



HNU Anti-racism Action Plan

Last updated January 22, 2021

Pledge: Recognizing that institutional racism in the form of policy, micro-aggressions, and silence disproportionately impacts Black, Brown, and Indigenous People, the HNU staff and faculty commit to this action plan to establish an antiracist institution. We recognize that systems of oppression are perpetuated both by specific actions and by inaction and passivity. As educators and allies, we will address the root causes of the inequities that result from institutionally racist policies and practices. Drawing upon the SNJM Core Value of dedication to justice we choose not to accept these conditions as they exist, and to accept the responsibility for changing them.

Action Plan:

Action 1: Academics				
<i>Action Code</i>	<i>Action Item</i>	<i>Initiative Lead</i>	<i>Cabinet Accountability</i>	<i>Status</i>
1.1	Each School will host an event this year focusing on anti-racism	Deans	Sheila Smith McKoy	Ongoing
1.2	Establish specific diversity and inclusion protocols for all faculty searches; require every search committee to complete training with dean and provost before they begin their work	Sheila Smith McKoy	Sheila Smith McKoy	Ongoing
1.3	From the Academic Strategic Plan: Create an Ethnic Studies Major	Kimberly Mayfield and Kim Bowers	Sheila Smith McKoy	Completed
1.4	From the Academic Strategic Plan: Foster a culture of diversity and inclusion by increasing the number of faculty of color by funding post-doc positions, creating a professor of practice rank to attract Oakland-based experts from communities of color, and setting inclusive metrics for each hiring pool.	Deans	Sheila Smith McKoy	Ongoing
1.5	Contribute one social justice-based campus-community seminar linking with another college or university	Sheila Smith McKoy	Sheila Smith McKoy	Ongoing
1.6	Launch the Provosts' Social Justice Fellows Program on campus	Sheila Smith McKoy Laura Lyndon	Sheila Smith McKoy Laura Lyndon	April 2021

Action 2: Campus Climate

<i>Action Code</i>	<i>Action Item</i>	<i>Initiative Lead</i>	<i>Cabinet Accountability</i>	<i>Status</i>
2.1	Centralize the reporting of bias, harassment, and discrimination through the development of a process that robustly addresses documented incidents and defines support and follow-up for those who were impacted by the incidents.	BIRT	Laura Lyndon	Completed
2.2	Expand representation and visibility of HNU's Bias Incident Response Team and include students in the team's membership.	BIRT DEI Committee	Laura Lyndon Sr. Carol	In progress Spring 2021
2.3	Work across all institutional departments to define strategies specifically focused on improving the Black student experience at HNU	Retention Committee	Laura Lyndon Elizabeth O'Brien	Ongoing
2.4	Employ inclusive language in all stakeholder communications.	Sonia Caltvedt DEI Committee	Sonia Caltvedt Sr. Carol	DEI will address in Spring 2021
2.5	Share anti-racist/DEI work on campus, continue to highlight the stories and achievements of black and brown students and alumni.	Stephanie Silva Sonia Caltvedt Kelsey Lindquist	Sonia Caltvedt Mary Boivin- McGhee	Ongoing

Action 3: Policies and Practices

<i>Action Code</i>	<i>Action Item</i>	<i>Initiative Lead</i>	<i>Cabinet Accountability</i>	<i>Status</i>
3.1	Transition the temporary test-optional admissions policy adapted for COVID-19 to a permanent change effective with the fall 2021 class.	Elizabeth O'Brien	Elizabeth O'Brien	January 2021
3.2	Develop an advisory group to audit institutional policies, identify practices that structurally reproduce discrimination and racism, and suggest revisions to those practices for future implementation.	Retention Committee HR	Laura Lyndon Elizabeth O'Brien Rob Kinnard	Begin Spring 2021
3.3	Institutionalize inclusive hiring practices through mandatory anti-racist training for all staff and faculty serving on search committees.	Human Resources	Rob Kinnard	Online training available
3.4	Identify, monitor, and regularly review indicators of diversity at all levels of institutional leadership (board, faculty, staff, cabinet).	Mike Groener John Hofmann	All	Ongoing
3.5	Implement regular anti-bias, conflict resolution, and cultural humility training for all faculty and staff, including those in student facing roles. Ensure equivalent training is provided to staffing through third party vendors (Campus Safety, Dining, Custodial Services).	Area VPs Campus Safety Director Pat Barton	All	Reviewing online courses for training
3.6	Distribute to all third-party vendors HNU values and positions regarding anti-racist practices and non-discrimination policies.	Campus Services IT	Luis Guerra William Wanker	Ongoing

Action 4: Engagement

<i>Action Code</i>	<i>Action Item</i>	<i>Initiative Lead</i>	<i>Cabinet Accountability</i>	<i>Status</i>
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4.1	Hold quarterly forums to discuss how leadership can work to identify and address racism within our community.	Cabinet	Mike Groener	Ongoing
4.2	Partner with ASHNU to create listening sessions for students to share experiences, provide feedback on campus climate and identify meaningful anti-racist actions.	Laura Lyndon ASHNU President	Laura Lyndon	In progress Spring 2021
4.3	Partner with Oakland based organizations committed to anti-racism to create opportunities for student engagement and activism.	Campus Wide	Sheila Smith McKoy Mary Boivin-McGhee Laura Lyndon	Ongoing
4.4	Provide resources and support for identity-based staff and faculty groups to promote equity and inclusion.	DEI Committee Staff Council	Sr. Carol Rob Kinnard	DEI will begin in Spring 2021
4.5	Convene discussion and reading groups to engage students, faculty, staff, and alumni, in facilitated discussion and reflection sessions related to anti-racism and activism work.	Student Affairs Staff Council Alumni Relations	Laura Lyndon Mary Boivin-McGhee	In progress
4.6	Establish an HNU Resource page with action-oriented resources for anti-racism education that includes readings, media, a glossary of relevant terms, etc.	DEI Committee	Sr. Carol	Completed August 2020
4.7	Develop and implement Soaring Towards Justice Speaker Series for campus and community stakeholders.	Communications Committee	Sheila Smith McKoy Mary Boivin-McGhee	Ongoing
4.8	Establish the Paul and Gay Cobb Center for Urban Studies	School of Education – Kimberly Mayfield	Sheila Smith McKoy	March 2021
Action 5: Assessment, Research, and Evaluation				
<i>Action Code</i>	<i>Action Item</i>	<i>Initiative Lead</i>	<i>Cabinet Accountability</i>	<i>Status</i>
5.1	Conduct a Diversity, Equity, and Inclusion Assessment of HNU to establish baseline measure of organizational “health”	John Hofmann DEI Committee	John Hofmann	February 2021
5.2	Summarize the findings of the institution’s 2016 Campus Climate Survey (students, faculty, and staff) and launch a new survey during the Spring 2020-2021 semester.	John Hofmann	John Hofmann	February 2021
5.3	Conduct ongoing analysis, evaluation, and reporting of disproportionate impact on student outcomes (course completion, grades, retention, graduation, time to degree) and measures of student satisfaction (courses, student services, advising) based on gender, ethnicity, and other categories	John Hofman Deans	John Hofmann	Ongoing
5.4	Conduct research that helps to understand and mitigate factors that contribute to disproportionate impact of student outcomes	John Hofmann Deans	John Hofmann	Ongoing