Welcome to
Fall Conference

Schedule

8:00	Breakfast and Registration
8:30	Welcome Address by President Richardson
9:00	Antiracism Commitment Strategic Plan
10:00	Breakout session 1
11:00	Breakout Session 2
12:00	Lunch, Service Awards and Reflection activity

COLORADO COLLEGE

Timeline

2018

External Review & Recommendations

Summer 2020

Senior Associate Dean for Faculty Equity & Inclusion

Senior Associate Dean for Students & ADEI

Faculty Hiring Program

Spring 2021

Antiracism Commitment Committee

Antiracism Book Club

Butler Center Reorganized

Spring 2022

ADEI Programs Coordinator

Staff Racial Climate Survey

Office of Civil Rights & Title IX

Mellon Humanities for All Time Grant

Spring 2023

The Crown Center vision & mission, renamed

Antiracism Community Engagement (ACE) Grant

Stewardship Certificate Program

Expanded Ombuds Role

Fall 2023

Faculty Racial Climate Survey

Queer & Trans Collective launches

Antiracism Implementation Plan

2019

Fall 2020

LACRELA Membership (Racial Climate Surveys)

Fall 2021

Mentoring Alliance Program for Faculty

Assistant Vice President for Staff & ADEI

Student Racial Climate Survey

Dismantling Hate Series

Fall 2022

Instructional Coaching Program for Inclusive Pedagogy

New Assistant Vice President for ADEI & Staff

Summer 2023

New leadership structure

Created Vision, Mission, & Values for ADEI leadership team

New ADEI Strategic Plan

New ADEI Programs Coordinator

Why the transition now?

01
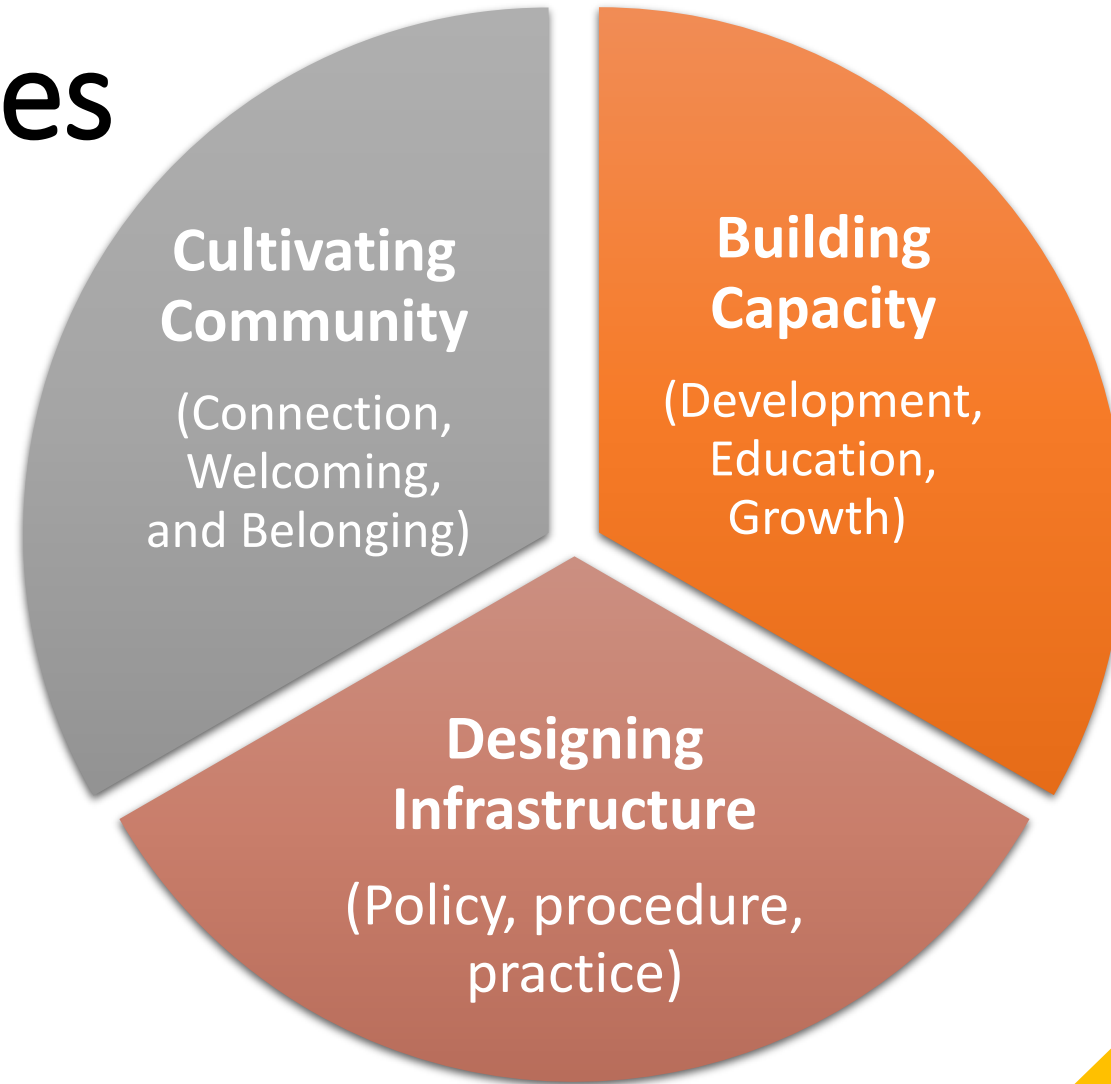ASSESSMENT POINTS TO DIFFERENT COMMUNITY NEEDS

