

Committee on Anti-Racism Efforts (CARE)

The CARE Committee met via Microsoft Teams on Monday, March 29, 2021.

Attendees: Kent Gardner Jr. , Nakia Strickland, Linda Wilde, Korinne Quire, Lindsey Ronay & Leondra Gully

- **The committee will begin reviewing and implementing four of the ten recommendations made by the ad hoc committee:**

Recommendation #3

Create and implement a CARA Series aimed at building senators' capacity to understand structural and systemic racism and learn strategies to address racism as individuals and collectively. These workshops can operate one hour prior to Staff Senate meeting or follow a stand-alone schedule. Topics could include a history of racism, what is systemic racism, implicit bias, macroaggressions, racial trauma, and allyship. Compensation of some kind to be provided to workshop facilitators. Consideration of a kick-off event with a prominent community speaker or other off-campus speaker.

Recommendation #5

Assess the climate of the body of the Staff Senate in a fashion similar to the annual Campus Climate survey.

Recommendation #8

All Staff Senate standing committees should add diversity and inclusion-related goals to their committee charters. Additionally, each committee should strive to view the matters before it through an anti-racist lens. Specific suggestions include:

- Policy, Economics, and Development (PED) committee should explore and advocate for policies related to:
 - Mandatory implicit bias training for new senators as part of their orientation and for any senators wishing to serve on committees.
 - Mandatory implicit bias training for university staff
 - Incorporation of restorative justice principles into the Staff Grievance process
- Credentials and Nominations (C&N) committee should explore and implement a mandatory diversity training for Staff Senate committee chairs

Recommendation #10

Proactively pursue partnerships to combat racism and encourage diversity and inclusion with Faculty Senate, the Student Government Association (SGA), the Commission on Diversity and Racial Equality (CODRE), the Commission on the Status Women (COSW), and other relevant stakeholders. The three constituencies may consider developing a joint anti-racism agenda on which they can collaborate. These conversations could take place through constituency leadership or perhaps by the formation of a joint anti-racism committee (either from new

members in each constituency or represented from existing committees). Among other actions, this combined group should submit a joint recommendation to administration requesting that the diversity plans for each academic unit/department be made public and accessible in an effort to be more transparent.

Leondra Gully