DEIJ Action Plan Ideas from LSC employees (updated 1/20/22)

Policies

- Assess existing literature and materials for any gendered, sexist, exclusive, and unequitable language and replace it with more equitable and inclusive language.
- Explore internally written documents (i.e. handbooks, position descriptions, signs, onboarding documents etc.) with the intention of making changes so that language is more inclusive.
- Complete a policy review of all areas and practices, give feedback, help create change where needed

Recruitment, hiring, retention

- Hire, train and retain a diverse staff representing first-generation, low-income, international, people of color, gender identity, sexual orientation, ethnicity, ability
- Retain over 80% of student employees from the time of becoming an employee until graduation through developed work structures that provide a sense of purpose, belonging and support.
- Be intentional when hiring and ask for input regarding hiring practices and language used in position descriptions to be more inclusive
- Further reexamine language in position descriptions to help sell the benefits and appeal to candidates so that compensation is not the driving force for someone to apply, but the total reward package is considered as well as shining a light with how CSU separates itself from other employers in my industry.
- Ensure that all position descriptions moving forward with searches undergo a DEIJ review prior to the position posting.

On-boarding, training, off-boarding

- Continue to share onboarding with varied units across campus, per their request
- Provide training on diversity, inclusion and belonging to student and pro-staff
- Ensure on-boarding / off-boarding materials created and shared incorporate an equity lens through feedback from colleagues and external resources, working with the Associate Executive Director on this task.
- Become more transparent about the process to lead work areas, the position descriptions for the different steps and encourage student employees to express interest and pursue these opportunities.
- Seize unique opportunity while building student staff levels up and moving forward in general to educate hiring managers and give them tools to create a diverse and inclusive work environment that employees and guests feel safe in and look forward to coming to.
- Continue to grow and develop supervision skills that are centered in equity and inclusion
• Invite Emily Ambrose to train our group on one DEIJ related topic we choose from a list
• Engage with and encourage staff to increase their awareness and learn more about DEIJ.
• Provide professional development opportunities for staff at least once a semester

Pay
• Advocacy for paying students, staff fairly for their labor, to reflect a living-wage for living in Fort Collins
• Create more equitable practices with compensation
• Write compensation plan for student employees as a response to state minimum wage (inflation) increase. Pay equity, compression, merit, duties and experience are all considerations when creating new plan.
• Use positional power and knowledge to help identify and resolve salary inequities

General:
• Learn more about Trans Inclusive pedagogy
• Ensure access through hybrid/virtual offerings—learning software and programs (closed captioning, etc. for this)
• Unpack with colleagues how whiteness shows up in day-to-day work
• Continue to explore your identities (and how they impact your work) while simultaneously guiding your own learning around identities and experiences that you do not hold.
• Explore how department/office budget is spent and whether it is in alignment with inclusive excellence values and mission, DEIJ actions/initiatives.
• Create a culture of feedback that allows individuals, specifically individuals you supervise, to confidently provide feedback.
• Incorporate social justice, inclusion, and diversity conversations/activities consistently in department.
• Cultivate a caring work environment, while also being accountable and reliable
• Intentionality and inclusion- think more about this when serving patrons and or collaborating with other offices
• Seek feedback on a regular basis
• Take ownership in helping create an inclusive and equitable environment
• When considering promotions and career pathways for staff, keep equity centered.
• Create an office work environment that is more welcoming to people of color and other people with marginalized identities.
• Become an EO Coordinator (currently APs only) and assist with LSC searches, strongly supporting new language and initiatives built into position descriptions (on any search you are able to be involved with).
• Strengthen relationships with individuals and departments both in and outside the LSC you may need to defer to for additional guidance.
• Take initiative and ownership for department’s Student Success Initiatives.
• Lead by example. For example: actively participate in offered trainings and share opportunities with staff encouraging further participation.
• Bring SNAP benefits as a tender accepted into Lake Street Market.
• Ensure diversity representation on the LSC’s Governing Board and engage them in the DEIJ work occurring in the LSC.
• Play an active role in development and execution of VP Council’s DEIJ plan.
• Continue to attend a multitude of student and departmental sponsored DEIJ programs to demonstrate my support for diverse populations and enhance my personal learning.
• Serve as a faculty member for ACUI’s professional credentialing program. Ensure the course content and my pedagogy are reflective of a commitment to and the importance of DEIJ work.
• Continue to ensure that financial, space, data analysis (i.e., Skyfactor), and policy decisions strategically meet DEIJ goals whenever possible. Ask who benefits from decisions, who doesn’t, who is missing from the conversation, etc.
• Continue to educate myself regarding inclusive language and avoid using terms and phrases that cause harm
• Understand the privilege that I have and learn to acknowledge how I show up in conversations in relation to my privilege
• Become a subject-matter expert concerning socially just assessment methods and procedures.
• Identify and implement better ways of tracking demographic data of students who utilize LSC programs and services.
• Continue to evaluate and implement material in alignment with the necessity of explicitly antiracist programming as an avenue to social justice education.
• Expand understanding of and resources available which align with the Multicultural Organizational Development Model, to increase my own knowledge and offer support to departments in the Lory Student Center. Do this by committing 1 hour blocks each week to reading/resource gathering.

