



GALLAUDET UNIVERSITY | DIVISION OF EQUITY, DIVERSITY & INCLUSION

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

FORTHCOMING

IN PROGRESS

ONGOING

COMPLETED

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 PROCESSES, 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 assist with anti-racism initiatives through December 2022.	Gallaudet and the various campus divisions 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.	ONGOING
			1. b) DEDI develops an action plan to support Gallaudet University’s Multicultural Organization Development (MOD) vision by the end of FY 21.	Four DEDI staff have been reclassified. Alex Leffers is now Manager, Communications and Community Engagement; Elvia Guillermo Aguilar is now Manager, Intercultural Alliances; Vanessa Slade is now Executive Assistant; Kala Granger is now the DEDI Coordinator. Discussions are underway as to what demographics to include and where to publish this information. Values listed on the Gallaudet and Gallaudet Promise websites better reflect an ongoing commitment to an institutional culture of inclusion and belonging.	COMPLETED
			1. c) DEDI recruits an internal team of experts to carry out Anti-Racism plans by the end of FY 21.	DEDI: The Faculty Administrator position was not filled in May 2021 so it will again be advertised in December 2021 in hopes that it will be filled in May 2022. 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.	ONGOING
			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.	DEDI staff, Office of the Ombuds staff, members of the Executive Team, and select faculty have completed the Restorative Practices certification process through the University of San Diego’s 6-week facilitator training program.	ONGOING

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

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 is now called the Social Justice and Racial Equity Collaborative. The second round of nomination letters for the SJREC was released in February and the selection process began in Summer 2021. In October 2021, the CDO will have individual meetings with SJREC members in preparation for the first SJREC meeting. The charter will be reviewed in the upcoming meeting.	ONGOING
			2. b) The University-wide racial and social justice committee establishes a published charter by the end of 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,	Students, faculty, and staff are aware of their biases and values, are culturally sensitive to others, and recognize and	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.	<p>AA: Several workgroups are currently focusing on their own antiracism work, including the Provost Office Staff, AASA, and several academic programs.</p> <p>FAO collaborated with SA and DEDI on the financial workshops in Spring 2021 and will continue offering education through November 30, 2021. (see below)</p>	ONGOING

DIVERSITY, AND ANTI-RACISM TRAINING, TO INCLUDE IMPLICIT BIAS, FOR STUDENTS, FACULTY, AND STAFF

appreciate differences and commonalities.

STUDENT OF COLOR: YOUR ROADMAP TO A WEALTHY FUTURE SERIES!

SCHOOL FINANCES Financial Aid & Student Loans - Why it is complicated? AMANDA JACKSON & JUSTIN FOLK September 21, 2021	MONEY FEAR It gives you plenty of stress and may prevent you from moving forward DORIS ZELAYA October 5, 2021
CREDIT SCORE Do I need Credit Card now? What do you need to build up your score? JUSTIN FOLK October 19, 2021	MONEY MANAGEMENT Need vs. Want & Tax & Saving Strategies DR. KHADIJAT RASHID & DR. ANDY TAO November 2, 2021
BUILDING YOUR WEALTH Branding, Marketing & Source of Incomes STORM SMITH November 16, 2021	YOUR ROADMAP Develop your Action Plan & Resources YOU CAN DO IT! November 30, 2021

ZOOM ID: 886 3477 9338 | **TUESDAYS 7:30 PM - 9:00 PM EST** | **TAG YOUR POC FRIENDS TO JOIN!**

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Sponsored by Multicultural Students Programs, Storm Smith, Justin Folk, Financial Aid & Division of Equity, Diversity, and Inclusion

Three DEDI staff completed the restorative practices certification program in May 2021.

DEDI staff completed the Consulting for Impact course (CCHR) to increase DEDI staff consultancy skills and the ability to serve internal client groups as the shift to a consultancy model begins.

DEDI hosted a virtual workshop “Colorism in the Hispanic, Latina/o/x Community” in collaboration with the Latinx Student Union during Hispanic Heritage Month (September 2021); the event featured guest speaker Roberto Sandoval.

DEDI hosted a kick-off to Hispanic Latina/o/x Heritage Month with a presentation by Dr. Joseph Santini called *Pa'lante: Always Moving Forward* - our first face-to-face presentation since the pandemic. Hosted on September 15, 2021.

