

Racial Justice Taskforce

December 4, 2020/1:30-3:00pm

AD

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*Be visible Open, honest conversation Listen to learn Share airtime Be present in the conversation
Be open to new perspectives Establish level of confidentiality Call in culture Lean into discomfort
and be brave No titles, no positions*

- I. Welcome & Introductions
- II. Student Voice (3-5 mins)
 - a. Reaction to student survey
 - b. What is the single most important thing a college must do to retain students of color?
- III. 10-Point Plan to Address Anti-Blackness Workgroup

Progress / Next steps / Support needs / Meeting schedule

 - a. Workgroup A – Lift Black Voices (#2)/Build a Culture of Commitment to Eliminate Anti-Blackness (#10)
 - b. Workgroup B – Critically Examine Student Conduct & Discipline Data (#4)/Address Anti-Blackness in Campus and School Policing (#5)
 - c. Workgroup C - Acknowledge the Past and Revisit the History of Anti-Blackness (#1)/Address Anti-Blackness in Campus Culture (#3)
 - a. September 26: Reform or Dismantle? Beyond Diagnosing Racism!
 - b. October 24: "Compounded Oppression: Sisters Circle"
 - c. November 21: Transitioning from Anti-Blackness to Pro-Black

VI.

Next taskforce meeting – January 8, 2021 (proposed 2nd Friday)



- Identify racial inequities and dismantle racist practices in our institution for students and employees
- Inward assessment to examine where and how systemic racism is affecting our students and employees
- Audit classroom climate and create action