



COLLEGE OF THE
Holy Cross

DEI IMPLEMENTATION TEAM REPORT

SEPTEMBER 2020

INTRODUCTION

The Diversity, Equity and Inclusion (DEI) Implementation Team is pleased to share a report of the progress made on 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 in February 2020.

Our goal is to enhance transparency and communication around these efforts. The DEI Implementation Team received feedback that our last report was 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 established in the DEI plan.

Creating a Culture of Anti-Racism

- Five professional staff members participated in the [AAC&U Institute on Truth, Racial Healing and Transformation \(TRHT\)](#) Campus Centers, and we intend to apply to host an official TRHT Center on our campus, as part of a nationwide effort.
- A centralized [Anti-Racism Action Plan](#) was created to strategically prioritize the College's goals, programs, action steps, and resources dedicated to anti-racism work.

Training, Education & Anti-Racism Action Planning

- 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 20 institutions.



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We are called in the current
moment to actively move from
passive to active in our
anti-racism work.
This guide is targeted for those
who are beginning to engage
in anti-racism work.

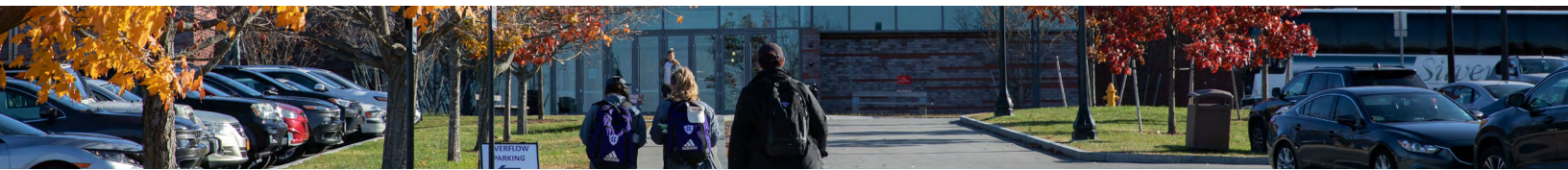
- Shawn de Jong, Director of Public Safety and Chief of Police, met with student groups over the summer to learn about their ideas and concerns and to discuss ways to promote and improve mutual

awareness. Additionally, DPS applied for and was awarded an opportunity for de-escalation training through the International Association of Chiefs of Police and the US Department of Justice Office of Community Oriented Policing Services. The training will be provided by the Collaborative Reform Initiative Technical Assistance Center (CRI-TAC). In August, all members of the Department of Public Safety completed implicit bias training through Silver State Consulting Group, LLC.

- The Office of Multicultural Education (OME) hosted the "Listen and Learn" book series over the summer that focused on anti-Black racism. Three books were covered:
 - ["So You Want to Talk About Race"](#) by Ijeoma Oluo
 - ["Nobody: Casualties of America's War on the Vulnerable, from Ferguson to Flint and Beyond"](#) by Marc Lamont Hill
 - ["Eloquent Rage: A Black Feminist Discovers Her Superpower"](#) by Brittney Cooper
- A list of [race-related educational resources](#) (books, articles, videos) was curated over the summer, and will continue to be updated as new resources are made available. The College Library has ordered copies of several books listed.
- The College will require a new diversity workshop for all students in the Fall 2020 semester.

Faculty & Curriculum

- Provost Margaret Freije funded course development grants for faculty to develop new courses, or to significantly revise existing courses, around topics of race, racism, and anti-racism. Eight courses and two new broader curricular initiatives were funded for development during the summer of 2020. Seventeen faculty members were awarded these grants.



- The *Common Requirements Committee* co-chairs met with a select group of students to update them on the work of the committee, including questions about a social justice requirement. Broader updates on the work of this committee and next steps will be shared with the campus community in the future.

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.
- During summer 2020, the Summer Student Engagement Working Group established the Civitas Community Engagement Leadership Institute. The Institute provided an opportunity for students to connect with one another in both a large group setting and smaller group discussions led by students around mission, service, and racial and economic justice.
- Associate Provost Taneja and Dean Michelle Bata convened the *"Elections 2020 Working Group"* to prepare for thoughtful engagement with the 2020 elections. This group will promote engagement and dialogue on a number of political issues.

Support, Resources & Ensuring Equitable Access

- 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.

- The College Chaplains offered a *"Reflection and Prayer for Racial Justice"* series over summer 2020.
- The Office of Multicultural Education offered a gathering, education, and discussion space with *"6 feet. 20 seconds."* and *"Watch Wednesday"* programs.
- The Counseling Center offered individual support for students and a *"Support Conversations for Social Justice Activists"* series over the summer.
- The LGBTQIA+ Policy and Procedure Task Force prepared and submitted for review a list of recommendations.
- Alumni of color, facilitated by the Bishop Healy Committee, organized a number of formal and informal meeting spaces for recent graduates and current students over the summer.
- The Office of Multicultural Education hosted the *"Adulting 101"* series this summer. Alumni were invited to present on topics including creating a personal budget, credit building, choosing a health insurance policy, and building a personal board of directors.
- Dining Services expanded the *"10-20-30"* meal plan option to off-campus/commuter students. This meal plan will be reevaluated when classes resume on campus.