02
NEED A NEW ROADMAP TO GUIDE THE WORK

03
RESTRUCTURE OF THE ADEI LEADERSHIP TEAM NEEDED TO BETTER SERVE THE CAMPUS

Where we are Headed

Three Themes

Cultivating Community

(Connection, Welcoming, and Belonging)

Building Capacity

(Development, Education, Growth)

Designing Infrastructure

(Policy, procedure, practice)

5

Designing Infrastructure

(Policy, procedure, practice)

Creating equitable organizational structures by identifying and dismantling barriers such as unfair or inconsistent policies, procedures, and practices which advantage some and disadvantage others.

Using assessment tools to create a constant feedback loop between data and the design of procedures, policy, processes, and curriculum.

Designing Infrastructure Goals
(Policy, Procedures, Practices)
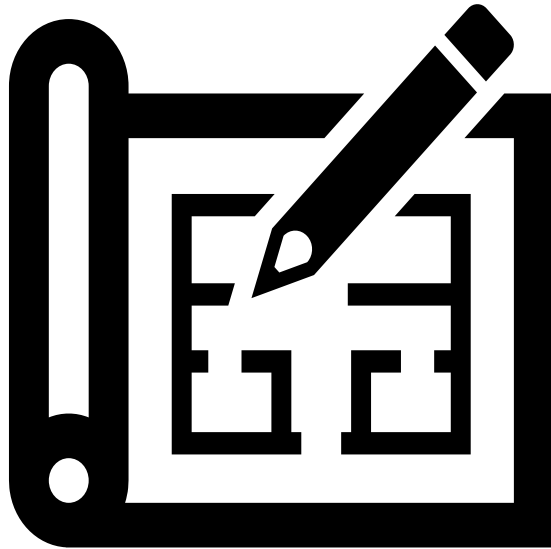
1. Develop systems of accountability that offer flexibility within parameters

2. Codify and standardize policies, practices, and procedures

3. Preserve and equitably distribute the college's resources

4. Develop iterative and action-oriented assessments of our organizational structures, policies, systems, and procedures to identify barriers and repair gaps for marginalized populations

5. Develop academic and co-curricular experiences that foster intrinsic motivation, connect to learners' cultural backgrounds, inspire a sense of purpose, enhance learner agency, support career aspirations, and enhance world readiness.

