

FROM HARM & INJUSTICE TO RESTORATION & SOLIDARITY

**ROADMAP FOR ADDRESSING
SYSTEMIC RACISM & RACIAL INJUSTICE
AT ALLEGHENY COLLEGE**

**PROGRESS REPORT FROM
INSTITUTIONAL DIVERSITY**

FEBRUARY 2021

ALLEGHENY COLLEGE

THE FOUR PILLARS

PILLAR ONE

ACCESS & SUCCESS

GOAL:

Recruit, retain, and advance a diverse campus community of students and employees, with particular attention to sustained access and success of BIPOC faculty.

PILLAR TWO

CLIMATE & INTERGROUP RELATIONS

GOAL:

Create opportunities for increasing sense of belonging and community building and encourage and support critical self-knowledge for all community members, with special attention to racial healing.

THE FOUR PILLARS

PILLAR THREE

EDUCATION & SCHOLARSHIP

GOAL:

Fully integrate themes of diversity, equity, inclusion, and social justice into the curriculum, with a particular focus on systemic racism and racial injustice.

PILLAR FOUR

INSTITUTIONAL VIABILITY & VITALITY

GOAL:

Build and strengthen the Allegheny community's capacity to understand and address issues of diversity, inclusion, equity, and social justice, with a focus on race and racism.

PILLAR ONE

ACCESS & SUCCESS

Recruit, retain, and advance a diverse campus community of students and employees, with particular attention to sustained access and success of Black People, Indigenous People, and People of Color (BIPOC) faculty, with these actions:

FACULTY COHORT HIRING PROGRAM

- AY 2019-2020 hiring cycle for the cohort hiring program included four tenure-track positions: English, Philosophy & Religious Studies, Spanish, and Psychology.
- AY 2020-2021 hiring cycle for the cohort hiring program includes tenure-track positions in English and Communication, Film, & Theatre.
- All faculty cohort program participants have access to a robust mentorship structure within the campus community and a membership to the [National Center for Faculty Development & Diversity \(NCFDD\)](#), which provides on-demand access to mentoring, tools, and support necessary to be successful in the Academy.

DIVERSITY TEACHING FELLOWSHIP

- In AY 2019-2020, Allegheny hosted a Diversity Teaching Fellow in History.
- For AY 2020-2022, Allegheny is hosting a Diversity Teaching Fellow in French.

- Diversity teaching fellows also have access to a robust mentorship structure within the campus community and a membership to the NCFDD.

INCLUSIVE FACULTY RECRUITMENT AND SEARCH PROCESS

- All positions were advertised on several DEI-focused job boards such as the [Consortium for Faculty Diversity](#), the [Higher Education Recruitment Consortium](#), and the [National Registry of Diverse & Strategic Faculty](#) and through DEI-focused networks like the [Mellon Mays Undergraduate Fellowship Program \(MMUF\)](#). MMUF is the centerpiece of The Andrew W. Mellon Foundation's initiatives to increase diversity in the faculty ranks of institutions of higher learning.
- All search committees are required to submit their criteria for reviewing candidates for tenure-track faculty positions to the Provost and the Dean for Institutional Diversity beginning AY 2020-2021 hiring cycle.

PILLAR TWO

CLIMATE & INTERGROUP RELATIONS

Create opportunities for increasing sense of belonging and community building and encourage and support critical self-knowledge for all community members, with special attention to racial healing, with these actions:

CAMPUS CLIMATE SURVEY

- Campus community presentation on 2019 Higher Education Data Sharing Consortium (HEDS) Diversity and Equity Campus Climate Survey results to be held in Spring 2021.
- As part of Allegheny College's participation in the [Liberal Arts Colleges Racial Equity Leadership Alliance \(LACRELA\)](#), Allegheny will administer the National Assessment of Collegiate Campus Climates (NACCC).
- The NACCC is a new national quantitative survey on campus racial climate created by the [USC Race and Equity Center](#), specifically designed for undergraduate students at community colleges and four-year institutions.

COMMUNITY BUILDING CIRCLES FOR EMPLOYEES

- Currently working with external facilitators from the [University of San Diego Center for Restorative Justice](#)

to host community building circles for several areas on campus.

- The Administrative Executive Committee (AEC) engaged with these facilitators in Fall 2020.

DIALOGUES ON RACIAL HEALING

- Facilitators from USD Center for Restorative Justice began hosting dialogues with students in the [Culture, Identity, & Leadership Coalition \(CILC\)](#) in Fall 2020 and are planning dialogues with the Colleagues of Color Employee group to be held in Spring 2021.
- IDEAS Center staff and the Director of Fraternity and Sorority Life (FSL) facilitated *Racism and Reflection* workshops with ~ 60% of students active in FSL and with student-athletes.
- IDEAS Center staff have facilitated a multi-week *Racism and Reflection* workshop with Athletics Department staff in Summer 2020 and are currently facilitating workshops with student-athletes.