Recruitment of Diverse Communities

- 38% of tenure-track faculty hires over the past 5 years have been faculty who self-identify as African-American or Black, Latino/a/x or Hispanic, Asian, Pacific-Islander or Asian-American, or multi-racial, and 55% are women.
- Associate Provost Taneja piloted an admissions yield effort by inviting a small group of recent alumni to reach out to admitted students. We will expand this program for the next admissions cycle.

- 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.

Accountability & Structure

- The College established a new Diversity, Equity and Inclusion committee of the Board of Trustees. This committee will be a key accountability and communication mechanism for the implementation of DEI specific priorities.
- To enhance data sharing, the College has created a public facing Diversity Data Dashboard. Additional information on pell-eligible and first-generation students, and faculty and staff metrics will be added over the course of the 2020-21 academic year.
- The *Diversity, Equity and Inclusion Implementation Team* was tasked to coordinate the execution of this DEI plan and the Anti-Racism plan. Furthermore,
 - Representatives from Alumni Relations and the Office of Title IX and Equal Opportunity were added to this team;
 - The mandate of the team was expanded to coordinate the College-wide execution of DEI educational efforts, and;
 - This team will consider additional goals, programs, and interventions to address national dialogues or urgent campus needs as they emerge.
- To further facilitate reporting of marginalization, bias, and policy violations, the College is currently working on a centralized reporting website and a *Bias Review Team* website as well. Announcements will be sent later this semester once these resources are online

SECTION 2 PRIORITIES FOR THE 2020-21 ACADEMIC YEAR

The DEI Implementation Team faces the challenges of advancing priorities while operating under remote learning and COVID-19 restricted conditions. We have established the following priorities for the Fall 2020 semester.

Creating a Culture of Anti-Racism

- Members of the Student Government Association (SGA) have committed to support anti-racism and other DEI efforts. SGA members are convening a conversation about a virtual Engage Summit for the Spring 2021 semester.
- We will continue educational programming and conversations over the 2020-21 academic year.

Training, Education & Anti-Racism Action Planning

- "Becoming a White Ally for Racial Justice" pilot program was launched in summer of 2020. This series is being offered again for the Fall 2020 semester, and 80 faculty and staff and 27 students have registered for this five-session series.
- The Chaplains' Office will hold a staff reflection series in the fall, based on Fr. Bryan Massingale's book, "[Racial Justice and the Catholic Church](#)".
- The Athletics Department is enhancing its bias and anti-discrimination training for student athletes and staff, and is incorporating the racial history of the College in its athlete development curriculum.
- The Office of Diversity, Equity and Inclusion will develop and provide consultations on a new Anti-Racism Action Plan Guidebook specifically for departments and offices.
- Equity and inclusion focused workshops for faculty will continue to be offered during the academic year. Equity issues in online learning environments will be emphasized.

Civic Engagement & National Conversation

- The Office of Student Involvement will continue its tradition of partnering with the Student Government Association and Government and Community Relations, and will add Athletics as a new partner to promote voter registration and voter engagement efforts.

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 the Spring 2021 semester.
- 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.
- To ensure that College programs and events provide equitable access for people of all abilities, online resources will be launched to offer guidance for event planners.
- 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.
- The College Assessment Committee will propose the frequency of campus-climate studies and identify any national or consortia surveys that might be appropriate for the College by the end of the Fall 2020 semester.

Recruitment of Diverse Communities

- The College established a "*Mission and Diversity Search*

Ambassadors" program with trained staff members. These search ambassadors will be required for all student-facing and high-impact decision making staff searches. Furthermore, the College will expand its pilot for the "*Student Mission and Diversity Search Ambassadors*" to train students to participate in searches that require student input, including faculty searches.

- The College is currently searching for a *Vice Provost for Enrollment Management* to oversee the efforts of Admissions and Financial Aid. A key requirement for this position states that the candidate must have a "proven track record of building and sustaining racial, ethnic, first-generation, and economic diversity in a student body and a deep understanding of the value of a diverse community."

SECTION 3 CONCLUSION & COVID-19 IMPLICATIONS

Due to COVID-19 and remote learning and working, some educational, programming, and resource priorities will look different than what was originally planned. Nevertheless, the College is committed to integrating this vital work through virtual platforms to ensure sustainable change.

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 Spring 2021 semester.

*Respectfully submitted,
DEI Implementation Team*



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**The Diversity, Equity and
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