



GALLAUDET UNIVERSITY | DIVISION OF EQUITY, DIVERSITY & INCLUSION

ANTI-RACISM PLAN PROGRESS REPORT - APRIL 2021 | BELONGING & EQUITY IMPERATIVES

Social Justice and Anti-Racism Leadership Development and Capacity Building

Action	Goal	Timeline	Metric	Progress to Date	Status
SUPPORT CONSULTANT TEAM TO WORK WITH THE EXECUTIVE TEAM AND BOARD OF TRUSTEES ON ANTI-RACISM PROCESS, COMMITMENTS AND ACTIONS	Gallaudet University (GU) particularly the Division of Equity, Diversity and Inclusion (DEDI) execute Anti-Racism plans.	JAN 2021	1. a) GU hires the consultants to do the work and ensure that consultants stay in place to support the Anti-Racism Agenda until December 2022. 1. b) EDI develops an action plan to support Gallaudet University's Multicultural Organization Development (MOD) vision by the end of FY 21. 1. c) EDI recruits an internal team of experts to carry out the Anti-Racism plans by the end of FY 21. 1. d) By the end of FY 2021, EDI develops an action plan to engage all stakeholders in a variety of conflict resolution processes that foster listening and productive growth from difficult situations.	Gallaudet and the Division continue to collaborate with Cornerstone Consulting HR, Ernest and Young, Hogan and Lovells, and Bridge Philanthropic Consulting (BPC) to support various aspects of anti-racism work. All four are led by consultants of color and Cornerstone and BPC are BIPOC-owned businesses. Cornerstone Consulting HR (CCHR) conducted a culture and values assessment with all DEDI staff, executive team members and select staff and students, participating individually. The agency's objective for this assessment was to gather and examine themes to use in their assessment of DEDI and the University's culture(s). An executive summary and data analysis will be released in May 2021. The Division of Equity, Diversity and Inclusion (DEDI) has developed and will soon release a 3-5 year comprehensive strategic action plan that includes and prioritizes anti-racism planning and Multicultural Organization Development. DEDI staff began the talent assessment and skill development process to increase DEDI staff capacity and the ability to perform as campus EDI consultants and educators. A Faculty Administrator position has been approved and will be posted in May 2021. This position will serve as a key advisor to the CDO and the DEDI team on academic practices that eliminate disparities in student and faculty success and increase opportunities for scholarship and research that examine inequity. DEDI staff, Office of the Ombuds staff, members of the Executive Team and select faculty have completed or will complete the Restorative Practices certification process through the University of San Diego's 6-week facilitator training program.	IN PROGRESS
					COMPLETED
					ONGOING
					IN PROGRESS

	1. e) By the end of FY 23, 80% of university and Clerc Center leaders will demonstrate understanding of and commitment to the institutional MOD vision as measured by focus group interviews and surveys	This line item is forthcoming.	FORTHCOMING
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ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
ESTABLISH A UNIVERSITY-WIDE RACIAL AND SOCIAL JUSTICE COMMITTEE	Various constituents including BIPOC DDBDDHH* students, faculty, and staff representatives serve on a University-wide racial and social justice committee to examine concerns, policies, and procedures related to injustices and make recommendations.	JAN 2021	2. a) Constitute the University-wide racial and social justice committee by November 30, 2020.	The University-wide racial and social justice committee will now be called the Social Justice and Racial Equity Collaborative. A second round of nomination letters for the SJREC were released in February and the selection process will begin in Summer 2021.	ONGOING
			2. b) The University-wide racial and social justice committee establishes a published charter by the end of January 2021.	This item has been postponed to the Fall of 2021.	FORTHCOMING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
PROVIDE MULTICULTURAL, MULTILINGUAL DIALOGUES, AND DEVELOP AND DELIVER EQUITY/DIVERSITY/ANTI-RACISM TRAINING, TO INCLUDE IMPLICIT BIAS, FOR STUDENTS,	Students, faculty, and staff are aware of their bias and values, are culturally sensitive to others, and recognize and appreciate differences and commonalities.	ONGOING	3. a) In collaboration with MCTI faculty and anti-racism consultants, DEDI provides 15 dialogues and 15 implicit bias/diversity training sessions to each following group: students, faculty, staff, alumni, and administrators by May 2021.	The DEDI staff developed a 5-part anti-racism training to gain feedback on content, as well as delivery strategies and methods. The course was piloted to Gallaudet Interpreting Services (GIS) employees and the Gallaudet Staff Council. DEDI staff tailored a successful 3-part anti-racism training for undergraduate and graduate students. To date, DEDI staff delivered six training sessions in the spring semester, with two additional sessions planned prior to semester's end. DEDI began delivering and will continue to deliver comprehensive presentations on available DEDI resources and support services to inform new students about DEDI programs and services. DEDI began delivering and will continue to deliver training sessions entitled <i>Unpacking Bias and Anti-Racism</i> to expand student understandings of explicit and implicit bias, and to help them recognize and unpack bias. This training also develops students' understanding of racism, allyship, and how to be an anti-racist.	ONGOING

FACULTY, AND STAFF

DEDI along with various campus divisions and units have facilitated numerous anti-racism, bias, and diversity/inclusion training sessions and dialogues for students, faculty, staff, alumni, and administrators. The Board of Trustees has established the EDIA Committee co-chaired by Dr. Cynthia Neese Bailes and Darian Burwell and is currently establishing its Charter. The BOT engaged in the EDI training in March 2021 and scheduled future EDI and anti-racism training sessions. The executive team is continuing their monthly anti-racism workshops that began Fall 2020. Likewise, the executive team has engaged in reading, reflections, and discussions regarding the meaning and implications of racism, implicit bias, the January 6th U.S. Capitol insurrection, and the identity experiences of many underrepresented racial and ethnic minority communities.

3. b) DEDI and MCTI faculty provide orientation including implicit bias/diversity training to new students at the New Student Orientation (NSO) and Graduate Student Orientation (GSO), to new faculty at the New Faculty Orientation (NFO), and to new staff at the Office of Human Resources Orientation.

DEDI along with the Executive Team and various campus stakeholder groups continues to finalize an anti-racism statement, pledge and reporting protocol to be shared at the New Student Orientation (NSO) and Graduate Student Orientation (GSO), to new faculty at the New Faculty Orientation (NFO), and to new staff at the Office of Human Resources Orientation.

IN PROGRESS

3. c) 80% of University students and employees will participate in cross-cultural conversations and other diversity training by the end of FY 2023.

DEDI in collaboration with various campus divisions and units continues to offer anti-racism, bias, and diversity/inclusion training for various stakeholder groups. Various community conversations and structured dialogue sessions continue to be facilitated on a variety of topics, surrounding race, racism, and anti-racism, including affinity group dialogue sessions that center the needs of specific racial and ethnic groups.