UnityFest was hosted virtually in the Spring on April 16, 2021.

DEDI hosted several dialogues with affinity groups in collaboration with the Ombuds office in response to the outcomes of the Chauvin Trial. We had groups for Black, Asian, Latina/o/x, and Hispanic communities, as well as a white group to discuss this issue.

DEDI collaborated with the Department of Deaf Studies to host *Deaf Women from All Paths of Life* featuring a short film made by Deaf Women's Studies students last year! The film will be followed by a panel discussion with students, alumni, and staff. Panelists are Shua Clay, Fatuma Ali, Stephanie Sforza, and Sandy McLennon. The event was held on April 23, 2021.

DEDI will host the closing ceremony for Hispanic Latina/o/x Heritage Month, *Fiesta Con Mi Familia* on October 15, 2021.

DEDI continues to deliver comprehensive presentations on available DEDI resources and support services to inform new students about DEDI programs and services.

DEDI continues to deliver a three-session training entitled Unpacking Bias and Anti-Racism 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. DEDI staff members have been conducting this training since October 2020; altogether 10 groups have met thus far. This fall, there will be six groups.

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. The course is being re-evaluated due to some concerns about the length and duration of this training, plus the challenges of scheduling.

Meditation has also been provided between deaf organizations in Canada.

Anti-racism training had been provided to the following groups since April:

- a. GU Board of Trustees
- b. GU Executive Team
- c. Pennsylvania School for the Deaf employees including teachers
- d. National Association of the Deaf Board of Directors
- e. Toronto Association of the Deaf Board of Directors.

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

VEE101, the first course of the new Core curriculum, focuses on student identities and bringing all of themselves to the Gallaudet community. We engage through the semester in brave space discussions and how to support respectful dialogue across differences.

Policies are communicated to new faculty during NFO which is led by our Faculty Administrator for Faculty Development.

ONGOING

the Office of Human Resources Orientation.

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.

- o DEDI offered "Colorism in the Latinx Community", a virtual workshop hosted during Hispanic Heritage Month (September 2021) and featuring guest speakers and student panelists.

Academic Affairs offered the following:

- o **Artist Talk by Christine Sun Kim** - The Fall 2021 PDW keynote address was given by Christine Sun Kim, artist, activist, and advocate. Ms. Kim's talk explored the concepts of sound, its visual representations, and how it is valued by society from her perspective as part of the Deaf community. She discussed how art can be used to address the intricacies of social exchange and the power of representation. A Candid Conversation with Professor Monique "MoMo" Holt followed, focusing on the intersectional identities of being an Asian Deaf woman artist, as well as anti-Asian hate during the pandemic. The discussion was moderated by Dr. Teresa Blankmeyer Burke, making it the first PDW keynote session ever to feature all Deaf women of Asian descent.
- o **Dr. Roxanne Donovan**, founder of WellAcademic and Professor of Psychology Kennesaw State University presented "Working Well in Challenging Times." The COVID-19 syndemic added more stress, fear, uncertainty, and labor to already taxed faculty, staff, and administrators. This workshop provided a framework for healthy coping and decision making in these challenging times, guiding participants are guided in the development of a personalized plan they can immediately implement for better wellness, productivity, and balance.
- o **Dr. Jenae Cohn**, Director of Academic Technology at CSU Sacramento presented "Principles and Practices for Encouraging Deep Reading On-Screen." Dr. Cohn is the author of the book Skim, Dive, Surface: Teaching Digital Reading. A discussion on how to apply her presentation to Gallaudet's diverse student population followed featuring Dr. Melissa Herzig (VL2/TL2) and Dr. Miako Villanueva (Director of General Education). Dr. Jannelle Legg provided a researcher's perspective on the digital humanities.
- o **Dr. Yolanda Flores Niemann** presented "Preparing for Administrative Leadership: Opportunities, Obstacles, Pros and Cons of Power, and Defining Success." She emphasized the road to leadership for Persons of Color, and persons with intersections of race/ethnicity and underrepresented groups. Following her presentation, Dr. Flores Niemann participated in a Candid Conversation with School Directors Dr. Roberto Sanchez and Dr. Caroline Solomon, moderated by Dr. Teresa Blankmeyer Burke.
- o **Dr. Roxanne Donovan**, founder of WellAcademic and Professor of Psychology Kennesaw State University presented "Sustaining Ourselves (exclusively for women and nonbinary people of color)". Isolation, service overload, and experiences of gendered racism are just some of the impediments to the advancement and optimal health women/nonbinary persons of color (WNOC) face in academe. To address these challenges, the WNOC in this workshop learn and practice culturally sensitive techniques that enhance health, increase productivity, and improve work-life harmony; explore healthy ways to deal with experiences of discrimination and tokenism; and foster connections with other women and nonbinary persons of color.
- o **Faculty of Color Coalition (FoCC) Informational Meeting:**

