



DEI IMPLEMENTATION TEAM REPORT
FEBRUARY 2021

INTRODUCTION

The Diversity, Equity and Inclusion (DEI) Implementation Team is pleased to share a report on the progress made of the goals identified in the [DEI Planning Team Report](#), issued in April 2019, and the [Anti-Racism Action Plan](#), issued in June 2020. This report builds on the work of the [DEI Implementation Team](#) report issued September 2020.

Our goal is to enhance transparency and communication around these efforts. The DEI Implementation Team received feedback that our previous reports were lengthy and too detailed. In response to feedback, we are writing a summary of our work. **If you have questions about any of the updates listed below, please do not hesitate to contact any of the committee members listed at the end of this update.**

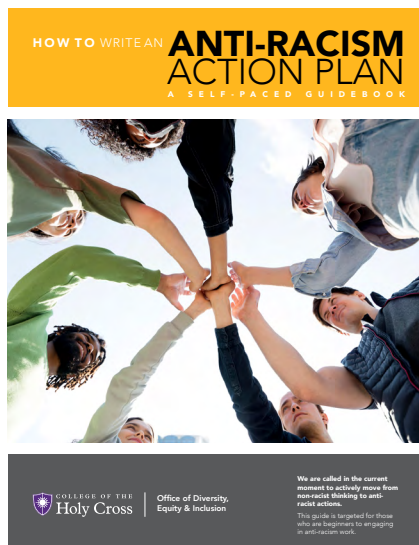
SECTION 1

PRIORITIES WITH MODERATE TO SIGNIFICANT PROGRESS

The College made significant progress on the following goals and focus areas established in the DEI & Anti-Racism Action plans.

Creating a Culture of Anti-Racism

- Holy Cross Athletics joined other Patriot League Schools to form an Anti-Racism Commission. Marcus Blossom, Director of Athletics, serves as a member of this commission.
- Shawn de Jong, Chief of Police & Director of Public Safety is serving as the chair of the Diversity, Equity and Inclusion Committee for the *Massachusetts Chiefs of Police for Colleges and Universities*
- The Office of Diversity, Equity and Inclusion (ODEI) developed a [How to Write An Anti-Racism Action Plan Guidebook](#) for those wanting to engage in anti-racism work. This guide was made available as a public resource and is currently being used at over 50 organizations and institutions external to the College.

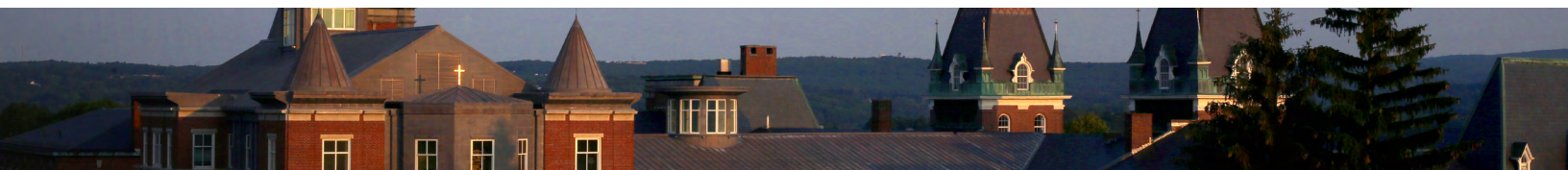


- In the Fall of 2020, Fr. Boroughs announced the renaming of [Brooks-Mulledy Hall to Brooks Hall](#), citing this move as part of the College's anti-racism commitments.
- Working with OSI and OME staff, the Office of the College

Chaplains ran small-group community building groups called '24 Connect, which utilized some of the dialogue training (via Essential Partners) that had normally been used in the overnight Ignite Retreats for first year students. 165+ leaders were organized and trained to lead about 100 small groups, including socially distant in-person groups and virtual groups.