The Division of Academic Affairs completed the following professional development activities between January and March 2021:

- A keynote address was given by [Mary Frances Winters](#), author of the book [Black Fatigue: How Racism Erodes the Mind, Body and Spirit](#), focusing on how racism caused fatigue among Black people.
- The keynote speaker [Dr. Vardit Ravitsky](#), Professor of Bioethics at the University of Montreal, President of the [International Association of Bioethics](#), and 2020 Trudeau Foundation Fellow and Chair of the Foundation's COVID-19 Impact Committee discussed what COVID taught us about justice and equity.
- Dr. Andrew Flagel, President/CEO of the Consortium of Universities of the Washington Metropolitan Area with Dr. Rosanne Rushing gave an overview of how the consortium addressed COVID, vaccination plan and the return to the campus scenarios.
- [Mpho Tutu Van Furth](#) gave a presentation on the power of forgiveness and its role in addressing injustice, using lessons developed in her book. She co-authored, with her father, Archbishop Desmond Tutu and Nobel Peace Prize winner, [The Book of Forgiving](#).
- [The Monroe Pedagogy](#), owned by Victorica Monroe, provided anti-racism training sessions to GU and Clerc Center employees in collaboration with HR, DEDI and the Organization for Equity of Staff of Color. The training

ONGOING

		<p>sessions included Anti-Racism (23 attendees), Transformative Thinking (30 attendees), How to be Anti-Racist Effectively (24 attendees) and Facilitate Discussion (9 attendees).</p> <ul style="list-style-type: none"> ○ Beginning in March, and running through May, FoCC will host 6 faculty engagement groups for BIPOC/Faculty of Color and White Faculty colleagues. The overarching goal of these groups is authentic relationship-building across, and in respect of, racial differences. Through listening-for-understanding, we can learn and understand more deeply one another's cultural identities, legacies, and life experiences. (The Dr. King Resolution Faculty Engagement Group is led by the Faculty of Color Coalition (FoCC) with interpreting support from Academic Affairs.) The Leadership Council of the Faculty of Color Coalition (FoCC) hosted a virtual "FoCC Informational meeting" on Zoom particularly for faculty of Color. 	
	<p>3. d) By December 2024, at least 450 participants will have engaged in Turning A Page Together (TAPT).</p>	<p>Data for TAPT participation is still forthcoming.</p>	FORTHCOMING
	<p>3. e) By December 2024, 80% of TAPT participants will demonstrate increased awareness of diversity issues and appreciation of different cultures</p>	<p>DEDI continues to offer the Turn-A-Page-Together (TAPT) virtually. This program ran from February 15 to April 19, 2021. The objectives were to foster cross-campus collaboration, nurture the well-being and self-actualization of Gallaudet staff, faculty and students, engage in sustained and transformational courageous intergroup dialogues around the literature, increase knowledge of diversity and multicultural competency, and support participants in their discovery of intersectional identities. One of the books offered was an anti-racism book that helped participants understand and unpack racial bias.</p>	

Improving Campus Experience and Climate

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
TRANSFORM HOW PUBLIC SAFETY WORKS ON CAMPUS	The Department of Public Safety (DPS) engages with different aspects of the Gallaudet community.	FY 2022	<p>4. a) The Division of Operations obtains the annual DPS engagement scores by different targeted populations (Students, Employees, Visitors, & Alumni).</p> <p>4. b) Calculate the annual percentage of DPS calls on closed cases without adverse action.</p> <p>4. c) Obtain the annual numbers of hours per DPS officer's participation in student/employee events.</p> <p>4. d) Increase the annual percentage of DPS officers attending sign language classes and completing and passing ASLPI requirements.</p> <p>4. e) Increase the percentage of DPS officers completing annual training.</p>	<p>DPS progress updates are forthcoming. Various campus divisions and units continue to collaborate to transform the Department of Public Safety to ensure equitable practices.</p>	FORTHCOMING

			4. f) Reduce the annual average of DPS headcount turnover.	
ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE

HR TRANSFORMATION WORK, INCLUDING CONDUCTING AN EXTERNAL AUDIT OF THE HR HIRING PROCESS AND INTERNAL FILES

The Office of Human Resources (HR) becomes a strategic partner to support the GU antiracism agenda.

FY 2022

5. a) Reduce overall HR 'Time to Hire' (Time from posting of job position to time employee starts job).
5. b) Target and increase the percentage of internal job postings.
5. c) Increase the funds annually or skill development (positions to attract talent to focus on competencies vs. skills).
5. d) Obtain the annual employee onboarding engagement scores.
5. e) Obtain the annual first year employee engagement scores.
5. f) Obtain the annual institution engagement scores.
5. g) Invest money annually for professional development.
5. h) Review the annual average time of last promotion.
5. i) Review the annual cost of HR per employee.
5. j) Review the annual ratio of HR professional to employee.
5. k) Review the annual ratio of HR business partners per employee.
5. l) Finalize the annual number of applicants by demographic variable.
5. m) Review the cost of payroll per Employee.
5. n) By the end of FY 2021, EDI develops a mentoring program to support the advancement of staff, faculty, and teachers from historically under-represented groups.
5. o) By the end of FY 2021, the Equal Opportunity Program, under DEDI, develops an online training for screening committees that will require renewal once yearly.

The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.

FORTHCOMING

Action	Goal	Timeline	Metric	Progress to Date	Status
INCREASE THE PRESENCE OF BIPOC DDBDDHH STAFF IN LEADERSHIP OR MANAGEMENT POSITIONS	BIPOC DDBDDHH leaders and managers provide diverse perspectives and support BIPOC DDBDDHH students in higher education.	FY 2022	6. a) GSC will be provided training or guidelines to better facilitate the leadership opportunities of BIPOC staff. 6. b) In collaboration with the HR, GSC, and OESOC, EDI develops a mentoring program for BIPOC DDBDDHH staff that create more opportunities for continued engagement, provide coaching, support, and consultation, combat the isolation, discrimination, other isms, and phobias, groom future leaders, retain the diverse workforce, and build bridges with senior leadership.	The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.	FORTHCOMING
DEVELOP A STRONG ANTI-RACISM POLICY	Gallaudet University enforces an antiracist policy statement with the support of the Board of Trustees (BOT).	MAY 2021	7. The University-wide racial and social justice committee announces a new antiracist policy statement by May 2021.	DEDI in collaboration with various stakeholder groups will release a comprehensive anti-racism statement, policy, and reporting protocol that takes a clear and definitive stand against racial inequity. The AR statement and policy will be accompanied by The Gallaudet Pledge, a call for individual commitments from members of the Gallaudet community. The Division of Student Affairs participated in a Webinar on <i>How to Build an Effective Bias Reporting System & Response Team</i> along with the Director of Student Accountability and Restorative Practices. Participation in this webinar provided the requisite resources to establish the Student Affairs Bias Incident Reporting System and Response Team to include training for staff and paraprofessionals during the Spring/Summer of 2021. SA then developed a centralized bias incident reporting form and posted it online on the Student Affairs website. SA continues to collaborate with the Division of Equity, Diversity, and Inclusion on building a one-stop bias incident reporting process.	IN PROGRESS