ONGOING

- For any faculty member who identifies as a person of color or as BIPOC, the Leadership Council of the Faculty of Color Coalition (FoCC) will be hosting a Fall 2021 virtual "FoCC Informational meeting" on Zoom.
- **Faculty Mentoring:** The Office of Faculty Development, School Directors, the Dean of the Faculty, and the Director of DEDI will meet to discuss planning for the mentoring program, which will focus on new faculty and BIPOC faculty.

3. d) By December 2024, at least 450 participants will have engaged in Turning A Page Together (TAPT).

TAPT (Turn a Page Together) was hosted in the summer for the first time and included one anti-racism book, *So You Want to Talk about Race*, by Ijeoma Oluo; the Fall TAPT group is currently active and studying three books.

ONGOING

3. e) By December 2024, 80% of TAPT participants will demonstrate increased awareness of diversity issues and appreciation of different cultures

DEDI continues to offer the Turn-A-Page-Together (TAPT) virtually.

ONGOING

Improving Campus Experience and Climate

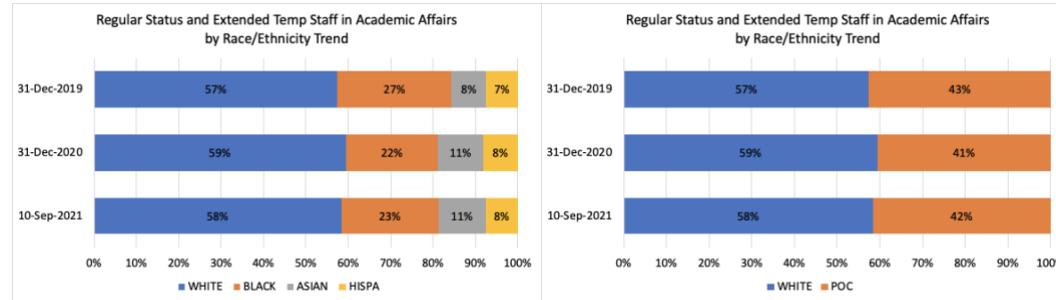
ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
TRANSFORM HOW PUBLIC SAFETY WORKS ON CAMPUS	The Department of Public Safety (DPS) engages with different aspects of the Gallaudet community.	FY 2022	<p>4. a) The Division of Operations obtains the annual DPS engagement scores by different targeted populations (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>4. f) Reduce the annual average of DPS headcount turnover.</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.	FORTHCOMING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
PARTICIPATE IN OR COOPERATE WITH HR TRANSFORMATION WORK, INCLUDING CONDUCTING AUDITS OF HR HIRING, EVALUATION, AND DISCIPLINE PROCESSES	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).	<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> <p>Faculty administrator positions are a pathway to develop administrative skills in faculty. We currently have 2 Faculty Administrators, both of whom are faculty of color, and plan to open a third position.</p> <p>Current faculty administrators of color are Franklin Torres, Teresa Burke. Opening DEDI/AA FA position.</p> <p>Administration and Finance: Revamped a role within HR to focus on external recruitment. Will also benefit from the Operation Transformation, to have improved system integration potential external sources of information to identify hard-to-reach talent.</p>	FORTHCOMING
			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 the last promotion.		
			5. i) Review the annual cost of HR per employee.		
			5. j) Review the annual ratio of HR professionals to employees.		
			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.

