

**Campus Programming and Actions for Diversity Equity & Inclusion**

*As of July 2020*

**Clarkson University:**

* On June 16, the Chief Inclusion Office hosted the Community Forum on Racism for Faculty & Staff.  We are following up in this forum with the Provost’s Office, the Faculty Senate, and the Human Resources Office to develop action items related to concerns raised:  recruitment of BIPOC faculty and staff, addressing microaggressions between employees and wider community relations.

* Representatives from Clarkson’s Black students met with the President, Provost, Chief Inclusion Officer, VP for Student Affairs and Enrollment, Associate Provost for Faculty Achievement to establish Black Leadership Advocate for Change [BLAC] and develop a list of action items with deadlines with ongoing meetings scheduled.  A separate list will be shared out on these items after our next meeting on July 6.
* The Chief Inclusion Office has met with students from the Hispanic and Asian/Pacific Islanders Communities at Clarkson to hear their concerns and work on action items with them to address safety concerns, develop stronger support networks, and identify needed trainings for employees and students.

* In addition, Society for Asian Scientists and Engineers [SASE] hosted the Asian & Pacific Islander Forum on June 19.  SASE and the Chief Inclusion Office have identified a few key action items and are currently working on the details of how to roll them out.

* The Human Resources Office is getting ready to roll out a baseline online DEI training program for all employees.  This will be supplemented by follow up trainings and professional development.

* The combined BPART and Climate and Engagement Committee is drafting a new Bias Incident Policy and developing a back-to-campus Action Guide for employees to support BIPOC students.

* The Chief Inclusion Team is currently developing the comprehensive training and professional development roadmap for Diversity, Equity, Inclusion and Belonging.

* The Chief Inclusion Office and Human Resource Office is working with our food service provider, Sodexo, to offer training in August, create a stronger process for reporting concerns to Sodexo, addressing those concerns, integrating Clarkson into these responses so we know the concerns, can make sure they are addressed, and keep them from reoccurring.

* The Chief Inclusion Office along with the Clarkson intercultural Ambassadors are going to give training to all incoming students as part of orientation and we will give DEIB training to all student-based club leaders in the Fall.
* Board Trustee, Simoon Cannon, is working with the Chief Inclusion Officer to establish the Diversity, Equity, and Inclusion Advisory Board for the University.  It will consist of both internal and external advisors drawing on alumni and DEI field experts to guide the DEIB strategic plan.
* The Chief Inclusion Office is finalizing a partnership with Sustained Dialog Institute to grow and support the university’s commitment to intergroup dialog.

* The Provost’s Office is working on a plan to increase recruitment of BIPOC faculty and working on a core set of resources with the Chief Inclusion Office to distribute to all faculty to foster systematic change in Academic Affairs with follow up professional development.

* Several academic departments and the Student Affairs Division are currently performing a review of potential action items to share out with the wider community.

* A group of faculty is utilizing a slack channel to discuss faculty actions to develop supportive classroom environments, improve the representation of BIPOC contributors and texts to courses, and ways faculty can practice anti-racism in their classes, mentorship, and research.
* Another group of Clarkson Community members have begun an Anti-racist reading group open to all. Please contact mmanierr@clarkson.edu for further information and to join.

**St. Lawrence University:**

* Office for Diversity & Inclusion reached out individually all students of color, international students, and faculty members to offer support during this trying time
* Office for Diversity & Inclusion and International Student Services hosted an forum for international students on challenges they’re facing during this time
* Black Lives Matter vigil held on SLU’s quad, coordinated by Chaplain Shaun Whitehead
* Formation of new faculty/staff antiracist group, meeting regularly since mid-June to develop actions to be used in the classroom and beyond
* New endowed scholarship for Diversity & Inclusion was just created
* Laurentian Engagement Office is planning a webinar series on diversity & inclusion topics for alumni, including race, intersectionality, and other topics, in combination with Office for Diversity & Inclusion
* *Faces of St. Lawrence* exhibit featuring members of our diverse student community, displayed in Student Center, now a permanent exhibit
* New flag policy allowing student organizations to sponsor the display of flags that symbolize values that align with SLU values (including BLM flag, now on display)
* Newly-designed Diversity & Inclusion training program for all coaches
* Office for D&I conducting Workshops for teaching faculty on how to talk about race in the classroom, beginning mid-July
* Community forums for faculty/staff, students, and alumni on diversity & inclusion, conducted mid-June
* University Diversity Committee is developing its diversity & inclusion strategic action plan, to be launched in Fall 2020
* Online diversity & inclusion program to be delivered to new incoming students pre-matriculation
* Training for the Campus Safety & Security Offices of the Associated Colleges being developed in collaboration with SLU and SUNY Canton (and other members of the Associated Colleges)