Action	Goal	Timeline	Metric	Progress to Date	Status
RECOGNIZING STORIES OF BLACK DEAF COMMUNITY, INCLUDING AT GALLAUDET UNIVERSITY CENTER FOR BLACK DEAF STUDIES AND KENDALL DIVISION II MEMORIAL FUNDRAISING AND IMPLEMENTATION	CBDS and the Kendall Division II Memorial provide a historical perspective on the experiences of Black Deaf People.	ONGOING	8. a) CBDS expands its Black Deaf Studies curriculum and hosts events, e.g. unveiling Black Deaf stories in a public format, collecting videos of stories told by members of Black Deaf Community and inviting Black Deaf people to give guest lectures, workshops, and training, in collaboration with the Kendall Division II Memorial.	<p>In January, ABC News correspondent Kyra Phillips interviewed Dr. McCaskill and current student J.C. Smith to learn more about Preserving Black American Sign Language in the Deaf community. Dr. McCaskill was also interviewed by several media outlets including Voice of America (VOA) and Blavity.</p> <p>The Center for Democracy in Deaf America (CDDA) and the Center for Black Deaf Studies (CBDS) hosted a dialogue on Democracy in Color: A Multiracial, Multi-perspectival Conversation on the Insurrection of January 6, 2021, through Facebook Live. Completed</p> <p>The CBDS hosted two of a four-part series on the new memorial honoring the story of Black Deaf Education, "The Untold Story: Beginning Conversation with the Miller Family" and "The Untold Story: Louise B. Miller's Fight for Equality and Freedom." The next webinar will focus on Healings and Remembrance.</p> <p>In February, the CBDS and the Division of Equity, Diversity and Inclusion partnered with the Department of Deaf Studies, and Gallaudet professionals and student organization leaders to host a panel discussion on the Impact of Deaf U on the Black Deaf community. Completed</p> <p>Dr. McCaskill is collaborating with Nicole Mapp on the Wikipedia Project to write a page about Kendall School Division II and Miller v. Board of Education for Wikipedia. In Progress</p> <p>More information about the CBDS can be found via https://www.gallaudet.edu/center-for-black-deaf-studies/</p>	ONGOING
	CBDS and the Kendall Division II Memorial provide space for Black Deaf people.		8. b) Invite Black Deaf people to share their stories in person at the CBDS and the Kendall Division II Memorial.	<p>The Board of Trustees Chair, Dr. Glenn Anderson and GU President Cordano announced an award of an Honorary Doctorate Degree to Louise B. Miller, a hearing mother of three deaf sons who blazed a path for education justice for Black Deaf students and whose successful lawsuit brought Black students back to the Kendall School in Washington, D.C.</p> <p>The MASS and TENxTEN Design teams leveraged community engagement by hosting four workshops to discuss programming, materiality, design and artists' engagement, which were successful.</p> <p>An informational webinar featured the film documenting the KSDII Class of 1952 in March, which encouraged Black Deaf people to share their narratives. The co-developers of the film are conducting research on Black Deaf history including the remarkable story of Louise B. Miller, her family and 23 KSDII students.</p>	
	The Kendall Division II Memorial provides a tour on campus.				
	EDI and GU Library provide anti-racism resources for students, faculty,				

staff, and other stakeholders.	The co-chair of the KSDII Steering Committee made a proposal to the Board of Trustees of three selected names for renaming the KSDII. Through community voting, all proposed names were approved.	
<p>8. c) Commence next phase of implementation of vision for memorial, specifically, develop and start a sustainable fundraising and programmatic plan that connects the memorial to key academic affairs functions, most notably the Center for Deaf Black Studies, and establishes it as the first phase of the place-making experience on the Gallaudet campus as we continue to develop the plans for Creativity Way/6th street development.</p>	<p>The Office of Development</p> <ul style="list-style-type: none"> o signed a long-term contract with Bridge Philanthropy Consulting (BPC), the only Black-owned and operated fundraising consulting firm in the world to consult on the Kendall Division II fundraising campaign. o launched a direct mail campaign to support the Black Deaf Studies Center. Funds are still actively being raised via the direct mail effort and more follow-up solicitation efforts will be made via email/social media. o participated in a two-day conference focusing on Diverse Philanthropy and Leadership which focused on how to engage BIPOC donors and raise funds for BIPOC related causes. <p>The Office of Alumni Relations has established ongoing weekly meetings with representatives from the Division of Equity, Diversity and Inclusion. The purpose of these meetings is to 1) share plans on how to include diverse alumni in future events and efforts, 2) provide DEDI staff the opportunity to share progress reports, and 3) find opportunities for collaboration through the cross-marketing of alumni events. We also engaged in continuous discussions with DEDI regarding the provision of anti-racism training for our alumni. Alumni Relations continues to seek opportunities and platforms to share the unique stories of diverse alumni from all backgrounds.</p>	ONGOING
<p>8. d) By December 2024, at least 450 participants will have engaged in the DEDI Turning A Page Together program (TAPT). 80% of TAPT participants will demonstrate increased awareness of diversity issues and appreciation of different cultures.</p>	<p>DEDI continues to offer the Turn-A-Page-Together (TAPT) virtually. This program ran from February 15 to April 19, 2021. The objectives were to foster cross-campus collaboration, nurture the well-being and self-actualization of Gallaudet staff, faculty and students, engage in sustained and transformational courageous intergroup dialogues around the literature, increase knowledge of diversity and multicultural competency, and support participants in their discovery of intersectional identities. One of the books offered was an anti-racism book that helped participants understand and unpack racial bias.</p>	ONGOING
<p>8. e) DEDI engages all Inclusive Excellence Ambassadors and other university stakeholders in Restorative Justice training by the end of FY 2021. (EDI Objective Four – Foster relationship building and deeper community development).</p>	<p>DEDI staff, Office of the Ombuds staff, members of the Executive Team and/or select faculty have completed or will complete the Restorative Practices certification process through the University of San Diego's 6-week facilitator training program.</p>	IN PROGRESS

			8. f) GU Library creates the Black Lives Matter resources guide on the library website . All ASL and English bilingual resources are provided.	The BLM resource guide is forthcoming.	FORTHCOMING
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ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
DISCUSS AND ADDRESS CONCERNS BROUGHT UP REGARDING GALLAUDET UNIVERSITY HISTORY, BUILDINGS AND MONUMENTS	GU buildings, monuments, and campus areas are appropriately named or renamed.	DEC 2021	<p>9. a) In collaboration with DEDI, Division of Academic Affairs, and Clerc Center, the GU Recognition committee conducts extensive study on names of campus buildings, monuments, and areas, and history of the land on which campus was built upon. Removal of names that have oppressive histories with a process to appropriately rename.</p> <p>9. b) By the end of FY 2021, DEDI develops an action plan to engage all stakeholders in a variety of conflict resolution processes that foster listening and productive growth from difficult situations.</p> <p>9. c) DEDI engages all Inclusive Excellence Ambassadors and other university stakeholders in the Restorative Justice training by the end of FY 2021.</p>	<p>The MASS and TENxTEN Design teams leveraged community engagement by hosting four workshops to discuss programming, materiality, design and artists' engagement, which were successful.</p> <p>An informational webinar featured the film documenting the KSDII Class of 1952 in March, which encouraged Black Deaf people to share their narratives. The co-developers of the film are conducting research on Black Deaf history including the remarkable story of Louise B. Miller, her family and 23 KSDII students.</p> <p>The co-chair of the KSDII Steering Committee made a proposal to the Board of Trustees of three selected names for renaming the KSDII. Through community voting, all proposed names were approved.</p> <p>DEDI staff, Office of the Ombuds staff, members of the Executive Team and/or select faculty have completed or will complete the Restorative Practices certification process through the University of San Diego's 6-week facilitator training program.</p>	COMPLETED ONGOING