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INCREASE THE PRESENCE OF BIPOC DDBDDHH STAFF IN LEADERSHIP, MANAGEMENT OR FACULTY POSITIONS	BIPOC DDBDDHH leaders and managers provide diverse perspectives and support BIPOC DDBDDHH students in higher education.	ONGOING	19. a) Center for Black Deaf Studies is established in Fall 2020.	<p>HRT: now Operation Transformation - which will focus on looking at systems, processes and roles to improve the services HR offers and to focus on how HR can support the University in recruitment and retention. This transformation will also be focused on providing improved access to data and support provisioning new business processes as a result of initiatives - to support roll-out and data collection.</p>	IN PROGRESS																																																														
		ONGOING	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>Academic Affairs: The demographics of our full-time faculty have changed in the last two years with the percentage of BIPOC faculty growing from 30% in fall 2019 to 37% in fall 2021. This is the result of a strong push to hire more diverse faculty members.</p> <ul style="list-style-type: none"> Hiring more diverse faculty has been a priority for Academic Affairs and this is reflected in our two recent hiring cohorts: 50% of new hires for AY 2020-2021 and 40% of new hires for AY 2021-2022 are BIPOC. Faculty hiring completed (11 positions). Link to current faculty and staff demographics here. Faculty demographics show a steady increase in the # of BIPOC faculty hired in the last two years. Staff demographics are included to raise awareness of current staff demographics within AA. This will allow us to develop better hiring strategies. Advertising was done on deaf organizations of color sites and professional organizations that are primarily for professionals of color. Lots of personal outreach to a diverse pool of candidates., Recruit diverse faculty from other institutions to participate in the Research and Teacher Scholar program as part of their sabbaticals.the 	ONGOING																																																														
		ONGOING	19. c) Multicultural Deaf Studies Centers will be established in the next 5 years.	<div style="display: flex; justify-content: space-around;"> <div data-bbox="1177 1003 1696 1300"> <p>Faculty by Race/Ethnicity Trend</p> <table border="1"> <caption>Faculty by Race/Ethnicity Trend</caption> <thead> <tr> <th>Year</th> <th>WHITE</th> <th>ASIAN</th> <th>BLACK</th> <th>HISPA</th> <th>2+RACES</th> <th>AMIND</th> <th>NSPEC</th> </tr> </thead> <tbody> <tr> <td>Fall 2019</td> <td>69%</td> <td>10%</td> <td>10%</td> <td>7%</td> <td>3%</td> <td>1%</td> <td>1%</td> </tr> <tr> <td>Fall 2020</td> <td>68%</td> <td>11%</td> <td>10%</td> <td>8%</td> <td>2%</td> <td>1%</td> <td>1%</td> </tr> <tr> <td>Fall 2021</td> <td>61%</td> <td>13%</td> <td>11%</td> <td>11%</td> <td>2%</td> <td>1%</td> <td>1%</td> </tr> </tbody> </table> </div> <div data-bbox="1696 1003 2225 1300"> <p>New Faculty by Race/Ethnicity Trend</p> <table border="1"> <caption>New Faculty by Race/Ethnicity Trend</caption> <thead> <tr> <th>Academic Year</th> <th>WHITE</th> <th>ASIAN</th> <th>BLACK</th> <th>HISPA</th> <th>2+RACES</th> <th>AMIND</th> <th>NSPEC</th> </tr> </thead> <tbody> <tr> <td>AY 2019 - 2020</td> <td>72%</td> <td>6%</td> <td>6%</td> <td>6%</td> <td>6%</td> <td>6%</td> <td>6%</td> </tr> <tr> <td>AY 2020 - 2021</td> <td>50%</td> <td>22%</td> <td>22%</td> <td>6%</td> <td></td> <td></td> <td></td> </tr> <tr> <td>AY 2021 - 2022</td> <td>40%</td> <td>20%</td> <td>10%</td> <td>10%</td> <td>20%</td> <td></td> <td></td> </tr> </tbody> </table> </div> </div>		Year	WHITE	ASIAN	BLACK	HISPA	2+RACES	AMIND	NSPEC	Fall 2019	69%	10%	10%	7%	3%	1%	1%	Fall 2020	68%	11%	10%	8%	2%	1%	1%	Fall 2021	61%	13%	11%	11%	2%	1%	1%	Academic Year	WHITE	ASIAN	BLACK	HISPA	2+RACES	AMIND	NSPEC	AY 2019 - 2020	72%	6%	6%	6%	6%	6%	6%	AY 2020 - 2021	50%	22%	22%	6%				AY 2021 - 2022	40%	20%	10%	10%	20%
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Revamped a role within HR to focus on external recruitment. Will also benefit from the Operation Transformation, to have improved system integration potential external sources of information to identify hard-to-reach talent.