**Trainings:**
• CSU Talent Development offerings
• CSU Inclusive Excellence employee DEI trainings
• CSU Diversity Symposium sessions
• EverFi DEI modules
• LSC SHAPE
• Safe Zone Training offered by the PRIDE Resource Center
• Hunger Free Colorado training
• The Hope Center training
• Women Leaders in Higher Education: HERS Institute
• Creating Inclusive Excellence program
• Hollarback! Bystander Intervention Training
• When taking in content via training, book, podcast, add journaling as a way to deepen understanding
• Strongly emphasize and promote training opportunities to student employees including the Evervi module, Diversity Symposium and SHAPE Trainings/mini-certificates. Make these trainings paid for student staff and encourage participation.
• Register for the “Diversity in Searches” training facilitated by OEO.
• Increase personal awareness of issues related to diversity, equity and inclusion by attending at least PDI sessions related to the topic.
• Attend Safe Zone Training, facilitated by the Pride Resource Center and continue my support surrounding the LGBTQ+ community moving forward.
• Supervisory Development Program
  • ICBA trainings
  • RMSBA trainings
• Develop learning modules for LSC staff related to DEIJ inclusions in the reporting cycle of the organization.
  a) Draft flowchart for LSC annual reporting.
  b) Identify planning processes by LSC Unit (incorporating assessment committee as area leads).
  c) Lead discussion with LSC Leadership Team about planning updates and incorporating DEIJ components.
  d) Est. Date of Completion: Spring 22 (Discussion with leadership team) Summer 22 (Detailed flow of planning questions and processes)
• Evaluate the accessibility format needs of the social justice retreats Campus Step Up and Campus Rise Up to ensure full participation.
• Dedicated learning about the impact of colonialism on leadership programs and how to decolonize our understanding of, and participation in, work and higher education; use new learning to inform how I build and source curriculum content.
• Work to support the implementation of the CSU Diversity, Inclusion, and Belonging module into supervisor training and expectations of employees through offerings at the SHAPE Conference and offering individual consultations.
• National Conference on Race and Ethnicity (NCORE) (virtually)

Involvement:
• Serve and advocate with the Multicultural Staff & Faculty Network
• Involvement with the Office of Inclusive Excellence, including SDPS offices (programs, etc.)
• Participate in white accountability groups (consult with SLiCE Director, Jen Johnson for more information)
• Participate on the DSA Salary Equity Committee using salary and budget knowledge to aide in critical conversations
• Serve on Recruitment Materials for People of Color Diversity and Inclusion subgroup
• Serve as on the LSC’s Council for Inclusive Excellence
• Be active in CSU’s Diversity Symposium
• Serve on Liberal Arts Committee for Equity Advocacy
• Participate in events like MLK
Participate in Rams Reads books and events

Podcasts:
- Invisibilia
- Hidden Brain
- Throughline
- Black history
- Code Switch
- 1619 Project
- Humanity Archive
- Historically Black
- School Colors
- Blackbelt
- The Black History Buff
- Witness History
- Black History Year
- Noire Histoir
- Black History Bootcamp
- The Stoop
- Black History for White People
- One Mic: Black History

When taking in content via training, book, podcast, add journaling as a way to deepen understanding
- Send out links to Podcasts to staff after reviewing the content myself and invite staff to a group discussion regarding the Podcast

Books:
- Acts of Faith, The Story of an American Muslim, the Struggle for the Soul of a Generation by Eboo Patel
- Bad Feminist by Roxane Gay
- Black Buck by Mateo Askaripour
- Caste by Isabel Wilkerson
- Citizen by Claudia Rankin
- Covering: The Hidden Assault on Our Civil Rights by Kenji Yoshino
- Eloquent Rage by Brittney Cooper
- Emergent Strategy by Adrienne Maree Brown
- Feeling White: Whiteness Emotionality and Education by Cheryl E. Matias
- Four Hundred Souls by Ibram Kendi
- Hood Feminism by Mikki Kendall
- How the Word is Passed by Clint Smith
- How to Be an Antiracist by Ibram Kendi
- How to Lead People Not Like You by Kelly McDonald
• **Hunger: A Memoir of My Body** by Roxane Gay
• **Lies My Teacher Told Me** by James W. Loewen
• **My Grandmothers Hands** by Resmaz Menakern
• **One Drop** by Yaba Blay
• **Small Great Things** by Jodi Picoult
• **So You Want to Talk About Race** by Ijeoma Oluo
• **Stamped from the Beginning** by Ibram Kendi
• **Straddling Class in the Academy** by Sonja Ardoin and becky martinez
• **The Book of Unknown Americans** by Cristina Henriquez
• **The Color of Food** by Natasha Bowens
• **The Hate U Give** by Angie Thomas
• **White Rage: The Unspoken Truth of our Racial Divide** by Carol Anderson
• **You are Your Best Thing** edited by Taraba Burke & Brene Brown
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**Apps**
- DuoLingo—language learning app

**Conferences:**
- [SHAPE](#) in LSC
- [National Conference on Race and Ethnicity](#) Conference
- [Anthology](#) Academy/Conference

**For-credit courses:**
- Facilitating [Adult Learning](#) Certificate
- [Ergonomics Certificate](#)

**Newsletters:**
[Anti-racism daily](#)