Improving Student Experience and Sense of Belonging

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
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<p>REVIEW AND REVISE STUDENT FINANCIAL SERVICES POLICIES WITH ANTI-RACIST LENS</p>	<p>Student financial services provide financial aid awards that support equity and allow for support of BIPOC students.</p>	<p>Ongoing</p> <p>10.a) The Office of Student Success and Academic Quality (SSAQ) provides and shares institutional reports specifically on Students of Color (SOC) populations with the goal to identify demographic shifts and trends in postsecondary success and retention including areas to close the equity gap.</p> <p>10.b) SSAQ continuously conducts a study on financial aid award procedures that support equity and allow for support of BIPOC students.</p>	<p>The Financial Aid Office, Division of Student Affairs, and the Division of Equity, Diversity Inclusion continue to host bi-weekly workshops geared towards providing specific information and resources for students of Color.</p> <p>We continue to follow the Department of Education guidelines whereby federal funds are awarded based on demonstrated financial need. The FAFSA is used to determine a student's eligibility, and there are no questions regarding race or ethnicity. There is plenty to suggest the application process itself creates barriers to access. However, we continue to award endowed and donor scholarships based on the criteria laid out by donors, including ethnicity.</p>	<p>ONGOING</p>
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ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
ESTABLISH A GREEK LIFE TASK FORCE	The Greek Life task force collaborates with the Division of Student Affairs (SA) to monitor fraternities and sororities.	JULY 2021	11. SA produces a comprehensive report on the role and responsibilities of the Greek Life Task Force and recommendations including timelines of communication with the community, selection of task force co-chairs (one staff and one faculty), and selection of task force members.	The Greek Life Task Force has an anticipated launch of April 2021.	IN PROGRESS

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
STRENGTHEN AND INCREASE SUPPORT FOR STUDENTS OF COLOR ORGANIZATIONS	SA provides support for Students of Color organizations.	OCT 2020	<p>12. a) SA hosts monthly meetings, starting 10/2020, with 50%+ representation of students of color organizations.</p> <p>12. b) SA utilizes 50% of its time to collaborate with students of color organizations.</p>	<p>The National Day of Racial Healing Panel was held to commemorate the important date. Participants engaged in meaningful conversations about racism and our vision of a racially healed world on micro, mezzo and macro levels.</p> <p>We began Black History Month with an Opening Ceremony which set the tone for the remainder of the month's activities with an aspirational message from Tim Foster, son of Gallaudet's first and probably most prominent African American graduate, the late Dr. Andrew Foster and his successor in the leadership of the Christian Mission for Deaf Africans. This was followed by a Black History Month Pan Africanism panel discussion.</p>	<p>COMPLETED</p> <p>ONGOING</p>

The Black History Month Pan Africanism Panel discussed the history and continuing importance of Pan Africanism and its role as the foundation of subsequent and contemporary movements for global and American Black emancipation, including the African freedom movements, the Black Power Movement, the Civil Rights Movement, the Black Panthers and the Black Lives Matter movements. The discussion was then localized to the Black Deaf community and to Gallaudet highlighting the mutually complementary roles and salutary impacts of Africans from Africa and the African Diaspora upon their educational, social and economic progression.

The Students of Color Leadership Institute was also held in February, with DEDI staff delivering a workshop on the theme of *Emerging Leaders*. The objective of that particular workshop was for students to learn about effective emerging leaders and to continue to develop their multicultural competence.

DEDI continues to offer the Turn-A-Page-Together (TAPT) virtually. This program ran from February 15 to April 19, 2021. The objectives were to foster cross-campus collaboration, nurture the well-being and self-actualization of Gallaudet staff, faculty and students, engage in sustained and transformational courageous intergroup dialogues around the literature, increase knowledge of diversity and multicultural competency, and support participants in their discovery of intersectional identities. One of the books offered was an anti-racism book that helped participants understand and unpack racial bias.

DEDI sponsored the leadership of the Black Student Union (BSU) to attend an all-day conference for Black collegians, the Black Student Lead Conference (BSL). The overarching goal of the BSL Conference is to help students become stronger leaders and allies to the Black community by practicing inclusion in their organizations and campuses.

Keeping the Promise Weekly Fellowship Workshops were held every Tuesday in March. There were different presenters each week and workshop objectives challenged participants to:

- o Explore their own identities and describe concepts of and historical perspectives on diversity/multiculturalism
- o Identify and/or apply self-awareness skills in their advocacy efforts
- o Utilize campus resources for their academic success and social/cultural interests
- o Demonstrate empathy for and acceptance of diverse cultures and capacity for cultural humility
- o Provide students with skills to understand intersecting identities and how students move from one identity to another and its impacts on their social development Completed

The Mentoring initiative began virtually this Spring and is, for the time being, being referred to as E-Mentoring. It is designed to connect undergraduate students, upperclassmen, and new students to a faculty/staff mentor who will help students:

- o navigate academic life at Gallaudet
- o provide a personal guide to Gallaudet services, programs, and enriching activities
- o help with critical thinking in order to make good decisions on issues that affect their academic career

- o guide students of color, LGBTQA of color and international students in making good academic, personal and career decisions Ongoing

DEDI began hosting monthly dialogue sessions for Hispanic and Latina/o/x faculty and staff which have three objectives:

- o Nurture well-being and self-actualization
- o Engage in sustained and transformational courageous intergroup dialogues in a safe and brave space
- o Build a support system for the Gallaudet Hispanic and Latina/o/x community. Ongoing

In March, DEDI held an Asian Pacific Islander Faculty, Staff, and Students Dialogue to discuss the effects of racism toward Asians/Pacific Islanders, the efforts underway to combat anti-Asian sentiment, COVID-19 on campus and the growing anti-Asian racism precipitated by incendiary political statements regarding the COVID-19 pandemic and how it impacts Asians/Pacific Islanders on campus. Completed

Although Asian Pacific Islander Heritage Month is traditionally celebrated in May, it was decided to take advantage of student presence on campus and will be held in April. Going forward, the API Heritage Month will be celebrated annually in April. DEDI sponsored the following panel discussions during API Heritage Month 2021:

- o Asian Pacific Islander: Overcoming Hidden Barriers to Success
- o The Model Minority Myth The model minority myth was deconstructed as being built on a false premise which monolithizes an Asian population that is incredibly and widely diverse, with the intention to create friction and competition between Asian communities on one hand and Indigenous, Black and Latino communities on the other while ignoring the very real problems of Asians, including racism. It is, in a phrase, "divide and conquer."
- o Are Asians Too Invisible? Let's talk about hate speech, a timely topic in the light of a resurgence in anti-Asian hate and rhetoric.
- o Asian Pacific Islander Heritage Month Closing Ceremony, with Keynote Speaker, Frank H. Wu, Esq., Gallaudet University Trustee Emeritus and President of Queens College, The City University of New York (CUNY). The discussion by Frank H. Wu touched on the history and place of the Asian-American population of the United States; the sociopolitical climate with regard to the impact of COVID-19 (particularly on BLM Communities of Color), BLM and drive to dismantle systematic racism across the country, examples of AANHPI resilience, effective advocacy and coping strategies for AANHPI communities. Completed

We began consultative interactions with Athletics Department representatives to find ways for student athletes of Color to benefit more extensively from *Keeping the Promise* and other DEDI programs and resources during the 2021-22 academic year. Ongoing

Asian LGBTQ: Exploring Intersections was also delivered to spotlight the many different cultures defined as “Asian;” explore intersecting identities of ethnicity, culture and LGBTQ identities; further understand the oppressions faced with each identity and as a whole; and provide inspiration for other LGBTQ folks who are Asian. Completed

Gallaudet held a *Trans Day of Visibility* event featuring a racially diverse panel of students and alumni who shared their personal stories about the challenges of being deaf and trans; the panel also shared what to do and what NOT to do in support of trans people (microaggressions). Completed

A workshop, *Becoming an Accomplice: Practicing Allyship* was delivered to all staff. This event was sponsored by GSC and addressed questions including: *What does allyship look like? How can one practice better allyship? What are examples of extreme consequences experienced by some historical allies for their acts of allyship, although today those extremes are rare and have been replaced with relatively more subtle consequences?* Completed

DEDI consulted with University Communications (UC) leadership regarding internal responses to select marketing videos; DEDI will do an assessment of the videos and share views with UC in May. In Progress