ONGOING

Turnover has not improved due to external factors including competitiveness with another area University.

ONGOING

Completed a first generation of onboarding for all new employees as part of the HRT Phase II work. Will continue to evolve the process.

ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
DEVELOP AND IMPLEMENT 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.	An Anti-Racism statement, policy, and reporting protocol are now complete and have been released, along with The Gallaudet Pledge to the GU community. Still gathering signatures for the pledge. Pledgee numbers are below expectations for the moment. Currently working with UC on consistent marketing for this effort.	IN PROGRESS

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
RECOGNIZE STORIES OF THE BLACK DEAF COMMUNITY,	CBDS and the Kendall Division II Memorial provide a historical perspective on	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 the Black Deaf Community, and inviting Black	CBDS welcomed Dr. Eyasu Tamene, a Fulbright Scholar from Ethiopia who graduated a significant number of Deaf BA students from the University of Addis Ababa. He is a guest lecturer for Deaf Studies classes and will provide	IN PROGRESS

<p>INCLUDING AT GALLAUDET UNIVERSITY CENTER FOR BLACK DEAF STUDIES AND KENDALL DIVISION II MEMORIAL FUNDRAISING AND IMPLEMENTATION</p>	<p>the experiences of Black Deaf People.</p>	<p>Deaf people to give guest lectures, workshops, and training, in collaboration with the Kendall Division II Memorial.</p>	<p>a campus-wide presentation. The presentation will focus on language attitudes and the Black Deaf experience in Ethiopia, Africa.</p>	
	<p>CBDS and the Kendall Division II Memorial provide space for Black Deaf people.</p>	<p>8. b) Invite Black Deaf people to share their stories in person at the CBDS and the Kendall Division II Memorial.</p>	<p>UC will recognize Stories for the Black Deaf Community: UC is working with Storm Smith and Natasha Offilli to build an exhibit at Gallaudet for the museum "Am I Next". This is a result of the brutal death of George Floyd and will highlight Black Deaf perspectives and voices.</p>	<p>ONGOING</p>
	<p>The Kendall Division II Memorial provides a campus tour.</p>		<p>GU will invite Black Deaf individuals to share their stories in person at the CBDS and the Miller Memorial.</p>	
	<p>EDI and GU Library provide anti-racism resources for students, faculty, staff, and other stakeholders.</p>	<p>8. c) Commence next phase of implementation of the 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 continues 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.</p> <p>The Office of Alumni Relations continues weekly meetings with representatives from the Division of Equity, Diversity and Inclusion.</p> <p>Completed Phase 2 of the New Program Review for a minor in Black Deaf Studies.</p> <p>AA began meeting with BPC to begin planning for the fundraising campaign.</p>	<p>ONGOING</p>
		<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 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.</p>	<p>ONGOING</p>
		<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>The Inclusive Excellence Student Ambassador program and Inclusive Excellence Ambassador program for faculty and staff officially began Fall 2021 under the leadership of Elvia Guillermo Aguilar (DEDI).</p>	<p>COMPLETED</p>
	<p>8. f) GU Library creates the Black Lives Matter resources guide on the library website. All ASL and English bilingual resources are provided.</p>	<p>AA: GU Library will create the Black Lives Matter Resource Guide and make it available on the library's website. (https://libguides.gallaudet.edu/c.php?g=1054741&p=7664850). All ASL and English bilingual resources will be provided.</p>	<p>FORTHCOMING</p>	

