

Action Items Related to the Themes

Continue and enhance transparency and communication

Action Item	Level and Responsible Office(s)	New/ Ongoing/ Heightened Priority
Launch a new website that will focus on Diversity, Equity, and Inclusion (DEI) at Fitchburg State University	Institutional <i>Leading for Change, Marketing and Integrated Communications</i>	New
Restructure Leading for Change (our campus-wide committee focusing on DEI) to include students as part of the team and foster specific initiatives for students, staff and faculty, and the curriculum and teaching.	Institutional <i>Leading for Change</i>	New
Report out at least once a semester on the work of Leading for Change and highlights they are aware of from across campus	Institutional <i>Leading for Change</i>	New

Examine our policies, procedures, protocols, and curriculum for implicit bias

Action Item	Level and Responsible Office(s)	New/ Ongoing/ Heightened Priority
Adopt a university-wide set of definitions related to DEI	Institutional <i>Leading for Change</i>	New
Grant received to raise awareness of open educational resources for faculty	Institutional <i>Advancement, Academic Affairs</i>	New
Grant proposal to the Howard Hughes Medical Institute Inclusive Excellence competition to fund professional development for faculty and staff to gain knowledge and skills to build equitable systems that are culturally sensitive and eliminate the achievement gap for our underrepresented student population. The funds if awarded would be used for professional development on inclusive teaching practices and the creation of assessments of those practices.	Institutional <i>Advancement, Academic Affairs</i>	New
Conduct an annual review, inventory, and gap analysis of academic affairs activities regarding diversity, equity, and inclusion to catalog and assess activities and initiatives	Divisional <i>Provost's Office</i>	New
Report changes in academic departments' curriculum regarding diversity, equity, and inclusion as part of annual assessment plans	Divisional <i>Academic Department Chairs</i>	New

Continue the series of roundtable discussions with students and faculty to discuss areas where the curriculum and teaching could be made more inclusive.	Divisional CTL, Leading for change	Ongoing
Use an equity lens to set the Division of Student Affairs Annual Goals and Objectives and assess the extent to which we are achieving them.	Divisional <i>Student Affairs</i>	New
Review major policies, protocols, and procedures in Student Affairs to address access and fairness.	Divisional <i>Student Affairs</i>	New
Conduct an annual review, inventory, and gap analysis of the CARE Team and the Student Conduct Process regarding diversity, equity, and inclusion	Departmental <i>Dean of Students Office</i>	New
Analyze and share the early results of the implementation of the Academic Warning Policy designed to catch students before they hit academic probation	Departmental <i>Dean of Students Office; Retention and Student Success</i>	Ongoing

Achieve higher levels of representational hiring

Action Item	Level and Responsible Office(s)	New/ Ongoing/ Heightened Priority
<p>Continue to review and update the hiring guidelines to include a stronger diversity lens to engage staff and faculty hiring committees to evaluate beyond the traditional qualifications and review additional engagement activities, publication materials that lend to DEI topics, previously held positions and where they were located and if they come from HBCU.</p> <p>Continue to explore advertising techniques to include graduate schools that serve a high minority student population, ie. students of color, females in STEM related programs, as well as other underrepresented groups.</p> <p>Establish additional training related to diversity hiring to provide to all university hiring committees.</p>	Institutional <i>Human Resources</i>	Ongoing
Grant proposal to build a pipeline for counselors of color	Institutional <i>Advancement, Counseling Services</i>	New

Create safe spaces for, amplify the voices of, and promote a sense of belonging in our Black, Indigenous, and People of Color (BIPOC), LGBTQ, and differently abled students and employees

Action Item	Level and Responsible Office(s)	New/ Ongoing/ Heightened Priority
Administer the Climate Survey	Institutional <i>Leading for Change, Institutional Research</i>	Repeat of the 2018 survey to provide longitudinal data
Implement the Bias Incident Response Protocol and Team	Institutional <i>Student Affairs, Human Resources</i>	New
Publicize where single stall and gender-neutral bathrooms can be found across campus	Institutional <i>Leading for Change</i>	New
Provide institutional funding for Latinx Heritage Month and Black History Month	Institutional <i>President's Office, Provost's Office, Vice President for Student Affairs' Office, Office of Student Development</i>	Ongoing
Create a BIPOC, LGBTQ, Differently Abled Employee Conversation Group	Institutional <i>Leading for Change, Human Resources</i>	New
Continue the first year Latinx male mentoring program for 25 students every academic year.	Institutional <i>Academic Affairs</i>	Ongoing
Create a "special projects grant" category to encourage student-faculty scholarship that explores national, statewide, and local racial justice, inequality, criminal justice reform, and related topics.(new)	Divisional <i>Academic Affairs</i>	New
Establish the Academic Dean's Anti-Racism Fund. The fund will be a coordinated activity among the four academic Schools and the Amelia V. Gallucci-Cirio Library to support campus-wide and community-based anti-racism and anti-bias initiatives. The Fund will support activities including but not limited to symposia, training, library resources, curriculum development, and educational programming.	Divisional <i>Academic Deans</i>	New
Elevate oppressed and underrepresented voices through library collections: general, archival, special collections and digital resources	Departmental <i>Library</i>	Heightened Priority
Hire a consultant with expertise in DEI in the Center for Diversity and Inclusiveness to assist with restructuring, accountability, and reporting; integrate programming initiatives; identify partnerships	Departmental <i>Center for Diversity and Inclusiveness</i>	New