DEDI collaborated with Student Affairs to host *Your Roadmap to a Wealthy Future* for students of Color. The aims included increasing students’ knowledge of budget management and their understanding of Financial Aid services, scholarships, loans, and other financial services. Completed

A presentation on Latino/a/x Culture and Identities was delivered with a focus on increasing the multicultural competence of non-Latinx participants in relation to Latinx culture and increasing the self-identity awareness, confidence, well-being and self-actualization of Latinx participants. Completed

DEDI hosted a Women’s Herstory Month *Discover your Inner Shero* panel as well as a panel entitled *Let’s Disagree for Heaven’s Sake: A Conversation with Deaf Jews about Friendship, Anti-Semitism, and Identity*. Both panels had the same shared and highly-generalized objective of fostering cross-campus collaboration, increasing multicultural competency and self-identity awareness, confidence, well-being, and self-actualization while creating, promoting, and encouraging a supportive and friendly campus environment that is welcoming and attractive to people of all races, ethnicities, nationalities, religions, genders, sexual orientation, modes of communication and disabilities. Completed

DEDI sponsored the Leadership of the Latinx Students Union to attend the *Latinx Leads Virtual Conference 2021*. The overarching goal of the *Latinx Leads* Conference is to help students become stronger leaders and allies to the Latinx community by practicing inclusion in their organizations and campuses. The Conference empowers them to create a more accepting, equitable environment, and prepare them to work effectively in a diverse workplace. Participants will explore the history and roots of the Latinx community, examine where they are currently, and look to their future. Completed

	<p>The Division of Student Affairs (SA) continues to conduct monthly meetings with officers from identified students of Color organizations with CDO Liz Moore and Provost Jeff Lewis. SA also hosts bi-weekly meetings with the GSA and SBG Presidents, SBG Vice President, and SBG Director of Student Affairs. Ongoing</p> <p>SA continues to meet biweekly with the Black Student and Latinx Student Unions with CDO Liz Moore and Provost Jeff Lewis to build a better collaborative relationship and to provide updates on the University's progress on addressing their demands as outlined in their respective letters issued in Summer 2020. Ongoing</p> <p>SA updated the equity, division and inclusion management objectives (specifically within the Dean's Office) to embed more inclusive language in all Student Affairs staff evaluations. Completed</p> <p>CAPS continues to provide separate ongoing support groups for Black, Latino/a/x/Hispanic, and LGBTQA+ students. Ongoing</p> <p>Approximately 20 Student Affairs staff participated in a webinar hosted by PaperClip Communications on <i>Black Student Persistence and Success</i>. Completed</p> <p>Assistant Dean Eyob Zerayesus collaborated with Black Student Union advisors Lorenzo Lewis and Felicia Williams to host a BSU officers training over a weekend focused on leadership training and development. Completed</p>
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Action	Goal	Timeline	Metric	Progress to Date	Status
IMPLEMENT A STUDENT OF COLOR RESOURCE CENTER	The Students of Color Resource Center (SOCRC) provides resources and support to BIPOC students.	DEC 2020	13. In collaboration with the ALLSTAR program and EDI Multicultural Student Development and Mentoring Program (MSDM), SOCRC provides resources to BIPOC students. SOCRC has a computer lab and is in close proximity with the Center on Black Deaf Studies and future multicultural centers.	The Division of Student Affairs continues to collaborate with the Division of Equity, Diversity and Inclusion and Academic Affairs to lay the foundation for the establishment of the Students of Color Resource Center slated to open prior to the Fall 2021 semester.	IN PROGRESS

Creating Welcoming and Stronger Multicultural Learning Experiences & Research and Discovery Opportunities for Faculty and Students

Action	Goal	Timeline	Metric	Progress To Date	Status
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MAKE FACULTY ADVERTISING AND INTERVIEW TIMELINES COMPETITIVE	Student financial services provide financial aid awards that support equity and allow for support of BIPOC students.	Ongoing	<p>14. a) Faculty positions are designed to allow for larger pools of applicants.</p> <hr/> <p>14. b) In collaboration with HR and EDI, the Division of Academic Affairs (AA) disseminates job advertisements to BIPOC and BIPOC DDBDDHH organizations and HBCU programs.</p> <hr/> <p>14. c) AA allows for flexibility in the interview timelines.</p>	The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.	FORTHCOMING
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ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
INCREASE ASL PROFICIENT BIPOC DDBDDHH FACULTY ANNUALLY	BIPOC DDBDDHH faculty provide diverse perspectives and support BIPOC DDBDDHH students in higher education.	Ongoing	<p>15. a) The increasing number of ASL proficient BIPOC DDBDDHH faculty is hired annually, which better reflects the diversity of student populations.</p> <hr/> <p>15. b) A Non-Tenure Track (NTT) position is automatically converted to a Pre-Tenure Track (PTT) position when NTT faculty is accepted into a doctoral program.</p> <hr/> <p>15.c) By the end of FY 2021, EDI develops a mentoring program to support the advancement of faculty from historically under-represented groups in collaboration with AA.</p>	<p>The Office of Academic Affairs established a mentoring program between executive leadership, administrators and faculty/staff by creating four faculty administrator positions. Such positions are a pathway to develop administrative skills in faculty. Among the faculty administrators are Marina Dzougoutov, Dr. Teresa Burke and Dr. Franklin Torres. Two of the four are faculty administrators of Color.</p> <p>The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.</p>	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
BEGIN ANTI-RACISM WORK WITHIN AA AND THE FACULTY GOVERNANCE	Faculty administrators and faculty are aware of their biases and values, are culturally sensitive to others, recognize and appreciate differences and	DEC 2021	16.a) By the end of FY 2021, DEDI develops an action plan to engage all stakeholders in a variety of conflict resolution processes that foster listening and productive growth from difficult situations.	<p>The Division of Academic Affairs completed the following professional development activities between January and March 2021:</p> <ul style="list-style-type: none"> ○ A keynote address was given by <u>Mary Frances Winters</u>, author of the book <u>Black Fatigue: How Racism Erodes the Mind, Body and Spirit</u>, focusing on how racism caused fatigue among Black people. 	ONGOING

commonalities, and are skilled in their expertise.

16.b) DEDI engages all Inclusive Excellence Ambassadors and other university stakeholders in Restorative Justice training by the end of FY 2021.

- The keynote speaker [Dr. Vardit Ravitsky](#), Professor of Bioethics at the University of Montreal, President of the [International Association of Bioethics](#), and 2020 Trudeau Foundation Fellow and Chair of the Foundation's COVID-19 Impact Committee discussed what COVID taught us about justice and equity.
- Dr. Andrew Flagel, President/CEO of the Consortium of Universities of the Washington Metropolitan Area with Dr. Rosanne Rushing gave an overview of how the consortium addressed COVID, vaccination plan and the return to the campus scenarios.
- [Mpho Tutu Van Furth](#) gave a presentation on the power of forgiveness and its role in addressing injustice, using lessons developed in her book. She co-authored, with her father, Archbishop Desmond Tutu and Nobel Peace Prize winner, [*The Book of Forgiving*](#).
- [The Monroe Pedagogy](#), owned by Victorica Monroe, provided anti-racism training sessions to GU and Clerc Center employees in collaboration with HR, DEDI and the Organization for Equity for Staff of Color. The training sessions included Anti-Racism (23 attendees), Transformative Thinking (30 attendees), How to be Anti-Racist Effectively (24 attendees) and Facilitate Discussion (9 attendees).
- Beginning in March, and running through May, FoCC will host 6 faculty engagement groups for BIPOC/Faculty of Color and White Faculty colleagues. The overarching goal of these groups is authentic relationship-building across, and in respect of, racial differences. Through listening-for-understanding, we can learn and understand more deeply one another's cultural identities, legacies, and life experiences. (The Dr. King Resolution Faculty Engagement Group is led by the Faculty of Color Coalition (FoCC) with interpreting support from Academic Affairs.) The Leadership Council of the Faculty of Color Coalition (FoCC) hosted a virtual "FoCC Informational meeting" on Zoom particularly for faculty of Color.