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
DISCUSS AND ADDRESS CONCERNS REGARDING GALLAUDET UNIVERSITY HISTORY, BUILDINGS, AND MONUMENTS	GU buildings, monuments, and campus areas are appropriately named or renamed.	DEC 2021	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.	Launched the name of the Louise B Miller Memorial Campaign in collaboration with the opening of the Center for Black Deaf Studies in September 2021. Hosted the community, stakeholders, and donors to celebrate and learn more about the campaign.	COMPLETED
			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>Dawe's Legacy Review Committee: The first committee report to the campus community was issued in March 2021 via MyGU platform. The committee will issue monthly reports until both charges are disposed of. On April 19, 2021, 3 months to the day of formally receiving the two responsibilities, the committee communicated to President Cordano essentially that despite Dawes' staunch support for then National Deaf-Mute College, his work as an abolitionist, opposition to the Chinese Exclusion Act, his intentions to help indigenous peoples, his primary legacy is the Dawes Severalty Act that outweighed his other achievements in the historical record. Indeed, the destruction and denigration of Native peoples, cultures, and communities are well documented.</p> <p>The committee's recommendations to President Roberta J. Cordano, as quoted:</p> <ol style="list-style-type: none"> 1. Removal of the name "Dawes" from the building. 2. The President's Office to engage in a collaborative and reciprocal process with Deaf indigenous peoples to engage in transformative and restorative justice processes. 	ONGOING
			9. c) DEDI engages all Inclusive Excellence Ambassadors and other university stakeholders in the Restorative Justice training by the end of FY 2021.	<p>Second Charge: Committee on Institutional Legacy</p> <p>The renamed committee Committee on Institutional Legacy from the Dawes Legacy Review Committee is now focused on the second charge. The completed roadmap will be presented to President Cordano sometime in 2022. Following completion of this charge, the committee will be formally disbanded.</p> <p>The community decided that the building formerly known as Dawes House will be referred to as 'Building 103' until the University designated another name. Building 103 was selected because it was neutral, respecting the upcoming naming process and consistent with past university practice. This change was made on physical signage, in electronic systems (room reservations, etc), in our emergency systems, and on our campus maps.</p>	

CBDS: Held an Open House in September 2021 to announce the new name for the Miller Memorial.



Improving Student Experience and Sense of Belonging

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
REVIEW AND REVISE STUDENT FINANCIAL SERVICES POLICIES WITH AN ANTI-RACIST LENS	Student financial services provide financial aid awards that support equity and allow for support of BIPOC students.	ONGOING	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>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>Financial Aid has scholarships specifically for SOC students and some include Hispanic-specific scholarships (i.e. Davilia Fund). For endowed funds, this is something development offices will need to work toward; the Financial Aid Office is agnostic and does not really look at demographic profiles except for financial need/Expected Family Contribution (EFC).</p>	ONGOING
			10. b) SSAQ continuously conducts a study on financial aid award procedures that support equity and allow for support of BIPOC students.	<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>	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
ESTABLISH AND MAINTAIN 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 name of the Greek Life Task Force has been changed to the Student Life Task Force.	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 new Core curriculum (General Education) includes an “Engage” component that gets all students participating in various ways on campus. This will increase the numbers of students involved, and hopefully, also encourage new organizations to be developed.</p> <p>The Gen Ed program will work closely with Student Engagement and Leadership and Student Success to ensure support and information sharing across common programs.</p> <p>The Interim Provost joins biweekly meetings with students of color organizations along with the CDO and the Dean of SA.</p>	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
CREATE AND MAINTAIN 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 planning for the development of a Multicultural Student Resource Center. Academic Affairs will provide student success coaches to support this.	IN PROGRESS

Create Stronger Multicultural Learning Experiences /Research and Discover Opportunities for Faculty and Students

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
MAKE FACULTY AND STAFF POSITIONS 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> <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> <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