Example: Bias Response Team and Policy

Rosalie Rodriguez (Chair)
Associate Vice President for Institutional Equity & Belonging

Jamal Ratchford
Associate Professor of History and Race, Ethnicity and Migration Studies

Christian Gonzalez
Director of the Butler Center

Naomi Trujillo

Senior Project Manager, Communications

Ginger Jurecka Blake
Associate Vice President, Workplace Culture

Ben Moffitt
Associate Director of Institutional Research

Pete Zeitz
Assistant Director for Community Connections

Cultivating Community

(Connection, Welcoming, and Belonging)

- promoting a sense of belonging and increasing pro-social behaviors
- caring for health and wellness
- creating a campus culture and climate that fosters an institutional antiracist identity
- Recruiting, hiring, and retaining our staff, faculty, and students
- engaging in activities that encourage positive interpersonal interactions

Cultivating Community Goals (Connection, Welcoming, and Belonging)

1. Create and sustain a welcoming campus environment by increasing the compositional diversity and sense of belonging of students, staff, and faculty, and cultivating diverse community partnerships

2. Take bold actions to increase the visibility of our antiracism commitment

3. Encourage the active participation of staff, faculty, and students with CC's antiracism efforts

4. Foster an inclusive definition of campus educator
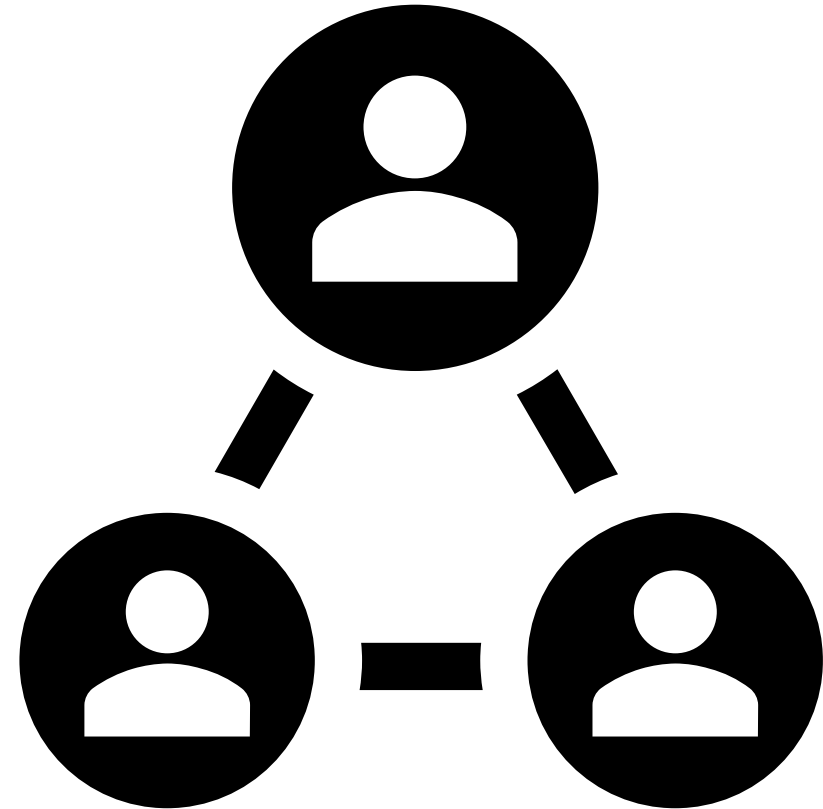
Example: Employee Resource and Affinity Groups

Building Capacity
(Development, Education, Growth)

Supporting professional development, growth, and advancement of all community members

Motivating all community members to engage with opportunities to strengthen their awareness, knowledge, and skills

Checking your privilege, recognizing power, understanding the influence of your position

Supporting risk-taking without negative repercussions

Encouraging involvement in institutional programming, education, and training that adds value to the quality of work and student life

