



To: President Barry Maloney
From: Diversity, Equity, Inclusion and Justice (DEIJ) Committees
Subject: End of Academic Year 2022- 2023 Unified DEIJ Recommendations
Date: April 24, 2023

Intentional institutional collaboration among the University's Diversity, Equity, Inclusion and Justice (DEIJ) Committees (Advisory Committee for Equal Opportunity, Diversity and Affirmative Action; Bias Incident Response Team; Campus Climate Committee; LGBTQ+ Advisory Group; and the Multicultural Programming Committee Anti-Racism Subcommittee) results in this combined report of the work and recommendations of the respective committees. Although the charge of each committee is unique, all share underlying principles and values of increasing student engagement, providing transparency and accountability, and viewing all campus operations through the lens of diversity, equity, inclusion, intersectionality and social justice. Continued funding is essential to the ongoing success of the University's Diversity, Equity, Inclusion and Justice work. We have made significant strides; however financial resources are necessary to meet the requirements of the University's Strategic Plan, the DHE's New Undergraduate Experience and Strategic Plan for Racial Equity; as well as the recommendations below.

Advisory Committee for Equal Opportunity, Diversity and Affirmative Action

Co-Chairs: Charlotte Haller and Fran Manocchio

- Fund the Staff Navigator for Equity position with Julie Kazarian, Vice President of Student Affairs as the executive sponsor (See Appendix 1 on the committee's report).
 - Assist with recruitment and retention of BIPOC staff.
 - Provide mentoring and support.
 - Demonstrate commitment of the University based upon the funded Faculty Fellow for Equity position.
- Reinvigorate the mini-grant program
 - Increase award from \$300 up to a maximum of \$1,000.
 - DEI Office to designate \$5,000 for AY 2023 – 2024 to be used toward mini-grant programming.

- Develop outreach strategies for student organizations, faculty and staff in order for the WSU community to be informed about the mini-grant opportunity.
- With increased outreach and marketing, and a larger award, we call on the President's Office to match the commitment of the DEI office with an additional \$5,000 towards this valuable program.

Bias Incident Response Team

Co-Chairs: Erika Briesacher and Maureen Stokes

- Continue to provide regular training to committee members to ensure knowledge and skill-base is up-to-date to meet new challenges of the committee's work.
- Seek new ways to inform and engage the campus community on how to report bias incidents on WSU owned or operated property.
- Create a plan to routinely update the campus on BIRT actions so that it is routine and not reactive.

Campus Climate Committee

Co-Chairs: Alex Briesacher and Edgar Moros

- Request that the call for the committee be announced in the previous Spring semester.
- Request that committee appointments occur for rotating two-year terms.
- Request to allow for student recommendations to expand student participation on the committee.
- Run the survey in the Fall semester instead of the Spring semester.
- Audit of ways in which students receive information.
- Create a list of offices and resources that may need more highlighting within campus mediums.
- Promotion of Student Voices for Campus-Marketed Resources.
- Create an Academic Calendar/Booklet that has a listing of events and resources within academic departments.
- Utilize the Office of Multicultural Affairs as a Student Hub for Diversity.
- Formalize current initiatives within the Budget (for example, CTL Diversity position).
- Construction of Training and Mentoring for Faculty and Staff (with New AVP Employee Services).
- Expand and Support Cafecito-type Groups on Campus/Cafecito type promotion within Departments.
- Promotion of a weekend/online orientation option for incoming students.



- Expansion and promotion of diversity talks/roundtables from campus faculty (similar to the work being done in IDS).
- Create multilingual signage.
- Greater involvement of commuter students.
- Explicit incorporation of DEIJ elements into all First Year Seminar courses.
- Training to prepare non-Humanity faculty to have diversity discussions within the classroom.
- Continuous review of DIV courses to prevent the expansion of a DIV label into courses that may not cover DEIJ issues as deeply and thoroughly as DIV was envisioned to cover.
- Potential expansion of DIV nuance (previously DAC was overrun with Race courses with few courses covering sex, gender, sexuality, religion, and disability).
- Co-curricular learning opportunities for students to engage with people in a community lens.
- Encouragement of Affinity-Based research/task groups especially in department of low retention for specific populations.
- Incorporation of recruitment of diverse faculty from race, sex, gender, and sexuality-based organizations within fields.
- Promoting Departmental Advising to increase contact between students and their departments.

