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:
  o assess the educational and programmatic needs of students and student groups.
  o solicit feedback on campus climate through forums, surveys, and/or interviews.
  o generate ideas and assist with planning and implementation of new initiatives.

• Meet with an identified Student Life department regularly (Spring 2021, ongoing) to:
  o solicit feedback to evaluate and strengthen departmental and division-wide initiatives.
  o 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:
  o offer opportunities for participants to enhance cultural competence.
  o 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:
  o Connect with others with similar identities.
  o 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:
  o grow more comfortable with the conversation around race, racism and how we approach our work moving forward.
  o 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:
  o engage in difficult and necessary dialogue with one another on race and racism and allow for sustained, meaningful exchange of ideas.
  o allow us to understand one another better through cultural misunderstandings and personal differences.
  o 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:
  o challenge, review and change policies, organizational structures, or traditions that create or sustain inequity of any minoritized group.
  o 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:
  o examine policies to ensure that they can be enforced in a fair and just manner and provide ample support for minoritized groups.
  o 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.
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<th>Fall 2020</th>
<th>Spring 2021</th>
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