Action	Goal	Timeline	Metric	Progress to Date	Status
FACULTY REVIEW COURSES AND CURRICULUM TO REFLECT ADDITIONAL BREADTH AND DEPTH OF CONVERSATIONS AND RESEARCH AROUND TOPICS OF RACE, RACISM AND ANTI-RACISM	CUE and CGE curriculum committees review courses every semester to reflect additional breadth and depth of conversations and research around topics of race, racism, other isms, phobias, antiracism, and diversity.	ONGOING	17. a) Center for Black Deaf Studies, EDI, and AA provides consultation to CUE, CGE, school directors, and program directors. 17. b) By the end of FY24, implement MOD action plan by requiring and embedding diversity, inclusion and climate content in division, school, and program training and workshops, especially for those in teaching, supervisory, student-facing, customer service and decision-making roles.	<p>General Education curriculum, to be released Fall 2021, will heavily focus on anti-racism principles and values with an emphasis on foundational courses intended to recognize student's personal/cultural knowledge and will be an essential part of the classroom dialogue regarding institutional and systemic change. Spring 2021 course offerings rooted in anti-racism principles include:</p> <ul style="list-style-type: none"> ○ GSR 210: Mira: Latin America! ○ GSR 210: Latinos in the US ○ GSR 210: Latino Presence in the US ○ GSR 210: Social Change & Literature ○ GSR 210: Introduction to Korea ○ GSR 210: Representation in the Media ○ GSR 210: Lengua de Señas Mexicana ○ GSR 220: Deaf & Disabled Human Rights ○ GSR 240: Social Constructs ○ GSR 300: Black Deaf Stories ○ GSR 300: Be a Change Agent ○ GSR 300: Disability Law ○ GSR 300: Deaf Art: Marginalized Artists <p>The first semester of First-Year Seminar (VEE101) focuses on self-reflection and personal understanding, with multicultural, multi-identities as one of the four key Student Learning Outcomes.</p> <p>The Core: EXPLORE portion of the new Core Curriculum includes an Area of Inquiry on Identities and Cultures as well as one on Ethics and Civics. Both will have many course offerings related to anti-racism. Students will be required to take two courses (six credits) from each area.</p> <ul style="list-style-type: none"> ● All courses designated as satisfying the Core: EXPLORE Areas of Inquiry must include diverse representation in the materials used as class texts. This is part of the screening process for designating the course as a Core elective. <p><i>In the Gen Ed teams:</i></p> <ul style="list-style-type: none"> ● A representative from Faculty of Color Coalition (FoCC) will have a standing position on the Gen Education Council ● A representative from the Division of Equity, Diversity and Inclusion will be included on the planning team for First-Year Seminar ● Recruiting instructors for the First Year Seminar teaching team and content provision will be reflective of Gallaudet's student population <p><i>(Summer 2021 course offerings include:</i></p> <ul style="list-style-type: none"> ○ Voices of Protest: Black, Native American, and Latino/a/x Histories of Resistance, 1950 to present ○ Becoming an Agent of Change ○ Critical Review of Deaf Education Literature ○ Pandemic Bioethics and COVID-19 ○ Dialogue, Deliberation, and Democracy at Gallaudet 	ONGOING

				<ul style="list-style-type: none"> o Sensing Washington: Ethnography as activism, method, and theory o The Art of Protest 	
Action	Goal	Timeline	Metric	Progress to Date	Status
INCREASE NUMBER OF BIPOC TUTORS AND STUDENT SUPPORT PERSONNEL	BIPOC DDBDDHH career and academic advisors, student success coaches, and tutors provide support services.	ONGOING	<p>18. a) Undergraduate and graduate programs hire tutors, and 50% of tutors in each school are BIPOC DDBDDHH.</p> <p>18. b) Total number of student success coaches increases from 4 to 6, and 50% of coaches are BIPOC DDBDDHH. At least one coach serves DeafBlind students.</p> <p>18. c) 40% of career/academic advisors are BIPOC DDBDDHH.</p>	<p><i>Student Success & Mentoring Efforts</i> SSAQ continues to partner with DEDI on mentoring efforts and to date, a total of 95 students that have been paired with a faculty or staff member, with more than 85% of participants being students of Color.</p> <p>SSAQ recently advertised an Accessibility Specialist on its HR webpage and in the process of advertising an Accessibility Coordinator to work collaboratively with university students, faculty, Clerc Center teachers, and staff across the campus promoting disability culture in the University's overall diversity and inclusion initiatives.</p> <p><i>Internships & Careers</i> Career Center remains committed to supporting our students especially those of Color. Notable accomplishments from our students of Color include:</p> <ul style="list-style-type: none"> o Roseline Garcia, a Latina, single mother of two children (ages 12 and 6) recently graduated in December of 2020 and accepted a full-time IT position as Technology Development Analyst at PNC in Pittsburgh, PA (PNC's headquarters). She also joined PNC for their first-ever virtual Summer Intern Program last summer. While at Gallaudet last year, Roseline was one of our Disability:IN NextGen Leaders. Initially, her major was in Early Childhood Education and after going through several sessions with her Career Consultant, she came to realize the IT field was a perfect fit for her, given her interests and skill set. Her internships helped her with this decision. o Robersy Delgado, a Cuban-born immigrant and his family moved into the States when he was 11 years old. His parents desired that he and his brother receive a good education and raised them in Tampa, Florida. He graduated in August 2020, after completing his first-ever virtual internship at Procter and Gamble. He was offered a full-time hire immediately after his internship in the IT division. He was the first Gallaudet graduate ever to land a full-time job at P&G. His deaf mentor, Scott Van Nice, a veteran of P&G has set a good example as a Deaf professional working for a top Fortune 500 Company. Without Scott's support, none of these opportunities would not have been possible for our Gallaudet graduates. o Pablo Gonzalez, a Mathematics major with a minor in Education and Psychology, is doing a hybrid internship at Phoenix School for the Deaf during the pandemic. His Math teacher allowed him to take an active role in teaching almost all Math classes at the high school level. He truly enjoys having hands-on experience. His recent evaluation by his supervisor states "students love working with Pablo." He will be graduating in May of this year. <p>Spring 2021 shows 151 Internships were provided to our students including,</p> <ul style="list-style-type: none"> o 40 UGRAD; 17 BIPOC (Asian + Black + Hispanic + Two or More), 21 White, and 2 Unknown; 27 Female/ 13 Male (only binary options provided) o 111 GRAD; 35 BIPOC (Asian + Black + Hispanic + Two or More), 8 International, 58 White, 10 Unknown; 87 Female/ 22 Male/ 2 Unknown 	ONGOING

