



NOCE Call to Action Plan

Approved by NOCE President's Cabinet on 9/15/2020

Purpose: with the goal of addressing adverse effects of racism, to be deliberate and intentional in identifying and eliminating systemic barriers to racial injustice, inclusion, and equity.

Goals:

- To recognize racism in its various manifestations, including the most blatant forms of bigotry to its most subtle, unaware, and sometimes passive forms.
- To create an accepting and supportive environment for people of color.
- To make jobs accessible to individuals of color.
- To make learning accessible to students of color.
- Define our values and prioritize humanity.

Framework: Acknowledge – Plan – Act

Acknowledge:

- Acknowledge the problem and the practices that have led to the problem.
- Acknowledge and identify existing barriers.
- Acknowledge that just because you do not see it does not mean that it is not real for someone else.

Plan:

- Address the barriers through bold and swift actions.
- Seek to receive authentic responses on issues of racism at NOCE while protecting confidentiality of the respondents.
- Review NOCE Strategic Plan, Student Equity Plan, and other plans with the goal of inclusion specific action steps to advance anti-racism and to build equity-minded culture at NOCE
- Review campus policies and procedures to ensure that they support and promote equity and inclusion.
- Review NOCE's mission and vision statements as well as institutional learning outcomes to ensure that they communicate NOCE's commitment to equity and social justice.
- Develop interaction norms for the NOCE workspace and classroom to promote the campus culture of inclusion.

Act:

- Review hiring practices through the equity lenses: provide implicit bias training to hiring committee members, engage diverse faculty and staff in participating in hiring committees, target specific sites to attract a diverse pool of applicants, ensure that recruitment materials, screening criteria, and interview questions have a clear focus on diversity, equity and inclusion. Develop consistent practices for hiring adjunct faculty.
- With the goal of creating a safe space for authentic discovery and ultimately providing an environment that is just, inclusive and equal, offer schoolwide professional development around anti-racism, justice, and equity, including training on how to engage campus teams in difficult conversations on race.
- Engage faculty in developing and delivering inclusive and culturally competent curriculum.
- Implement a mentorship program for incoming new fulltime faculty and expand it to adjunct faculty.
- Develop and implement strategies to ensure sense of belonging and retention of employees of color. Specifically, consider the following: bias training for tenure review committees, strategies for open communication to inspire collaboration and trust, conflict resolution in an unbiased way.
- Expand existing support systems for students of color including but not limited to outreach, opportunities to build peer relationships, mentorship, and a network of resources.