

**Antioch University**  
**Anti-Racism Task Force**  
***Second Report***

**Prepared by:**

**The Anti-Racism Task Force**  
**Executive Leadership Committee**  
**Pia Alexander**  
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# Premise/Introduction

## Summary Statement

The Antioch University's Anti-Racism Task Force (ARTF) was established and assembled in 2020. The Task Force Executive Committee (EC), working group leaders, task force members, in addition to its convening Antioch Chancellor, William Groves, acknowledge the significant effort and commitment required to advance its ongoing priorities and recommendations. The ARTF Second Report serves as a summary of ARTF activities, covering the period of October 2021 through June 2023. It revisits and, in some cases, reaffirms previous ARTF recommendations, and offers a new set of bold formal recommendations to advance Antioch's essential and critical mission. The scope of work and the initial recommendations are outlined in the [First Report](#).

## Second Report

This report serves as a second summary of Task Force actions, covering the period of October 2021 through June 2023. It revisits, and in some cases, reaffirms previous recommendations, and it offers a new set of formal recommendations to advance Antioch's bold and critical mission.

### Task Force Leadership Activities

Since the inception of the Task Force, the Executive Committee has been engaged in a range of consultations with various University stakeholders. These activities have included:

- Regular planning meetings with Chancellor William Groves
- Participation in "Messy Conversations" hosted by the Los Angeles, Santa Barbara, Seattle, and Antioch University Online Undergraduate Programs
- ARTF Executive Committee reports to the Board of Governors at each of their scheduled meetings
- Ongoing review of Task Force initial recommendations and progress
- Regular consultation with University stakeholders on DEI related matters and concerns, especially those impacting students
- Report outs on the work of the ARTF at Chancellor/Cabinet Town Halls
- Co-lead community forum sessions to explore and pursue a Truth, Racial Healing and Transformation Center at Antioch

In addition, the EC members partnered in the implementation of two important recommendations: The hiring of a Head of Equity, Diversity, Inclusion & Belonging and the implementation of a climate survey.

### Task Force Member Activities

Traditionally, Task Force members participate in a wide range of activities in support of their work on the Task Force. For example, in November 2021, Chancellor Groves, VC Maria-Judith Rodriguez Herrera, former AVCAA Melissa Kirk, and VC Craig Maslowsky participated in the **Harvard Graduate School of Education: Bravely Confronting Racism in Higher Education**.

To structure the work of the Task Force, six thematic areas were identified, representing the core focus of our collective work and targeted recommendations. In some cases, working groups formed around these areas, while in other instances, these topics were discussed regularly at monthly Task Force meetings, generating numerous ideas on how to best advance the commitment to our mission. These include:

1. Professional Development and Learning
2. Student Journey/Governance
3. Faculty and Staff Success
4. Anti-Racist University & School Leadership
5. AU-Wide Diversity, Equity and Justice (DEIJ) Function
6. Engagement and Communications

## **Update on the First Year (Year One) Report**

The Year One Report, renamed First Report, was presented to Chancellor William Groves and members of the Antioch University Cabinet in August 2021. In October 2021, the report was shared with the Antioch University Community. Recognizing that this work is intense and intentional and, in some instances, requires more than a year to see results, moving forward the reports will provide a summary of activities and results during a specific period of time.

### **Recommendations Underway**

#### **1. Search for Antioch's Inaugural Head of Equity, Diversity, Inclusion and Belonging**

Format: Leaders, committee, status, expected completion

In April 2022 the Chancellor, in consultation with the Cabinet and in response to the recommendations included in the First Year Report highlighting the need for consistent leadership, guidance and direction on our ongoing DEIB efforts, approved a search for an inaugural DEIB Officer position. Maria-Judith Rodriguez, VCHR, was appointed Chair and asked to implement the necessary steps to begin the recruitment process: create a job description, gather feedback from the ARTF Leadership, ARTF Members, and Cabinet Members on the essential job duties and responsibilities, and create a search strategy. After multiple iterations of the job description, discussion of essential duties and requirements, and reflection on what the appropriate title for this position should be, the position was posted in June 2022.

The search strategy for the Head of Equity, Diversity, Inclusion & Belonging (HEDIB) included posting the position in multiple job boards, associations and diversity job sites to ensure a wider pool of talent and diverse candidates, creating a search committee representing faculty, students and staff, and establishing a timeline and plan to make sure all members of our community have the opportunity to participate in the selection of the successful candidate.

As a result of the ongoing affiliation efforts, the job description was later updated to include the expectation of collaboration with future affiliation partners by creating and implementing shared initiatives and activities that support and promote equity, diversity, inclusion and belonging in our institutions. The job was reposted and candidates were informed of the change and invited to review their application materials based on the revised job description and to reapply. The job ad received 265 applications from a very diverse group of prospective candidates.