Making an intentional effort to embrace our vulnerability

Building Capacity Goals
(Development, Education, Growth)
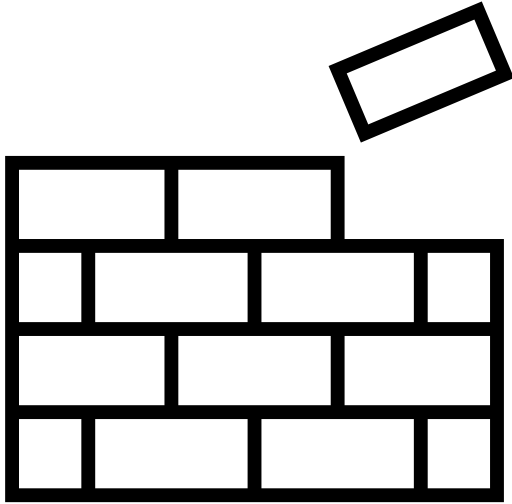
1. Invest in strengthening knowledge and skills to encourage the use of assessments to inform revision and improvements

2. Increase ADEI knowledge and skills for all positionalities levels and with all constituencies (faculty, staff, and students

3. Enhance the use of inclusive, equitable, anti-oppressive teaching strategies so that both course content and course dynamics improve classroom climates.

4. Support and encourage engagement in ongoing learning opportunities

Chasing Equity:

Application of Anti-Oppressive Hiring Practices

- 3-part series focusing on intentional, proactive, responsive, antioppressive approaches
- Serves the evolutionary needs of our staff community
- Shared learning experience to help conceptualize antioppressive approaches in hiring

September 11th	Enabling the Context
October 9th	Exploring Anti-Oppressive Practices
November 6th	Acclimate Not Assimilate
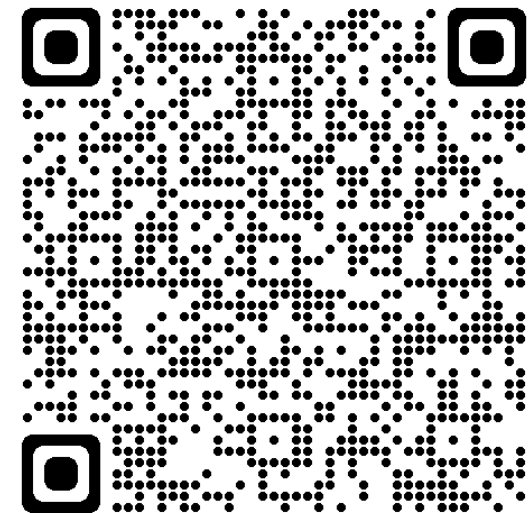
Antiracist Community of Action (ACA)