Training, Education & Anti-Racism Action Planning

- 90 participants engaged in Fr. Bryan Massingale's book, "[Racial Justice and the Catholic Church](#)" for the sixth annual Rev. Dr. Martin Luther King, Jr. Winter Book Read early in the Spring 2021 semester. For the first time since its inception, alumni were invited to engage in the MLK Book Read through a virtual panel discussion. Close to 200 alumni participated in this event.
- During the Fall Semester, 80 faculty and staff and 27 students participated in the "[Becoming a White Ally for Racial Justice](#)" five-part series. The series will be offered again to students, faculty, and staff during the Spring 2021 Semester, with 33 faculty/staff and 15 students participating.
- The Division of Student Affairs launched a new Everfi module on diversity and inclusion to all students in the Fall of 2020 as part of a suite of welcoming and transition steps for students. Seventy percent the student body completed the module.
- In October 2020, the Athletics Department held a Fireside Chat on Race and Social Justice with Alvin B. Tillery, Jr., Ph.D. - Director, Center for the Study of Diversity and Democracy Associate Professor of Political Science and African American Students Northwestern University.
- The Athletics Department developed a Unity Action Plan, established a Diversity Task Force and the Student Athlete Advisory Committee established a subcommittee dedicated to Diversity and Inclusion.



- The Athletics Department launched a new online Diversity and Inclusion module to all athletics staff and student-athletes for Spring 2021 as part of a continued effort to bring diversity and inclusion into the forefront of the overall Crusader experience. The modules are to be completed by March 10th, 2021.
- Two trainings on “Implicit Bias” with the goal of decreasing the divide between law enforcement and various segments of the public and at the same time advance positive relations through fair and impartial policing.

Faculty & Curriculum

- Watch Wednesday programs, hosted by OME, continued to host viewings and discussions focused on intersectionality. In the Fall of 2020, there were 4 viewings with over 100 participants.
- Impostor Syndrome workshops were hosted for staff, faculty, and students to explore the concept of impostor syndrome. Participants were also encouraged to practice self-development strategies to overcome feelings associated with impostor syndrome.
- The Listen and Learn book club continued its focus on race and racial justice with the books The Will to Change: Men, Masculinity, and Love by bell hooks and Hood Feminism: Notes from the Women That a Movement Forgot by Mikki Kendall with a total of 33 participants.
- The Volleyball Team took the initiative to invite OME to facilitate Anti-Racism Training with the team.
- The virtual Poverty Simulation was hosted for first-year students in the first week of programming during Kickoff 2021.
- The Department of Public Safety (DPS) has completed the following online trainings through the Municipal Police Institute:
 - “Communication and De-escalation”: This training program focused on how effective communication, in many instances, can help officers manage a multitude of situations without the use of force.
- The Faculty Assembly endorsed the proposed goals of the *Common Requirements Steering Committee*, which includes a ‘responsible citizenship’ category centered on goals such as intercultural competence, and justice & equity, among others. The committee has recently prepared several possible implementation models for consideration by the faculty assembly and the campus community.
- A cohort of faculty members from across disciplines are exploring the development of a Critical Race and Ethnic Studies department through the support of a summer research grant.
- OME and the Center for Writing, with the support of many departments and offices, hosted Dr. Asao Inoue to facilitate workshops focused on anti-racist grading, evaluation, and strategies to support students. Students, staff, and faculty were invited to participate.

Civic Engagement & National Conversation

- The McFarland Center for Religion, Ethics and Culture organized the “Dismantling Structural Racism” summer series showcasing alumni and community leaders engaged with racial justice work. The Center also created a “Playlist for Racial Justice” highlighting previous lectures hosted by the Center on racism.
- Associate Provost Taneja and Dean Michelle Bata convened the “*Elections 2020 Working Group*”

that prepared for thoughtful engagement with the 2020 elections. This group promoted engagement and dialogue opportunities on a number of issues. The McFarland Center worked with faculty and students on a number of election related programs.