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
<p>INCREASE ASL PROFICIENT BIPOC DDBDDHH FACULTY ANNUALLY</p>	<p>BIPOC DDBDDHH faculty provide diverse perspectives and support BIPOC DDBDDHH students in higher education.</p>	<p>ONGOING</p>	<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 underrepresented groups in collaboration with AA.</p>	<p>CBO: ASL Immersion Program—The ASL Immersion Program was designed and implemented to engage new faculty signers from the years of 2019, 2020, and 2021 to experience ASL exposure and to acquire basic ASL skills for two weeks, July 26-August 9, 2021. The purpose of this program is to provide opportunities for new faculty signers to immerse and increase ASL acquisition through interaction and ASL-related activities on a daily basis. A structured schedule included the opportunity to observe faculty teaching summer sessions and then, engaged in ASL activities the first week. The second week included ASL lessons in the mornings which led to applying them to practicing conversations and activities using ASL. Four ASL specialists who have knowledge of ASL teaching and experience had worked with new faculty signers individually and in small groups. The significance of having ASL specialists was to benefit new faculty signers with a much more meaningful and positive experience in an interactive environment throughout the two-week program. This program was supported by the Office of the Provost and the Office of Chief Bilingual Officer (CBO).</p> <p>CBO: ASL Classes for Staff—We have hired two full-time ASL instructors to teach ASL classes for GU staff. A structured program will be designed to promote an opportunity for Gallaudet staff to participate and learn ASL in a safe, interactive and supportive environment. Not only an opportunity to learn ASL, but also to benefit communication among employees, students, and the Gallaudet community as well. Classes will begin in mid-October and will continue through December 2021. An announcement with more information will be sent out to GU staff to register. This program is supported by the ASL Development Program under CBO.</p> <p>AA: 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 Dzugoutov, Dr. Teresa Burke, and Dr. Franklin Torres. Two of the four are faculty administrators of Color.</p>	<p>ONGOING</p>

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 commonalities, and are skilled in their expertise.	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. 16.b) DEDI engages all Inclusive Excellence Ambassadors and other university stakeholders in Restorative Justice training by the end of FY 2021.	The AA Faculty Development Administrator is establishing a working group including DEDI, Office of Ombuds, FOCC, OESOC, GSC, GSA, and SBG.	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
FACULTY REVIEW COURSES AND CURRICULUM TO REFLECT ADDITIONAL BREADTH AND DEPTH OF CONVERSATIONS AND CONDUCT 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 provide 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.	AA is establishing a working group to structure a center for teaching and learning.	ONGOING

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	18. a) Undergraduate and graduate programs hire tutors, and 50% of tutors in each school are BIPOC DDBDDHH. 18. b) The 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. 18. c) 40% of career/academic advisors are BIPOC DDBDDHH.		ONGOING

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	19. a) Center for Black Deaf Studies is established in Fall 2020.	The Office of Research is developing a Research and Teaching Scholar Program that provides fellowship opportunities to emerging scholars. This program has one postdoctoral associate who will begin in October 2021. Two postdoc associate positions are being advertised. CBDS has two current interns and is developing paid fellowships and post-doc positions.	ONGOING
			19. b) In collaboration with the AA and EDI, the Development Office makes fundraising efforts to create endowed positions for visiting BIPOC DDBDDHH scholars.		
			19. c) Multicultural Deaf Studies Centers will be established in the next 5 years.	ASL Language Support team under the direction of CBO is being finalized, with the first classes starting in October 2021. Working with DPS to ensure adequate class times are offered to ensure optimal attendance.	FORTHCOMING

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	<p>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.</p> <p>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.</p> <p>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.</p>	<p>DEDI will continue to collect progress reports and data while a measurable, systematized reporting mechanism is developed. UC and DEDI will begin discussions to develop an online AR reporting mechanism that streamlines the data collection process for easier divisional reporting.</p> <p>The Annual Report of Achievements (ARA) includes assessment results from Gen Ed classes, including indicators related to Intercultural Knowledge and Competence.</p>	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
	The University-wide Racial and Social Justice Committee	JAN 2021	21. a) The Equal Opportunity Program, under DEDI, implements a		IN PROGRESS

CONTINUE TO UNCOVER AND ADDRESS RACIST SYSTEMS ON CAMPUS	monitors the progress of racial and social justice.		Hate/Bias Reporting Protocol by the end of FY 20.		
			21. b) The Office of Human Resources (HR) revises University Bullying Policy by end of FY 20.		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 was released in Fall 2021.	IN PROGRESS
		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 diverse vendors, contractors, and suppliers. 30% of diverse vendors, contractors, and suppliers are BIPOC DDBDDHH.	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. HRT —now Operation Transformation —will focus on looking at systems, processes, and roles to improve the services HR offers and to focus on how HR can support the University in recruitment and retention. This transformation will also be focused on providing improved access to data and support provisioning new business processes as a result of initiatives - to support the roll-out and data collection.	IN PROGRESS