PILLAR THREE

EDUCATION & SCHOLARSHIP

Fully integrate themes of diversity, equity, inclusion, and social justice into the curriculum, with a particular focus on systemic racism and racial justice, with these actions:

DIVERSITY AUDIT OF ACADEMIC CURRICULUM

- The Office of Institutional Diversity (OID) and the Provost's Office are collaborating on an action plan for completing diversity audits of academic departments and programs with the goal of completing all audits by Summer 2022.

DIVERSITY AUDIT OF CO-CURRICULAR PROGRAMS

- An action plan for completing diversity audits of co-curricular programs is under development and will utilize a framework similar to that used with academic departments and programs to maintain consistency.

PILLAR FOUR

INSTITUTIONAL VIABILITY & VITALITY

Build and strengthen the Allegheny community's capacity to understand and address issues of diversity, inclusion, equity, and social justice, with a focus on race and racism, with these actions:

TRAUMA-INFORMED APPROACH EDUCATION FOR INSTITUTIONAL LEADERSHIP TRAINING IN AY 2020-2021

- Senior leadership attended the [7th Annual Trauma Informed & Resilient Communities Conference](#) sponsored by Crawford County Department of Human Services and others on September 21, 2020.
- Personalized Adverse Childhood Experiences & Trauma-Informed Care Training (ACES) training with Audrey Smith of Parkside Psychological Associates is being planned for senior leadership.
- Information garnered from both trainings will be used by senior leadership to complete an audit of campus-wide policies and procedures.

DIVERSITY COMPETENCE TRAINING FOR ALL EMPLOYEES SCHEDULED TO BEGIN IN AY 2020-2021

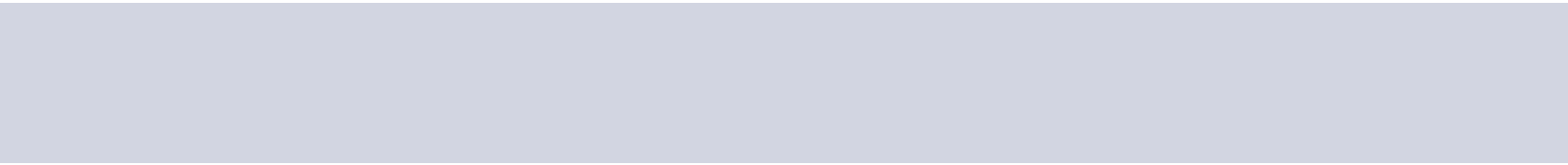
- *Foundations of Cultural Humility Workshops* were launched for Allegheny employees in January 2021. Facilitated

by IDEAS Center staff, this workshop guides small groups of employees through discussions centered on cultural awareness and anti-racist work. In-depth discussions of intersectionality and challenging ways of thinking to expand knowledge and increase cultural humility are the primary objectives of the workshop series. Group members are challenged to reflect upon experiences and how they have influenced and shaped the way in which they view the world from cultural lenses. Conversations focus on ways to become a better ally, become more aware of racial identity, and reflect upon unconscious bias and how that influences the ways in which we navigate life.

- A firm ([Inclusion Design](#)) will be conducting a series of highly interactive diversity competency workshops in March and April 2021 for all employees. These workshops are required for all employees.
- OID is launching a search for a new Assistant/Associate Dean for Institutional Diversity (ADID). Reporting to and working closely with the Dean for Institutional Diversity, the ADID will support the development, implementation, and assessment of campus-wide professional development and training initiatives to promote inclusive excellence and intercultural competence. The ADID will support the identification, design, and implementation of resources, training modules, workshops, presentations, programs, and services that will cultivate and sustain diverse, equitable, and inclusive environments for learning, working, and living across the Allegheny community.

INCLUSIVE TEACHING TRAINING FOR FACULTY

- In partnership with the Provost's Office, the new role of Director of Faculty Diversity and Inclusion has been created and will be appointed in February 2021. In consultation with the Dean for Institutional Diversity and the Director of Faculty Development, the Director of Faculty Diversity and Inclusion will plan and deliver a portfolio of resources and professional development opportunities for faculty to build capacity and confidence to create and sustain inclusive teaching and learning environments (e.g., courses, distribution requirements, curriculum).
- *Introduction to the Diversity Inclusivity Framework* for courses will be given to faculty during an upcoming faculty meeting in spring 2021.
- Faculty will be asked to participate in "deep dive" modules based on concepts from the Diversity Inclusivity Framework. Exact logistics will be determined with the newly appointed Director of Faculty Diversity and Inclusion.



ALLEGHENY COLLEGE