With Monique Bowen leaving the ARTF Leadership Team due to a professional leave, it was necessary to identify a new Faculty Co-Chair and to have Faculty Senate-approved representation in this search. After a thorough selection process, Pia Alexander, CPT Relational Therapy Teaching Faculty, was selected as the new ARTF Faculty Co-Chair and immediately joined ongoing ARTF efforts, including the HEDIB search. The search is underway with search committee members having completed interviews in July-August 2023. The committee has established a timeline with final interviews expected mid-October 2023, and including community feedback and participation.

It is important to highlight that the HEDIB will initially lead an office of one. Because of this, the incumbent will need time to understand the Antioch culture, meet community members, participate in ongoing DEIB activities, identify key issues and challenges, engage partners at Antioch and our partner institutions, and gather information critical to inform the development of the DEIB strategic plan and to move the DEIB work forward. To accomplish this, the HEDIB will need the support of all members of our community. More specifically, the HEDIB must rely on other leaders and partners across the institution to advance DEIB work and initiatives, including the Chancellor, the Cabinet, and the ARTF.

The members of the HEDIB Search Committee are:

- Maria-Judith Rodriguez, Chair, Vice Chancellor, Human Resources
- Pia Alexander, Teaching Faculty, School of Counseling, Psychology, Therapy
- Mariaimeé González – Core Faculty, School of Counseling, Psychology, Therapy
- Teresa Kaldor, Director, Institutional Effectiveness
- Sue Byers, Assistant Provost, AUS
- Danyaile Hammond, Student Success and Retention Specialist
- Kevin McDonald, Undergraduate Student Advisor
- Jamie Moyer, PhD Program Student, Graduate School of Leadership & Change

- 2. University-Wide Climate Survey:** Over the course of academic year 21-22, the ARTF, led at the time by Monique Bowen (AUNE PsyD), Melissa Kirk (AU Academic Affairs), and Maria-Judith Rodriguez Herrera (AU Human Resources) identified three possible climate survey providers to carry out one of the ARTF's primary, initial recommendations, the administration of a University Climate Survey. Survey providers considered included HEDS, Modern Think and Rankin Climate. By summer 2022, the Chancellor supported the ARTF's recommendation to work with Rankin Climate and the work was underway in fall 2022. The [Climate Survey](#) will launch on October 10, 2023. Survey results will be available in late fall 2023 and the Climate Survey Working Group (CSWG) will work closely with Rankin Climate on a post-survey action plan.

Members of the CSWG include:

- Pia Alexander, Teaching Faculty, Antioch New England, School of Counseling, Psychology, Therapy
- Laurien Alexandre, PhD, Dean, Graduate School of Leadership & Change
- Jessie Butera, Program Coordinator, MAP Program, Antioch Los Angeles
- Daisy Cruz-Dominguez, Student, MA Clinical Psychology, Santa Barbara
- Jessica Garcia, Assistant Director, Student Services, Santa Barbara
- Melinda Garland, Executive Director, Marketing & Communications, Antioch New England/Remote
- Jenna Grauman Day, Student, Undergraduate Studies, Seattle
- Teresa Kaldor, Director, Institutional Effectiveness, Remote
- Melissa Kirk, former Associate Vice Chancellor, Academic Affairs, Remote
- Lorian Leota, Student, EdD Program
- Kevin Lyness, Core Faculty Member, Professor, Dept. of Applied Psychology, Director, PhD Program in CFT, Antioch New England, School of Counseling, Psychology, Therapy
- Katie Pulverman, Student, MA Clinical Psychology, Santa Barbara
- Maria-Judith Rodriguez, Vice Chancellor, Human Resources, Remote
- Jaden Weatherspoon, Integrated Student Services Advisor, Seattle
- Lisa Xochitl Vallejos, Core Faculty, Antioch Los Angeles, School of Counseling, Psychology, Therapy

### **3. Student Success Symposium**

The Student Success Symposium was launched in the spring of 2021 by former Associate Vice Chancellor for Academic Affairs, Melissa Kirk, with the purpose of deepening our collective university understanding about how we teach, guide and support our students, and the ways in which this shapes student success at Antioch.

The symposium leadership team includes Karen Crist, Assistant Vice Chancellor for Student Success; Andrea Richards, Director of Assessment and Core Faculty (AULA), School of Undergraduate Studies; and Ryan Kasmier, Associate Provost (AUSB). They rely on a dedicated university-wide symposium planning committee which currently includes: Kat Bell, University Director of Writing Support; John Dunham, Director, Virtual Writing Center; Michelle Finley, Assistant Vice Chancellor for Accreditation and Assessment; Harold Hale, Senior Applications Administrator; Danyaile Hammond, Student Success Specialist (AUS); Jane Harmon Jacobs, Coordinator Disability Support Services (AUS); Sandy Lee, Chief Operations Officer (AULA); Hays Moulton, Chair, Undergraduate Studies, Antioch University Online and Extended Programs & Coordinator, Assessment Resource Team; Bonnie Powers, Academic Technology Support Administrator; Bill Ratcliffe, Accessibility & Copyright Reviewer, *Academic Technology*; and Steve Shaw, Faculty Research Librarian (GSLC).