- 14 Community Members (2 Coaches, 1 Athletic Admin, 1 Academic Affairs Admin & 10 Student-Athletes) attended the Black Student-Athlete Summit in January 2021.
- The LIFT (Leadership, Identity, Financial, Transitional) Development Webinars were launched in collaboration with alumni hosts and facilitators from the Bishop Healy Committee, the LGBTQ Alumni Network, and the HCF1RST Alumni Network.

Support, Resources & Ensuring Equitable Access

- Advancement launched the Hope and Access Campaign for Financial Aid in January 2021, a targeted fundraising effort to raise \$40+ million dollars for current use and endowed financial aid by establishing a match that inspires donors to increase their philanthropic support for the College.
- The College established the Student Emergency Aid Committee to consolidate and centralize emergency aid funds and to simplify the process for students to apply for emergency aid. During the Fall 2020 semester, the Committee received 123 applications totaling over \$25k.
- During the summer/fall of 2020, the Holy Cross Alumni Anti-Racism Alliance was established by a group of alumni from the 1990s dedicated to fostering meaningful connections and healthy conversations about racial justice among alumni and to improving the college experience of students of color. The Alliance



continues to grow its membership and successfully raised \$10,000 for the Bishop Healy Emergency Fund in December 2020.

- A new program, "Spectrum", was hosted for students who identify as QTBIPOC (Queer, Trans, Black, Indigenous, People of Color) seeking support and advocacy.
- A new program, "Gathered", was hosted for students to discuss the lived experiences of BIPOC (Black, Indigenous, People of Color) students on a weekly basis.

Recruitment of Diverse Communities

- The College did not do any tenure-track faculty searches this year because of the pandemic.
- Cornell LeSane was named as the inaugural Vice Provost for Enrollment Management by the College. He brings extensive experience and strategies in recruiting and yielding diverse student populations.
- In an effort to invite student engagement in the future staffing of the police department, Chief de Jong restructured hiring processes to include a student on the hiring committee for all entry-level police officer positions.
- The College expanded its pilot for the "*Student Mission and Diversity Search Ambassadors*" and trained 15 students to participate in faculty and staff searches. These trained student leaders will be invited to serve on searches once the hiring freeze is lifted.

Accountability & Structure

- The new Diversity, Equity and Inclusion committee of the Board of Trustees was formally approved and has started its work. This committee will be a key accountability and communication mechanism for the implementation of DEI specific priorities.

- The Equal Opportunity Policy Review Committee, composed of faculty, staff and students, was convened in the Fall 2020 semester. This committee reviewed the existing campus policy related to adjudication of discrimination and harassment allegations and identified areas for improvement. The policy will be redrafted during the Spring 2021 semester, adopting many of the committee's recommendations, and will be distributed prior to the Fall 2021 semester.
- The Office of Title IX & Equal Opportunity hired a senior investigator in September 2020 and is currently interviewing finalists for the position of Assistant Director of Prevention & Education who will implement comprehensive sexual violence and gender-based discrimination prevention education.
- To enhance data sharing, the College created a public facing Diversity Data Dashboard. Data on Pell-eligible and first-generation students was added in the Fall 2020 semester. Faculty and staff metrics will be added by the end of Summer 2021.
- The College is currently working on a centralized reporting website to launch during the Spring 2021 semester. This platform will streamline the reporting of identity-based bias and discriminatory policy violations. Additionally, a *Bias Incident Response* website will also be simultaneously launched.

SECTION 2 COVID-19 SPECIFIC EQUITY AND INCLUSION RESPONSES

We want to highlight some pandemic specific efforts that were made by the College over the summer and fall semesters.

- Over 80 College employees were provided grants through the Employee Hardship Fund for a total of over \$60,000.
- To help support remote learning for students with technology needs, ITS provided support to 94 students via equipment loans (computers, tablets, etc.) and/or hot-spot devices for internet access.

SECTION 3 PRIORITIES FOR THE SPRING 2021 SEMESTER

The DEI Implementation Team faces the challenges of advancing priorities while operating under COVID-19 restricted conditions. We have established the following priorities for the Spring 2021 semester.