			<p>Of the 82% First Time Full Time Freshmen (FTFTF) who returned for the Spring 2021 semester, 79% of the students of Color population returned while 84% of the White student population returned; some of this can be attributed to the devastating impact of COVID-19 on students and families of Color compared to white students and families. (see Chronicle of Higher Education - More Pandemic Consequences for Underrepresented Students. 9.16.2020).</p> <p>In response to this and other financial barriers that our students face, we have made a change in policy that provides protection for students who take a leave of absence for any reason and if their GPA still qualifies them for a merit scholarship, we will honor the continuation of the scholarship upon their return to the University. In the past, if a student was on leave of absence and wanted to be readmitted, they were no longer eligible for merit scholarships. Ongoing</p> <p>Financial Aid Office, Student Affairs, and the Division of Equity, Diversity Inclusion continue to host bi-weekly workshops geared towards providing specific information and resources for students of Color. Ongoing</p> <p>The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.</p>	
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ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
CREATE ENDOWED POSITIONS, POSSIBLY CENTERS, FOR EMINENT BIPOC SCHOLARS	BIPOC DDBDDHH scholars collaborate with the Center for Black Deaf Studies and future Centers for Multicultural Deaf Studies to teach, research, and lead intellectual discussions.	ONGOING	<p>19. a) Center for Black Deaf Studies is established in Fall 2020.</p> <p>19. b) In collaboration with the AA and EDI, the Development Office makes fundraising efforts to create endowed positions for visiting BIPOC DDBDDHH scholars.</p> <p>19. c) Multicultural Deaf Studies Centers will be established in the next 5 years.</p>	<p>The Office of Research and Engagement continues to develop research fellowships. The Center for Black Deaf Studies (CBDS) is developing paid internships. CBDS has one current intern and one paid fellow.</p> <p>The Office of Development has recently signed a long-term contract with Bridge Philanthropic Consulting (BPC), the only Black-owned and operated fundraising consulting firm in the world to consult on the Kendall Division II fundraising campaign.</p> <p>The Office of Development recently launched a direct mail campaign to support the Black Deaf Studies Center. Funds are still actively being raised via the direct mail effort and more follow-up solicitation efforts will be made via email/social media.</p> <p>The Office of Development team recently participated in a two-day conference focusing on Diverse Philanthropy and Leadership which focused on how to engage BIPOC donors and raise funds for BIPOC related causes.</p>	ONGOING

The Office of Alumni Relations has established ongoing weekly meetings with representatives from the Division of Equity, Diversity and Inclusion. The purpose of these meetings is to 1) share plans on how to include diverse alumni in future events and efforts, 2) provide DEDI staff the opportunity to share progress reports, and 3) find opportunities for collaboration through the cross-marketing of alumni events. We also engaged in continuous discussions with DEDI regarding the provision of anti-racism training for our alumni. Alumni Relations continues to seek opportunities and platforms to share the unique stories of diverse alumni from all backgrounds.

Accountability and Investing in Our Anti-Racism Commitment

Action	Goal	Timeline	Metric	Progress to Date	Status
Develop an Annual Report Card for Racial Justice Progress	In collaboration with the Division of Operations (DO), EDI, AA, SA, Development Office, and Clerc Center, the Social Justice and Racial Equity Collaborative presents an annual report to the community in September.	Ongoing	20. a) By the end of spring 2021, DO and DEDI create a system to document participation by units and academic departments to enhance engagement and accountability. 20. b) DO, EDI, AA, SA, Development Office, and Clerc Center submit annual racial and social justice progress reports to the proposed University-wide racial and social justice committee by July 1st. 20. c) The SJREC shares a comprehensive racial and social justice progress report with the community in September, using a chart of the GU EDI Belonging and Equity Imperatives, priorities, and plans.	DEDI will continue to collect progress reports and data while a measurable, systematized reporting mechanism is developed.	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
CONTINUE TO UNCOVER RACIST SYSTEMS ON CAMPUS	The University-wide Racial and Social Justice Committee monitors the progress of racial and social justice.	JAN 2021	21. a) The Equal Opportunity Program, under DEDI, implements a Hate/Bias Reporting Protocol by end of FY 20.	THE EOP continues to develop a Hate/Bias Reporting Protocol that will accompany the anti-racism statement and policy and lead to a centralized online reporting location. The Division of Student Affairs participated in a Webinar on <i>How to Build an Effective Bias Reporting System & Response Team</i> along with the Director of Student Accountability and Restorative Practices. Participation in this webinar provided the requisite resources to establish the Student Affairs Bias Incident Reporting System and Response Team to include training for staff and paraprofessionals during the Spring/Summer of 2021. SA then developed a centralized bias incident reporting form and posted it online on the Student Affairs website. SA continues to collaborate with the Division of Equity, Diversity, and Inclusion on building a one-stop bias incident reporting process.	IN PROGRESS
			21. b) The Office of Human Resources (HR) revises University Bullying Policy by end of FY 20.	The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.	FORTHCOMING
			21. c) DPS, Integrated Response Team, and Anti-Racism Commitment Team (ARCT) present monthly reports to the Social Justice and Racial Equity Collaborative.	This line item is forthcoming.	FORTHCOMING
			21. d) DO presents monthly progress reports on HR Transformation and DPS Assessment to the Social Justice and Racial Equity Collaborative.	The Office of Human Resources' progress report regarding the HR Transformation project led by Ernest and Young will be released in May 2021.	FORTHCOMING
			21. e) Equal Opportunity Program and ADA Compliance Program, which both are under DEDI, present monthly progress reports to the University-wide Racial and Social Justice Committee.	DEDI will continue to collect progress reports and data while a systematized reporting mechanism is developed.	FORTHCOMING

Action	Goal	Timeline	Metric	Progress to Date	Status
INCREASE DIVERSITY OF VENDORS / CONTRACTORS / SUPPLIERS TO UNIVERSITY	Gallaudet hires BIPOC DDBDDHH vendors, contractors, and suppliers.	DEC 2022	22. DO recruits and maintains a list of diversity vendors, contractors, and suppliers. 30% of diversity vendors, contractors, and suppliers are BIPOC DDBDDHH.	<p>Gallaudet and the Division continue to collaborate with Cornerstone Consulting HR, Ernest and Young, Hogan and Lovells, BPC, and the Durkin Agency to complete various aspects of anti-racism work. Cornerstone, Hogan and Lovells, and BPC are historically underutilized BIPOC-owned businesses. Also, the lead consultant for Ernest and Young who facilitates all DEI efforts related to HR transformation identifies as BIPOC.</p> <p>The Office of Development has recently signed a long-term contract with Bridge Philanthropic Consulting (BPC), the only Black-owned and operated fundraising consulting firm in the world to consult on the Kendall Division II fundraising campaign.</p> <p>Individual offices and divisions have increased their smaller contracts with Deaf and BIPOC and BIPOC Deaf vendors. Once a tracking system is established this can be quantified.</p> <p>The Office of Human Resources' progress report is forthcoming.</p>	IN PROGRESS
DEVELOP AN ONLINE, BILINGUAL RESOURCE LIBRARY FOR ANTI-RACISM FOCUSED, TRAUMA-INFORMED SOCIAL JUSTICE EDUCATION, INCLUDING THE PRODUCTION OF MATERIALS	GU Library provides online antiracism resources for students, faculty, staff, and other stakeholders.	ONGOING	23. GU Library creates the Black Lives Matter resources guide on the library website . All ASL and English bilingual resources are provided.	<p>The BLM resource guide is forthcoming.</p>	IN PROGRESS
MANDATE AND INTEGRATE RACIAL JUSTICE FUNDRAISING VIA THE OFFICE OF DEVELOPMENT	GU Office of Development collaborates individually or collectively with DO, EDI, AA, SA, Center for Black Deaf Studies, and Kendall Division II	ONGOING	24. GU Office of Development collaborates individually or collectively with DO, EDI, AA, SA, Center for Black Deaf Studies, and Kendall Division II Memorial committee to identify and implement fundraising strategies.	<p>The Office of Research and Engagement continues to develop research fellowships. The Center for Black Deaf Studies (CBDS) is developing paid internships. CBDS has one current intern and one paid fellow.</p> <p>The Office of Development recently launched a direct mail campaign to support the Center for Black Deaf Studies. Funds are still actively being raised via the direct mail effort and more follow-up solicitation efforts will be made via email/social media.</p>	ONGOING

