

Student Affairs Antiracism 2022-23 Goals – Staff Focused

Goal 1: Increase representative hiring of staff and managers (Relates to Goal 1 of Antiracism & Inclusion Action Plan)

Key Action Step	Time Frame	Expected outcome /Assessment Indicator	Individual(s) Responsible (no more than 3)	Progress Report
1.1 Develop a baseline comparison for division staff and manager demographics compared to student body demographics and Sacramento region demographics				
1.2 Work with Inclusive Excellence and Human Resources to train employees involved in the search process and to review/enhance interview and selection processes.				

Goal 2: Enhance retention and professional development efforts for division faculty and staff (Relates to Goal 1/3/5/19 of Antiracism & Inclusion Action Plan) / Provide active professional learning opportunities (e.g., racial literacy, gender equity, social equity, economic equity, LGBTQIA issues, and disability awareness)

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<p>2.1 Collaborate with IE and HR on the Exit interview process development and implementation (include questions on identity and belonging).</p> <p>Review summary outcomes annually with the entire division.</p>			<p>In-progress @ HR</p> <p>Action steps, including reaching out to those who turn down positions.</p>	
<p>2.2 Collaborate with HR to gather similar information for selected applicants who turn down employment offers in order to better understand the reasons the Sac State offer was not accepted.</p>				
<p>2.3 Collaborate with HR and IE on current and past climate surveys in order to gather information on employee feelings about the cultural climate at Sac State and within the division.</p>				

<p>2.4 Assess and enhance new employee onboarding processes. Develop a feedback process to gather information from employees after their first year at Sac State.</p>				
<p>2.5 Provide more intentional professional development plans, and mentorship programs.</p> <ul style="list-style-type: none"> -Create consistent development opportunities and follow-ups to enhance DEI experience and knowledge// Collaborate with IE on training and professional development programs for SA employees throughout the year. -Partner with HR and IE to provide opportunities for professional development related to navigating and mediating conflict and difficult conversations. -Provide information and training on ways employees address issues proactively (before a problem escalates or an employee makes the decision to leave) -Provide professional development on ways to develop an Antiracist and inclusive team environment 				

2.6 Develop programs to provide funding to go to conferences and support professional development activities.				
2.7 Create a plan to assess funded opportunities to determine the usefulness to the employee and division.				
2.8 Collaborate with HR to survey employees about safe spaces at Sac State. Determine how do employees define a safe space.				
2.9 Work with IE and HR to create a DEI certificate for faculty, staff, and administration				

Goal 3: Embed DEIBJ (belonging & justice) strategies into Student Affairs assessments (Goal 7/11/12of Antiracism & Inclusion Action Plan)

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3.1 Make this a standing agenda item for the regular meetings of the SA Antiracism workgroup – develop goals for Division				
3.2 Review current assessment strategies for DEIBJ inclusion				

Goal 4: Provide Cross divisional Antiracist Workgroups the Opportunity to meet together (Related to Goal 6/7 of Antiracism & Inclusion Action Plan)

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<p>4.1 Reach out to Antiracism workgroups in other divisions and set up cross-divisional meetings to share information and consider cross-divisional goals and objectives.</p> <p>-Partner with IE to share information on what we have been doing and develop strategies for accountability/assessment.</p>				

Goal 5: Review budget allocation to existing programs that serve marginalized populations (Relates to 6 of Antiracism & Inclusion Action Plan)

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5.1 Create a transparent process for the review of how financial resources are distributed				
5.2 Create a process for centers, departments and programs to identify financial needs for funding consideration, including how the funding will be used in relation to Antiracist /DEI work for BIPOC students. Include assessment strategies.				

Goal 6: Identify ways to provide relief to reduce and/or mitigate cultural taxation (Relates to Goal 1/2/5/18 of Antiracism and Inclusion Plan)

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6.1 Define. Collaborate with IE and HR to identify and define activities and assignments (volunteer or assigned) contributing to feelings of cultural taxation.				
6.2 Survey. Survey staff to baseline current understanding of cultural taxation and how it shows up in current practices.				
6.3 Implement solutions. Identify strategies to help mitigate cultural taxation based on the findings from the work outlined above.				

Goal 7: Conduct a cultural audit of Student Affairs policies and procedures (Relates to Goal # 15 of Antiracism & Inclusion Action Plan)

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<p>7.1 Collaborate with IE and HR to investigate ways we could conduct cultural audits of Student Affairs policies and/or procedures. Identify priority policies to audit for 2022-23. Identify cross-functional workgroups to learn how to conduct a cultural audit and complete prioritized policies and procedures.</p> <p><i>Note: Could reach out the USC Center for Race and Ethnicity for a workplace cultural audit: https://race.usc.edu/about-us/</i></p>				

Goal 8: Increase access to all-gender restrooms on the first floor of every building; including universal signage across campus and campus maps (online, paper, and signage) (Relates to Goal 17 & 15 of Antiracism & Inclusion Action Plan)

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<p>8.1 Examine current/previous action plan (for example from the Transgender Restroom Taskforce); Map out and inventories existing</p> <p>a. Identify funding for capital improvements². Create a priority list for construction (hot spots/buildings first)</p> <p>b. Examine GIB and LP signage to standardize across campus (each building has its own – which causes confusion).</p>			<p>Transgender Restroom Taskforce</p>	
<p>8.2 Create a policy for all public events and events that promote LGBTQ gatherings to have an adequate number of inclusive restrooms with wayfinding signage</p>			<p>Campus Policy #15 includes updating the Policy and Procedure language to include Antiracism and Inclusive Framework</p>	

Goal 9: Establish an appreciation and recognition plan (mattering and affirmation) (Relates to Goal 5/19 of Antiracism & Inclusion Action Plan)

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<p>9.1 Investigate ways to acknowledge participation and proposals related to Anti-Racism/DEI work and increase range of volunteers</p> <p>-Better market and use the DEI category for the Student Affairs STAR Awards program to highlight great antiracism/DEI work going on in the division. Maybe: Amend the STAR Awards to specifically recognize DEI efforts?</p> <p>-Consider an end-of-year ceremony/celebration recognizing different programs/ people working in Antiracism/DEI-related work</p>				