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
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.	The BLM resource guide is forthcoming.	IN PROGRESS

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
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 Memorial committee to execute fundraising strategies.	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.		ONGOING

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 benefit 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 continues meetings with representatives from the Division of Equity, Diversity and Inclusion.	ONGOING

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
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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		FORTHCOMING
				UC has added five new BIPOC team members.	COMPLETED
			26. b) The Office of University Communications and Marketing hires BIPOC DDBDDHH staff that reflect the diversity of the student body.	UC will increase the diversity of suppliers, contractors, and vendors to the University. University Communications has built an Independent Contractor (C's) pool to outsource creative work (ie Videography, graphic design, web development, copywriting, etc.) that has 315 Deaf IC's globally and 166 in the United States.	ONGOING
			26. c) CBO collaborates with the Office of University Communications and Marketing to provide cultural diversity training.	UC will develop and lead a UC Campaign that reminds the community of our anti-racism expectations & goals: University Communications has been working closely with BPC, IA, and the Louise B Miller Memorial Steering Committee to launch our campaign to raise funds for the Louise B Memorial. This includes a webpage, mass mail-outs, marketing assets, social media, and the CBDS open house and soft launch.	
			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.	AA: EDI Training is currently being provided by GSC, AA, EAB, and outside organizations.	IN PROGRESS
	26. e) By the end of FY24, implement MOD action plan by requiring and embedding diversity, inclusion, and climate content indivision, college, school, and department training and workshops, especially for those in teaching, supervisory, student-facing, customer service, and decision-making roles.		<i>UC is committed to recognizing Stories for the Black Deaf Community:</i> UC is currently working with Storm Smith and Natasha Offilli to build an exhibit at Gallaudet for the museum "Am I Next". This is a result of the brutal death of George Floyd and will highlight Black Deaf perspectives and voices.	IN PROGRESS	

ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
ENSURE ADMISSIONS AND MARKETING STAFF REFLECT THE DIVERSITY OF THE STUDENT	The Office of University Marketing and Admissions	ONGOING	27. a) The Office of University Admissions and Marketing hires BIPOC DDBDDHH staff that reflect the diversity of the student body.	The newly hired Executive Director of Admissions is a member of the BIPOC community. Two of three newly hired Admissions Counselors are members of the BIPOC community. The total number of Admission	ONGOING

BODY, AND THAT THIS DIVERSITY IS REFLECTED IN ALL MESSAGING AND MARKETING

demonstrates cultural competence.

ONGOING

27. b) CBO and DEDI collaborate with the Office of University Admissions and Marketing to ensure that admissions and marketing services are culturally competent.

Counselors is five, three of which are members of the BIPOC community.



ACTION	GOAL	TIMELINE	METRIC	PROGRESS TO DATE	STATUS
<p>DEVELOP AND LEAD A UNIVERSITY COMMUNICATION CAMPAIGN THAT CONSISTENTLY REMINDS THE COMMUNITY OF GALLAUDET'S ANTI-RACISM EXPECTATIONS AND GOALS</p>	<p>EDI communicates the progress of AntiRacism Priorities with the community monthly.</p> <p>Spotlight diverse students, faculty, and staff weekly on a rotational basis, highlighting the contribution they make to the larger Gallaudet community.</p> <p>DEDI staff rotate making a public statement once a month at various events, reminding the community of Gallaudet's AntiRacism expectations and goals.</p> <p>Diverse students and the community at large make a public statement at their events.</p>	<p>ONGOING</p>	<p>27. a) The Office of University Admissions and Marketing hires BIPOC DDBDDHH staff that reflect the diversity of the student body.</p> <p>28. b) Diverse students, faculty, staff, and administrators are selected to share success stories monthly, starting October 2020.</p> <p>28. c) DEDI makes a public statement monthly during various events to remind the community of expectations and goals, starting October 2020.</p> <p>28. d) Diverse students and the community at large rotate public statements during their events on a biweekly basis, starting October 2020.</p>		<p>ONGOING</p>