

SP&E Social Justice Action Plan – 2020-2021

Goal #1: Support Black-affirming student organizations and cultivate more inclusive student spaces

1. By August, the department will collaborate with other interested departments to convene an Identity and Advocacy Organizations presidents council made up of the presidents of each of the Identity and Advocacy (formerly cultural) student organizations. This council will meet regularly, pursue opportunities to collaborate, and will provide voice to Student Programs & Engagement staff on important issues. This council will also be responsible for allocating a new specific set of supplemental funds to social justice-based programming on campus.
2. The department will establish a new, dedicated budget to be allocated to campus programs that focus on social justice topics and goals. This budget will be administered by the department; however, funding decisions and how to allocate the budget will be decided by the Identity and Advocacy Organizations presidents council (see above).
3. The department will develop and implement training sessions for faculty/staff advisors to student organizations that focus on themes of multicultural competency and inclusive advising. We will communicate this expectation to all advisors, and our goal is for 100% advisor compliance by the end of the academic year.
4. The department will partner with key campus departments to support the success of Black students and organizations through a variety of collaborative initiatives. For example, this may include working with the MCC to support and enhance programming or dialogue opportunities in the Cultural Lounge.
5. By December, the department will audit the various spaces it oversees (physical spaces, such as the Student Center; digital spaces, such as HYPE marketing efforts, etc.) to identify existing barriers as well as how to enhance sense of belonging and inclusion for Black students in those spaces.

Goal #2: Facilitate staff training and development in the areas of racial and social justice

1. By September, staff members will set individual goals in alignment with our Social Justice & Inclusion professional competencies, specifically focusing on personal learning and development on issues of race. Performance with respect to these goals will be evaluated in alignment with existing HR processes.
2. Each month, staff members will engage as a team in at least 1.5 hours of focused, guided professional development discussions on race, Black student identity, and multicultural competence. Topics for conversation each month will be informed by current events, industry knowledge and best practices, and experiences on our own campus.
3. By the end of the year, staff will engage in internal and external professional development opportunities that serve to educate individuals to be better allies and advocates for Black students specifically, and underrepresented students more generally. These opportunities may include

webinars, conferences, and program presentations.

4. By the end of the year, each staff member will also contribute to other professionals' learning and development on issues of racial justice. This may include facilitating a training session, submitting program proposals, or contributing to industry research and writings.

Goal #3: Adopt anti-racist departmental policies, processes and practices

1. By December, the department will review and revise or eliminate entirely any departmental policies, processes and practices that may create barriers for Black students, students of color, and/or identity and advocacy (formerly cultural) student organizations. This review, revision, and elimination process will include representatives from these organizations. Policies, processes, and practices to be reviewed include, but are not limited to, the Student Organization Guidebook, Party Policy & CPB Policies, Fraternity & Sorority Life Standards and other policies, event policies and practices, the poster policy, and other procedures.
2. By March, the department will incorporate University, Division of Student Affairs, and departmental strategic elements related to diversity, equity, belonging, identity awareness, and inclusion into new and more specific strategic plans for our department's functional areas. These concepts, values, and goals will be included in strategic planning documents for: Student Organizations, Student Employment, Fraternity & Sorority Life, the Student Center, Campus Events & Traditions, Marketing.
3. By August, the department will create a directory of Black-owned businesses and vendors, working with the Purchasing department, and will incorporate and track use of these vendors in departmental and student organization programs throughout the year.
4. The department will create an annual report on social justice initiatives, documenting the actions it has taken to implement this Social Justice Action Plan. This report will be publicly available and communicated transparently to key stakeholders, including students, by July 1, 2021.
5. The department will incorporate anti-racist, socially just, and more inclusive assessment practices related to use of services, student learning, and student engagement with respect to our department's offerings. This includes more consistent measurement of demographic information for membership statistics, better understanding perceptions of belonging among communities of color, as well as obtaining data on White student learning in the areas of identity awareness and dialogue to make informed decisions on where to improve programs, policies, and practices.

Goal #4: Provide educational social justice programs for students

1. The department will continue and expand dedicated equity and inclusion trainings for members of student organizations, fraternity & sorority life, and student employees. This will include increasing the number of students to whom these sessions are offered, expanding mandatory training requirements for specific student groups, and developing training content specific to racial justice and Black identities.
2. The department will provide specialized learning and training opportunities for interested student organizations in order to address their specific diversity, inclusion, and equity needs.

3. The department will continue its annual community-wide speaker event tradition, and this year's speaker will be selected based on relevance to topics of Black identity and culture. Additionally, this year, the program will focus on increasing the student role in speaker selection, enhancing how we are documenting student learning as a result of the program, and increasing student attendance at the program.
4. In addition to student group focused and community-wide educational program opportunities, the department will also introduce more regular small-scale educational opportunities. This may include establishing book/movie clubs related to anti-racist books and films, dialogue-based programs, discussions related to current events, and collaborative new programs.