptions.
10. Assist faculty in their resolve to create an anti-racist curriculum	Suparna Chatterjee Anna Ghee (OIDI)	Paul O'Hara Cara Pickett, CTE Director College D & I Committee Chairs Niamh O'Leary, FYS Director	The conveners have scheduled a meeting with the assistance of the Faculty Committee. Participants have been asked to reflect on selected questions prior to the meeting.

11. Assess the current model of community safety	Rob Warfel	Jean Griffin Molly Dugan Paul Fiorelli Desmond Varner Dennis Eng, Asst. Chief	The XUPD Policy and Procedural Review Committee's first meeting focused on training provided to XUPD Officers and highlighting existing XUPD policies that comply with the Ohio Police Collaborative and align with Lexipol, a standardization and risk management program. The next meeting will focus on the most common XUPD interactions with the Xavier University community. Furthermore, by then, every XUPD employee should have engaged in an 8-hour training (<i>How Can We Be the Best of Humanity Today? A Case Study for Law Enforcement</i>) that was created by Chief Rob Warfel in collaboration with the Mayerson Academy and the Holocaust and Humanity Center.
12. Use racial equity lens to assess/audit internal policies and practices	Janice Walker Becky Cull	Tracey DuEst Anna Ghee Molly Dugan Aaron Meis/Kelly Pokrywka Student rep/	The committee is evaluating the merits of (1) hiring a consultant to conduct training that would enable participants to use an anti-racism lens to analyze and revise existing policies, programs, practices and services; (2) employing an organization to collect and review demographic and personnel data and qualitative employee feedback, develop a baseline scorecard, and write a written report with findings and recommendations for enhancing inclusive and equitable outcomes; or (3) carrying out both (1) and (2).

Convener - Calls and leads the meeting

Committee - Determines outcomes, measures and completion date