Memorial committee to execute fundraising strategies.	The Office of Development team recently participated in a two-day conference focusing on Diverse Philanthropy and Leadership which focused on how to engage BIPOC donors and raise funds for BIPOC related causes.	
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Community Relations, Communications, and Admissions

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
DEVELOP RELATIONSHIPS WITH EXTERNAL ORGANIZATIONS THAT REPRESENT DIVERSE GROUPS	The Division of Operations (DA) maintains partnerships internal and external to Gallaudet University that are of benefit to the University.	DEC 2020	25. In collaboration with the DEDI, DA creates partnerships with external organizations particularly BIPOC DDBDDHH organizations.	The Office of Alumni Relations has established ongoing weekly meetings with representatives from the Division of Equity, Diversity and Inclusion. The purpose of these meetings is to 1) share plans on how to include diverse alumni in future events and efforts, 2) provide DEDI staff the opportunity to share progress reports, and 3) find opportunities for collaboration through the cross-marketing of alumni events. We also engaged in continuous discussions with DEDI regarding the provision of anti-racism training for our alumni. Alumni Relations continues to seek opportunities and platforms to share the unique stories of diverse alumni from all backgrounds. DEDI will continue to collect progress reports and data while a measurable, systematized reporting mechanism is developed.	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
ANTI-RACISM COACHING AND CONSULTATION FOR MARKETING AND COMMUNICATIONS STAFF	The Office of University Communications and Marketing demonstrates cultural competence.	Ongoing	26 .a) The Office of University Communications and Marketing collaborates with the Division of Operations (DA) to retrieve data from higher education to revise hiring policies 26 .b) The Office of University Communications and Marketing hires BIPOC DDBDDHH staff that reflect the diversity of the student body.	The Office of Human Resources' progress report is forthcoming. Chris "CJ" Johnson, Gallaudet alumnus and community advocate, was hired as the Office of University Communications' Community Relations Manager in March 2021 and will act as a liaison to the Division of Equity, Diversity and Inclusion while managing EDI communications including Gallaudet Social Media pages and diversity and inclusive language oversight. Chris plans to	FORTHCOMING ONGOING

	establish a UC subcommittee made up of diverse representatives to review University marketing materials.	
26. c) CBO collaborates with the Office of University Communications and Marketing to provide cultural diversity training.	DEDI along with various campus divisions and units have facilitated numerous anti-racism, bias, and diversity/inclusion training sessions and dialogues for students, faculty, staff, alumni, and administrators.	
26. d) Eighty percent of University students and employees will participate in cross-cultural conversations and other diversity training by the end of FY 2023.	The Board of Trustees has established the EDIA Committee co-chaired by Dr. Cynthia Neese Bailes and Darian Burwell and is currently establishing its Charter. The BOT engaged in the EDI training in March 2021 and scheduled future EDI and anti-racism training sessions. The executive team is continuing their monthly anti-racism workshops that began Fall 2020. Likewise, the executive team has engaged in reading, reflections, and discussions regarding the meaning and implications of racism, implicit bias, the January 6th U.S. Capitol insurrection, and the identity experiences of many underrepresented racial and ethnic minority communities. In Progress Beginning in March, and running through May, FoCC is hosting six faculty engagement groups for BIPOC/Faculty of Color and White Faculty colleagues. The overarching goal of these groups is authentic relationship-building across, and in respect of, racial differences. Through listening-for-understanding, we can learn and understand more deeply one another's cultural identities, legacies, and life experiences. (The Dr. King Resolution Faculty Engagement Group is led by the Faculty of Color Coalition (FoCC) with interpreting support from Academic Affairs.) In Progress	IN PROGRESS
26. e) By the end of FY24, implement MOD action plan by requiring and embedding diversity, inclusion and climate content in division, college, school and department trainings and workshops, especially for those in teaching, supervisory, student-facing, customer service and decision-making roles.	The Monroe Pedagogy, owned by Victorica Monroe, provided anti-racism training sessions to GU and Clerc Center employees in collaboration with HR, DEDI and the Organization for Equity for Staff of Color. The training sessions included Anti-Racism (23 attendees), Transformative Thinking (30 attendees), How to be Anti-Racist Effectively (24 attendees) and Facilitate Discussion (9 attendees).	ONGOING
	UC implemented and will continue to implement new website content that reflects the diversity of Gallaudet students in all pages.	

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
ENSURE ADMISSIONS AND MARKETING STAFF REFLECT THE DIVERSITY OF THE STUDENT BODY, AND THAT THIS DIVERSITY IS REFLECTED IN ALL MESSAGING AND MARKETING	The Office of University Marketing and Admissions demonstrates cultural competence.	Ongoing	27. a) The Office of University Admissions and Marketing hires BIPOC DDBDDHH staff that reflect the diversity of the student body.	Progress to date:Chris "CJ" Johnson, Gallaudet alumnus and community advocate, was hired as the Office of University Communications' Community Relations Manager in March 2021 and will act as a liaison to the Division of Equity, Diversity and Inclusion while managing EDI communications including Gallaudet Social Media pages and diversity and inclusive language oversight. Chris plans to establish a UC subcommittee made up of diverse representatives to review University marketing materials.	ONGOING
		Ongoing	27. b) CBO and DEDI collaborates with the Office of University Admissions and Marketing to ensure that admissions and marketing services are culturally competent.	UC implemented and will continue to implement new website content that reflects the diversity of Gallaudet students in all pages	

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
DEVELOP AND LEAD A UNIVERSITY COMMUNICATION CAMPAIGN THAT REMINDS THE COMMUNITY OF	EDI communicates the progress of AntiRacism Priorities with the community monthly. Spotlight diverse students, faculty, and staff weekly on a rotational basis, highlighting the contribution they make to the larger Gallaudet community.	Ongoing	27. a) The Office of University Admissions and Marketing hires BIPOC DDBDDHH staff that reflect the diversity of the student body. 28. b) Diverse students, faculty, staff, and administrators are selected to share success stories monthly, starting October 2020.	Progress to date:Chris "CJ" Johnson, Gallaudet alumnus and community advocate, was hired as the Office of University Communications' Community Relations Manager in March 2021 and will act as a liaison to the Division of Equity, Diversity and	ONGOING

**GALLAUDET'S
ANTIRACISM
EXPECTATIONS
AND GOALS**

EDI staff rotate making a public statement once a month at various events, reminding the community of Gallaudet's AntiRacism expectations and goals.

Diverse students and the community at large make a public statement at their events.

28. c) DEDI makes a public statement monthly during various events to remind the community of expectations and goals, starting October 2020.

28. d) Diverse students and the community at large rotate public statements during their events on a biweekly basis, starting October 2020.

Inclusion while managing EDI communications including Gallaudet Social Media pages and diversity and inclusive language oversight. Chris plans to establish a UC subcommittee made up of diverse representatives to review University marketing materials.

UC implemented and will continue to implement new website content that reflects the diversity of Gallaudet students in all pages