LGBTQ+ Advisory Group

Co-Chairs: Drew Goins (incoming), Riley McGuire, and Sarah Strout (outgoing)

- Streamline the process to constitute the LGBTQ+ Advisory Group (and other DEIJ committees) so we can begin our work promptly at the start of the academic year.
- Include the Assistant Director, LGBTQ+ Resource Center / Deputy Title IX Coordinator as a standing committee member to continue coordinated institutional efforts.
- Secure a permanent space on campus to serve as the LGBTQIA+ Center, thereby providing a crucial, welcoming hub for our community members.
- Expand our curricular offerings that center LGBTQ+ experiences, histories, and theories.
- Continue to offer a diverse range of LGBTQ+ programming and continue to provide workshops on supporting LGBTQ+ students for faculty, staff, and student leaders.
- Continue using the Campus Pride Index to inform future efforts around LGBTQ+ community-building in collaboration with Residence Life, the Office of Alumni Relations and Engagement, and other campus partners.

- Participate in Chandler's Challenge and collaborate with Advancement in order to seek funding for a scholarship program for LGBTQ+ students.
- Provide a dedicated budget to the LGBTQIA+ Resource Center to support the above initiatives, the purchasing of supplies, regular events like Lavender Graduation, and other programming.

Multicultural Programming Committee, Anti-Racism Subcommittee

Co-Chairs: Laxmi Bissoondial and Aldo Garcia-Guevara

Human Resources

- Expand, develop and implement a calendar of workshops/trainings for APA, AFSCME, and NUP members specifically addressing cultural competence/race.
- Develop a system and process to evaluate, improve and sustain strengths within Human Resources customer service model by campus constituents with emphasis on onboarding, supporting, and service to ALANA/BIPOC staff/faculty.

Academic Classroom:

- Work with the Library to develop a curated set of resources such as videos/films that may support anti-racist curricular goals and focus on the asset model of the contributions of all ethnic groups to the United States.

Administrative/Student Service-Support:

- Elevate the positionality of this work so that representation and active participation/ membership is valued.
- Include in Student Affairs retreat and ongoing workshops to include a) book club and guided monthly meetings on conversations around race.
- Department Directors develop an evaluation tool that evaluates policies and initiatives for each department to assess for access, visibility, and transparency.
- Student Affairs- develop a statement of inclusivity and include specific language around commitment to our BIPOC/ALANA student communities.
- Office of Student Involvement & Leadership and the Office of Multicultural Affairs to design an academic year long in-service training and monthly meetings, for all affinity BIPOC student groups.



- Counseling Center-Multicultural Outreach Counselor to participate in OMA Brotherhood and Sisterhood affinity groups and co-host co-curricular programs within spaces occupied by BIPOC/ALANA students.
- Career Services to work with the Office of Multicultural Affairs to develop strategic initiatives and workshops to center career education, planning and development for BIPOC/ALANA students during their first year at Worcester State University.

Center for Teaching & Learning:

- Develop a yearlong series on anti-racist teaching and learning, and community engagement, working with models promoted by the MA Dept. of Higher Ed, and includes WSU faculty expertise.
- Develop a “clearinghouse” for guides, models, research, references, and additional materials made electronically accessible to faculty, staff and students.

Campus Cultural Programming:

- Decentralize and secure funding at the beginning of the fiscal year to include expansion and increase for the Multicultural Programming Committee to plan antiracism and multicultural programming.
- The Urban Action Institute, in collaboration with the Binienda Center, the LEI, and other externally facing departments develop resources for students interested in doing social justice and/or antiracist work in the community.
- Support Stand Against Racism Event April 2024.
- Support the N3EC Symposium on Antiracist Community Engagement (March 2024).

cc: DEI Co-Chairs
Maria I. Gariepy
Stacey Luster
Lois Wims