between the curriculum and co-curriculum; and provide professional development and assessment		
Restructure the student worker position in the Center for Diversity and Inclusivity to provide greater learning opportunities, make connections with the students who use the Center, and present educational programs	Departmental <i>Center for Diversity and Inclusiveness</i>	New
Create a Cultural Student Organizations Roundtable made up of the presidents of the identity-based student organizations	Departmental <i>Center for Diversity and Inclusiveness</i>	Heightened Priority
Market the Center for Diversity and Inclusiveness more effectively	Departmental <i>Center for Diversity and Inclusiveness</i>	Heightened Priority
Appoint an Athletics Diversity and Inclusion designee to provide support to the department in coaching searches, education, and other diversity and inclusion initiatives.	Departmental <i>Athletics and Recreation</i>	New
Use Residence Education professional staff to facilitate DEI programming in the Residence Halls. These programs will be conducted in addition to Resident Assistant (RA) initiatives.	Departmental <i>Housing and Residential Services</i>	Heightened Priority
Train Resident Assistants on DEI-related topics.	Departmental <i>Housing and Residential Services</i>	Ongoing
Develop the LGBTQA+ Residential Learning Community (RLC) designed to create a space for residents to find peer support and continue their understanding of sexual identity and gender identity	Departmental <i>Housing and Residential Services</i>	New
Welcome a Latinx fraternity to Fitchburg State's Greek community.	Departmental <i>Office of Student Development</i>	New
Train Hammond Information Desk attendants on working with Spanish-speaking individuals as a non-Spanish speaker.	Departmental <i>Office of Student Development</i>	New
Create a Council of Equity and Diversity	Student Initiated <i>Student Government Association</i>	New
Launch the Cultural Events Committee	Student Initiated <i>Fitchburg Activities Board</i>	New

Train students and employees around how to be anti-racist: for example, how to "go there" in class and other situations, microaggressions, implicit bias, etc.

Action Item	Level and Responsible Office(s)	New/ Ongoing/ Heightened Priority
Expand campus and public programs that foster dialogue, engagement, and reflection on urgent topics such as systemic racism, and social and health disparities, with specific focus on the effects of the pandemic and policing on communities of color	Institutional <i>Academic Affairs;</i> <i>Student Affairs;</i> <i>Human Resources;</i> <i>Leading for Change</i>	Heightened Priority
Facilitate Courageous Conversations around White Privilege, White Fragility, Anti-Racism, Social Justice, and other topics	Institutional <i>Leading for Change;</i> <i>Center for Diversity & Inclusiveness;</i> <i>Human Resources</i>	New series, ongoing idea
Continue the Human Resources Professional Development Series for all employees.	Institutional <i>Human Resources</i>	Ongoing
Continue Faculty Professional development. Development day topics have included: inclusive teaching, inclusive advising, inclusive assessment, How to talk about Race (this fall).	Divisional <i>Academic Affairs</i>	Ongoing
Continue retreats and workshops of student-facing offices.	Divisional <i>Student Affairs and others</i>	Ongoing
Use existing forums for faculty professional development to continue to promote faculty development in inclusive pedagogy in all of its forms. This includes but is not limited to development day, CTL, Chair Workshops, and the newly launched Faculty Academy for inclusive teaching.	Divisional <i>Academic Affairs</i>	Heightened Priority
Develop a guide to academic courses and programs that offer diverse course offerings that focus on social justice, civil rights, responsive citizenship and social awareness	Divisional <i>Academic Deans</i>	New
Include DEI work in existing student leader trainings such as Orientation Leader, Campus Center Employee, Resident Assistant, and Club and Organizations.	Departmental <i>Office of Student Development,</i> <i>Housing & Residential Services</i>	Heightened Priority
Re-examine the Leadership Development Program to ensure that programs are being delivered with a DEI lens	Departmental <i>Office of Student Development</i>	New
Develop three separate mini-certificate programs around the issues of anti-racism, equity, and justice	Departmental <i>Center for Professional Studies</i>	New
Ensure continued professional development opportunities for members of the University Police Department.	Departmental <i>University Police</i>	Ongoing