**SUNY Canton:**

* Virtual meetings with students during the next few weeks to talk about their concerns, both about COVID-19 safety measures and the racial climate on campus and in the community.
* The establishment of an AntiRacism Working Group for faculty and staff.
* We are discussing ways to include students on committees for trainings, campus events, and campus policy; more of their input feels crucial if we are going to make the campus more welcoming for them.
* Outreach to community partners to address students’ concerns about community safety and anti-Black attitudes.
* Lashawanda and Kimberley Flint-Hamilton are part of a diversity and inclusion training for all campus law enforcement that is being put together.
* We are looking into whether we have any contracts with prisons for school supplies, and if so, whether we can end those contracts and use other vendors. We are discussing how we might strengthen our prison education program.
* We have identified a list of courses that potentially would qualify for our Cultural Competency Badge.  Many of these courses engage issues of race and thought, and we have a good range of courses that create more opportunities for students of any race or ethnicity to learn about Black worldviews outside of Black History Month. If SUNY decides we need a specific course on Racial Equity, as part of GER requirements, we may have to develop one. If SUNY requires a broader diversity GER for the students, we have many courses that could fulfill that requirement.
* Emily was already engaged in conversations with curriculum coordinators about improving diversity curriculum and addressing diverse perspectives in our degree programs; those conversations will continue.
* We have a strong range of Black-led student clubs and organizations with faculty sponsors, though they have to apply for funding each year. We are discussing how it might be possible to find independent, dedicated budgets for them.
* We are thinking about how to add lines about Blackness to extended course outlines in our traditional course offerings.
* We have some Black staff members in EOP and Student Recruitment, but are discussing whether we can strengthen staff in these programs by interviewing and hiring Black candidates. This would depend on funding and approval from SUNY.
* If, again, we can get funding from the legislature and SUNY, we are discussing possibilities for hiring additional faculty of color.

**SUNY Potsdam**

*(A list of some of the activities)*

* On June 3rd the Division of Diversity, Equity and Inclusion and the Diversity and Inclusion Action Coalition (DIAC) organized a Virtual Campus Forum.
* Plans are in place to organize forums for faculty and staff and alumni prior to the start of the fall semester.
* The Center for Diversity (CFD) in collaboration with other departments (Student Success Center, Counseling Center, Health Center etc.) organized daily zoom check-in meetings with all students of colors.
* SUNY Potsdam Counseling Center staff have been meeting regularly with a group of students who expressed concerns at the virtual town hall meeting. Staff are also exploring tele-counseling/tele-psychiatry options with SUNY for access to diverse counselors.
* The Office of Native American Affairs created ample opportunities to reach out to individual students to ensure they were fully supported while completing the semester virtually.
* A new student dialogue series with UP is being planned by the Center for Diversity staff and the Black Student Alliance Executive Board.
* The DDEI has created a Diversity, Equity and Inclusion Student Council (DEISC). DEISC will be made up of students from diverse backgrounds committed to assisting in the development of a safe, supportive and welcoming community.
* DDEI has also created a new series titled, “Inclusive Excellence: How Inclusive is your Space?” The goal of the series is to identify the gaps that exist across campus, and to lay the groundwork for campus-wide anti-racism trainings, beginning in the fall.
* A Faculty and Staff of Color group (BIPOC) has been created, to provide support and advocacy to faculty and staff members and students of color.
* Inclusive Spaces are being identified and created across campus, in collaboration with the Center for Diversity staff and Physical Plant etc.
* SUNY Potsdam and SUNY Canton University Police Departments, Potsdam Village Police, St. Lawrence County Sheriff’s Department and SUNY Potsdam Law Enforcement Training Institute participated in discussions and training on “Black Lives Matter versus Blue Lives Matter,” and the history of the American flag and Thin Blue Line flag on July 8 and Applied Diversity Class on July 15. The sessions were facilitated by two SUNY Potsdam Faculty.
* Residence Life and the DDEI will be working on additional DEI trainings for RAs on allyship.
* The Faculty Senate has approved the creation of a Black Faculty Caucus – an ad-hoc committee charged with providing a space and opportunities for solidarity among Black faculty members at the College, with a focus on student and faculty mentorship and retention.
* As part of our Potsdam Pathways general education program, all new incoming students will be completing a “Talking About Diversity course”