

## **Action Items for Student Life DEI Committee and Staff in Support of Diversity, Equity, and Inclusion Mission**

- Meet with an identified group of student leaders regularly (Spring 2021, ongoing) to:
  - assess the educational and programmatic needs of students and student groups.
  - solicit feedback on campus climate through forums, surveys, and/or interviews.
  - generate ideas and assist with planning and implementation of new initiatives.
- Meet with an identified Student Life department regularly (Spring 2021, ongoing) to:
  - solicit feedback to evaluate and strengthen departmental and division-wide initiatives.
  - generate ideas and consult on planning and implementation of new initiatives.
- Collaborate with students and university partners to plan and present regular, ongoing Diversity, Equity, and Inclusion and Anti-Racist trainings and/or programs (Spring 2021, ongoing) to:
  - offer opportunities for participants to enhance cultural competence.
  - offer opportunities for participants to engage in dialogue.
- Explore opportunities to create designated physical spaces and places for students with minoritized identities (Spring 2021) to:
  - Connect with others with similar identities.
  - Share experiences and gain support.
- Participate in a SL DEI Committee listening circle (Fall 2020) and host a series of listening circles for the Division of Student Life staff (Spring/Summer 2021) on race, racism, and our roles in Student Life to:
  - grow more comfortable with the conversation around race, racism and how we approach our work moving forward.
  - navigate the inevitable work that needs to be done across the Division.

- Participate in a facilitated SL DEI committee IGR dialogue on race (Spring/Summer 2021) and invite Student Life staff participation (2021) in a similar dialogue to:
  - engage in difficult and necessary dialogue with one another on race and racism and allow for sustained, meaningful exchange of ideas.
  - allow us to understand one another better through cultural misunderstandings and personal differences.
  - prepare for the anticipated increase in expectations to address systemic racism and to act as anti-racist ambassadors.
  
- Conduct individualized review of student organization selection, training, and member experience (Fall 2020, ongoing) to:
  - challenge, review and change policies, organizational structures, or traditions that create or sustain inequity of any minoritized group.
  - examine patterns of behaviors that privilege one group over another to hold systems accountable to equity, justice, and inclusion.
  
- Evaluate the Code of Student Conduct and Residence Life policies contained in the Student Handbook and other Student Life policies. (Summer 2021, ongoing) to:
  - examine policies to ensure that they can be enforced in a fair and just manner and provide ample support for minoritized groups.
  - examine polices to ensure that they do not disproportionately impact minoritized groups.

*This document will be evaluated and updated on an annual basis or as needed.*

## Student Life DEI Committee and Staff Action Items

Fall 2020	Spring 2021	Summer 2021
Committee Formation	SL DEI committee members and/or other Student Life staff will meet with an identified group of student leaders to assess their educational and programmatic needs and generate ideas for new initiatives. <i>(ongoing)</i>	SL DEI committee members will participate in a facilitated IGR dialogue on race
SL DEI Committee will develop Mission and Action Plan.	SL DEI committee members will meet with an identified Student Life department to solicit feedback and generate ideas for new initiatives. <i>(ongoing)</i>	SL DEI committee members will coordinate opportunities for Student Life staff to participate in a facilitated IGR dialogue on race.
SL DEI Committee members will participate in Committee listening circle on race, racism, and roles in Student Life.	SL DEI committee members and/or other Student Life staff will collaborate with students and university partners to plan and present Diversity, Equity, and Inclusion and Anti-Racist trainings and/or programs for students and staff. <i>(ongoing)</i>	Student Life staff will evaluate the Code of Student Conduct and Residence Life policies contained in the Student Handbook and other Student Life policies to ensure that policies can be enforced in a fair and just manner and do not disproportionately impact minoritized groups.
SL DEI committee members and/or other Student Life staff will conduct an individualized review of student organization selection, training, and member experience. <i>(ongoing)</i>	SL DEI committee members will host a series of listening circles for the Division of Student Life staff on race, racism, and our roles in Student Life.	SL DEI committee members and/or other Student Life staff will explore opportunities to create designated physical spaces and places for students with minoritized identities.

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