Creating a Culture of Anti-Racism

- A student-led committee will be established to organize the Engage Summit. The Student Government Association is providing leadership on this front with support from various offices.
- The Office of Diversity, Equity and Inclusion will develop a new *"How to Write an Anti-Racism Action Plan for your Department Guidebook"* and provide consultations that will focus on action steps to address structural racism.

Training, Education & Anti-Racism Action Planning

- The Holy Cross Alumni Association (HCAA) has employed an outside consultant, Liza Talusan, Ph.D., to review its current structures and programming in an effort to create an anti-racist, inclusive organization for all alumni. This work will begin in March 2021.

- Various campus partners will create and launch a centralized campus workshops website (including DEI trainings, health and wellness workshops, mission & spirituality conversations, academic support workshops, etc.) to allow faculty, staff and students to request a range of educational offerings.
- The College has launched a national search for a two-year post-doctoral fellowship in Slavery, Memory and Justice to help us document and share out the College's history in relation to slavery. Additionally, parallel efforts on documenting the history of indigenous people of Worcester and the physical site of College Hill will be launched this summer.
- The DEI Implementation Team will focus on developing high-level DEI educational goals for students, including plans for programs and structures to meet those goals

Civic Engagement & National Conversation

- The McFarland Center will continue to offer a range of talks, including Spring 2021 classroom visits that continue pressing national conversations on diversity, equity and inclusion.

Support, Resources & Ensuring Equitable Resources

- Associate Provost Taneja and Dean Bata launched an *"Equity Study on the Experiences of Students from Lower Income Backgrounds"* in February of 2020. This work was halted because of COVID-19, but will likely resume in summer 2021.
- The College will explore "Restorative Justice" models, outline which circumstances might be appropriate for the use of such models, and explore what form of staff training in these models might be required for these efforts to be successful.
- The Office of Multicultural Education will continue hosting "Adulting 101" workshops under the umbrella of LIFT Mentoring. This new initiative will focus on

connecting students with alumni who are first-generation college graduates, people of color, and members of the LGBTQ Alumni Network through leadership development, identity-based conversations, financial literacy, and transitional support.

- To assist with creating accessible and inclusive spaces, the Offices of Accessibility Services and Diversity, Equity and Inclusion will launch a resource webpage, *Guidelines for Accessibility of Events and Programs* in the Spring 2021 semester.
- Using the Campus Pride Index, the premier LGBTQIA+ national benchmarking tool for colleges and universities, the Offices of Multicultural Education and Diversity, Equity and Inclusion will oversee the inventory of current policies, programs, and resources that directly impact LGBTQIA+ students, faculty, and staff.
- The College Assessment Committee has committed to conducting Campus-Climate and Sexual Respect/Title IX studies every two years. The quantitative and qualitative data collected guides current initiatives and the development of DEI specific training and workshops, programing efforts, and advocacy resources.
- The College will host a Family Week in place of Family Weekend. The Office of Multicultural Education will host three family engagement sessions. Parents and families will have options to learn about the College's support and services for students of color in collaboration with the Bishop Healy Committee, first-generation college students with support from HCF1RST Mentors, and support for LGBTQIA+ students from OUTFRONT, Pride, and campus mentors.

Recruitment of Diverse Communities

- Various campus offices are in conversation with the Office of Admissions to address the impact of Covid-19 with the goal of adapting our yield strategies for all students with a special emphasis on historically underrepresented populations.

The DEI Implementation team would like to thank the many campus partners and collaborators who have helped us move many of the strategies forward. **We welcome the input and collaboration of students, faculty and staff as we continue this work. We encourage individuals to reach out to any of us with questions, concerns or recommendations.** We look forward to providing our next update to the campus community at the beginning of the Fall 2021 semester.

Respectfully submitted, DEI Implementation Team



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**The Diversity, Equity and
Inclusion Implementation Team**