

The Anti-Racist/Social Justice Initiative Blueprint for 2022/23

Faculty and staff of the College of Education commit to an anti-racist and social justice framework that is intersectional and supports explicit actions. This commitment represents a shift in our thinking from merely denouncing open manifestations of racism, sexism, ableism, heteronormativity, and other forms of injustice to active, organized, and sustainable work to also eliminate hidden and structural racist and unjust policies, practices, and beliefs. It is also informed by our mission and our position in the society as a College of Education. The following are the main directions of racial and social justice commitment:

1. Revising our **strategic plan** including mission and vision statements to reflect our commitment to intersectional anti-racism and social justice. | SPAR
 - a. SPAR will consider a draft produced by the CLG over the Summer
 - b. The entire faculty and staff will be involved in developing and approving the new Strategic Plan.
2.
 - a. Include ARSJ-related scholarship in monthly faculty presentations and scholars of the month | ERI
 - b. Involve ERI in preparations for MCE conference
 - c. Skill building workshops can include/emphasize the ethics of working with marginalized communities/collaboration/reciprocity/community-based research
3. Updating our **policies and processes** to eliminate racist/unjust barriers.
 - a. All programs, branches, and committees expand their agendas to address ARSJ work. Specifically, consider policy changes reflected in the [Barriers to Diversity](#) and the University Antiracist and Inclusive Campus Plan document as well as this blueprint.
 - b. Revise College's ARTP policy to strengthen this commitment | SEC, DAC, or possibly a new ADHOC.
 - c. Examine College's Handbook and other College policies for commitment to ARSJ aims | SPAR
4. Develop compassionate **relationships** with each other to reduce and eliminate bias, racial microaggressions and racial battle fatigue, and improve our overall well-being and experience of collective belonging.
 - a. Faculty of Color Dean's Advisory group with monthly meetings focused on collectively developed agendas and topics.
 - b. Organize and fund ASL class for beginners; encourage staff and faculty to attend.
 - c. Refine and strictly follow inclusive practices in all meetings.
5. Support our students of color, disability, LGBT and other marginalized groups
 - a. Conduct focus groups and other inquiries to learn how URM students experience our programs. | SSOAR
 - b. Address retention, early intervention efforts | SSOAR and SSC
 - c. Address raising DWF rates | SSOAR
 - d. Rethink scholarship applications to make them more accessible for students of color
6. Develop a **self-accountability** procedures to ensure we are moving in the right direction | DAC
 - a. Establish and achieve specific targets on ethnic and racial composition of our students/graduates, faculty, and staff; demographically reflect the K-12 student population of California and Sac State student demographics, and review these data on an annual basis.
7. Recruit diverse faculty, staff and students.

- a. Maintain and improve diversity hiring procedures for TT faculty | Dean and Chairs, Search committees
- b. Refine the program for diversity hiring of lecturers | DAC
- c. Develop a plan for retention of faculty of color | CLG
- d. Continue to invest in recruitment of students of color, especially in professional graduate programs.