

Student Affairs Antiracism Working Group

Student Focused Goals - Feedback Report

Feedback Submissions

Goal 1 Feedback: Can we clarify if the action steps for "on-campus jobs" are related to student positions, or students moving into staff positions (or both)? I would like to see us be more intentional about developing pipelines from student to staff. I think that's an opportunity to develop a workforce that is more reflective of our students.

Goal 1 Feedback: Provide workshops to help students with their resumes, how to job search and to apply, how to interview,, etc.

Goal 1 Feedback: Perhaps we should do our job fair somewhere near the end of each semester in order for students that want a job for the next semester to apply earlier than after the semester has started.

Goal 1 Feedback: Great goals. I suggest intentionally addressing the issue of the 20-hour employment cap - students need money to afford the higher cost of living and are often finding non-ideal jobs off campus because of this.

Goal 2 Feedback: Please spell-out DWF, is it Drop, Withdraw, Fail? This applies to the acronyms throughout the document.

Goal 5 Feedback: Action steps don't really speak to increasing programs and services.

Goal 6 Feedback: Would be helpful to spell-out BIPOC, most people probably know, but having to stop and look it up interrupts the reading/comprehension of the document's contents. "Increase retention" is rather vague, is it possible to identify current retention rates for BIPOC students and quantify how much of an increase is expected?

Goal 7 Feedback: Re-envision is vague, it doesn't provide context for why. Re-envision to make it more/less... what? It's helpful that there is a document/report that speaks to this, but it would be more helpful to be more specific in the language of the goal and/or include a link to the report.

Faculty & Staff Focused Goals - Feedback Report

Feedback Submissions

Feedback for Goal 1: I think we should take an intersectional approach here, and honor the multiplicity of identities of the members in our campus community. Even saying something along the lines of "Increase representative hiring of staff and managers across a broad spectrum of identity categories, including race"

Feedback for Goal 1: Also, recruit, whether online posting or job fairs, in places where the demographics match the student body demographics you're hoping apply to jobs here.

Feedback for Goal 4: Love this. Please allow for both virtual and in-person meetings of this nature.

Feedback for Goal 5: Transparency is so key here, even for existing programs that have been receiving general funding for many years, re-visiting funding allocations is directly in line with racial justice.

Feedback for Goal 7: Shaun Harper is amazing and I'm excited to see the USC Center for Race and Equity (the title is wrong above) on here.

Additionally, consideration to inclusive about non-dominate holidays should be made- Jewish High Holidays is not covered by the 1 floating holiday that is provided to staff. Religious inclusion is not mentioned anywhere in this plan and the lack of inclusion allows Christian privilege, white supremacy and anti-Semitism and Islamophobia to go without out being addressed or named.

Feedback for Goal 9: At some point all work and all people should be engaging in Antiracism/DEI work right?