- Monthly on Tuesdays
- 3:30-5:00

October 17th

November 7th
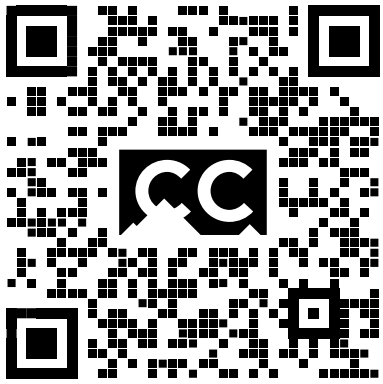
December 12th

January 30th

February 20th

March 12th

April 2nd

May 14th

June 4th

July 16th

Institutional Equity and Belonging Learning Opportunities AY 23-24

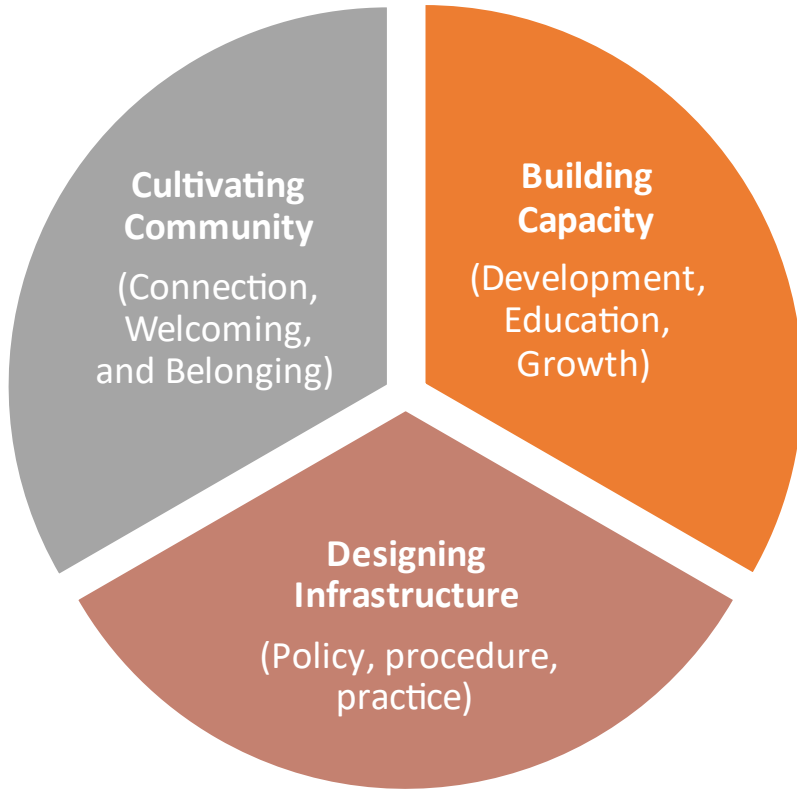|	Topic Area	Date	Facilitator	Time
Block 1	Antiracism 101	Sept 20th (CC Excel)	Ersaleen/Rosalie	10:00-12:00
Block 2	Unpacking the Invisible Knapsack: Power, Privilege and Positionality	October 11th	Rosalie	3:00 -5:00
Block 3	Implicit and Explicit Bias	November 2nd	Ersaleen	9:00-12:00
Block 4	Two sides of the same coin: Microaggressions & Microaffirmations	December 6th	Peony	3:00 - 5:00
Block 5	Antiracism 101	Feb 6th	Ersaleen/Rosalie	3:00 - 5:00
Block 6	From Me to We: Assessing and Goal setting for ADEI Capacity	Feb 27th	Rosalie	3:00 - 5:00
Block 7	Who am I, Who are you, Who are we: Cultural Identity Development	March 4th	Peony	3:00 -5:00

Q/A

Break Out Sessions

10:00am

Title	Presenter
Disrupting the Dreamer Narrative: Immigration Reform for ALL (immigration reform)	Christian Gonzalez
Antiracist STEM Classrooms	Neena Grover
The Importance of Courageous Conversations	Ty Nagamatsu
Planting the Seed with the Common Read: The Sum of Us, Together.	Ersaleen Hope, Mateo Munoz, & Peony Fhagen
Advancing ADEI in the Faculty	Emily Chan
What's that all about? Behind the scenes at the FAC Museum	Blair Huff, Michael Christiano, Sara Hodge, Brittany Hall, & Christian Valvano
Bias Beginnings, Inclusive Endings: Exploring Equitable Selection and Recruitment Practices	Sara San Souci
Gender Inclusive Language and Pronouns	Ben Wirt, Deka Spears
Dismantling Barriers: Finance & Administration's Antiracism Action Plan for Resource Allocation and Procedure Development	Lori Seager

11:00am

Title	Presenter
ADEI Peer Education: SJ Education workshops for CC students (Student Programs)	Erik Quezada
Beyond Discourses of Marginalization: Antiracist Pedagogy, Practice, and Policy in the CC Classroom	Nickie Coomer
Planting the Seed with the Common Read: The Sum of Us, Together.	Ersaleen Hope, Mateo Munoz, & Peony Fhagen
Disability- Let's Talk About it! (Accessibility)	Sara Rotunno, Zac Lounsbury
Do Athletes have Academic Freedom?	Jeff Connaroe
Open Education and ADEI (systems thinking)	Dustin Fife
What's that all about? Behind the scenes at the FAC Museum	Blair Huff, Michael Christiano, Sara Hodge, Brittany Hall, & Christian Valvano

Break Out Session Reflections

Cultivating Community

(Connection, Welcoming, and Belonging)

Building Capacity

(Development, Education, Growth)

Designing Infrastructure

(Policy, procedure, practice)

- What were your takeaways from the sessions you attended?

- How might anything you gained from the session inform your work this academic year and beyond?

- How did engaging in the concepts presented with others enhance the experience?

- Thinking about your unit/office, what action steps would you like to see take place in support of our antiracism commitment?