Symposium goals include:

- *Engaging in university-wide discussion about student success and identifying and addressing barriers to student success through innovative pedagogy, best practices in student support/services, and process improvement.*
- *Exploring the intersection of people, process, technology, and data in improving student success outcomes.*
- *Showcasing innovative strategies, best practices related to pedagogy and student support/services.*
- *Highlighting the lived experiences and intersectionality of our students and discussing ways to advance Antioch as a just, equitable, anti-racist institution*

To date, there have been five symposia: spring 2021, fall 2021, spring 2022, fall 2022, and spring 2023. This

Beginning in academic year 23-24, the symposium will shift to a once a year format, to be held each spring.

#### **4. University-Wide Student Governance Structure**

A core recommendation from the ARTF's first report called for the formation of a university-wide student governance structure. This is an important development as students are currently limited in the ways in which they can provide meaningful input into their school, campus, and program experience.

Over the course of academic year 22-23, the Student Governance/Student Journey Working Group met regularly to develop a structure to facilitate this work. All students were invited to attend one of two community forums to learn more about the process. These sessions were held in May 2023 and over 50 students expressed interest in the project. A process will be developed in collaboration with students to identify seven students to be part of the inaugural student planning group. These students will work closely with the Student Governance/Student Journey working group and the Office of General Counsel with the goal of developing student university senate bylaws during academic year 23-24. The ultimate goal will be to have these bylaws approved through our governance structure, including Board approval, so that students will have a recognized and fully functional university student senate by the start of academic year 24-25.

Members of the Student Governance/Student Journey include Sue Byers, Associate Provost (AUS); Karen Crist, Associate Vice Chancellor for Student Success (AVCSS), Paloma Fritschie, Registrar Specialist; Ryan Kasmier, Associate Provost (AUSB); Tomoyo Kawano, Associate Professor, MA Dance Movement Therapy (AUNE); Lisa Locascio, Core Faculty & MFA Chair; and Asa Wilder, Reference and Instruction Librarian.

#### **5. Campus Climate Reporting Tool Pilot at AU Seattle**

In academic year 22-23, a **Climate Response Reporting System (CR<sup>2</sup>S)** was initiated at the Antioch Seattle campus as outlined in the Antiracism Framework developed by the Antioch Seattle Diversity Council. The University plans to study their approach and use the outcomes and learnings to eventually expand the CR<sup>2</sup>S University-wide. The Diversity Council is co-chaired by Sue Byers, ARTF member and AUS Assistant Provost and Darcy Greene, AUS MFT Alum.

#### **6. Orientation Task Group (OTG)**

In July 2022, Melissa Kirk, then-Associate Vice Chancellor for Academic Affairs initiated a short-term Orientation Task Group (OTG) to develop a University-wide student orientation. This was one of the central recommendations the Student Governance/Student Journey Working Group made in the ARTF First Year Report.

The OTG was charged with developing an AU-wide student orientation that is online, accessible and flexible to meet the diverse needs of our student body and to provide supportive communications and guidance to all students from the point of registration through the first day of classes. The group is also considering:



- What does it mean to be a student at Antioch? - - our mission, values and commitment to being a just, equitable, anti-racist institution
- What does Antioch expect from students and what can students expect from the University community?
- Student Rights, Responsibilities & AU Policies
- Student Services and Academic Support
- Local/Community Resources

The OTG is co-led by Danyaile Hammond (AUS Student Success) and Jessica Brown (AU Admissions) and also includes university representation from Karen Crist, Associate Vice Chancellor for Student Success (AVCSS); Deb Barrett (AUNE Student Services); Kat Bell (University Writing Support); Kirsten Camp (Registrar); Lindsay Crissman (Academic Technology); Jackie Dailey (Student Accounts); Harold Hale (Academic Technology); Pippin Macdonald (Library); Jennifer Mahone (Financial Aid); Audrey Mandelbaum (Undergraduate Studies); Ken Pienkos (Continuing Education); Bonnie Powers (Academic Technology); and Fran Ziperstein (Disability Services).

The OTG has completed the first phase of their work and they are now engaged with developing the content for online orientation modules in collaboration with Marketing and Communications. Their goal is to launch a small-scale orientation pilot in early fall 2023, and to complete a full launch of the new online orientation by fall 2024.

## Other ARTF Related University Work in Progress

### 1. Development of an Anti-Racism Taskforce Policy

The creation of the ARTF raised many questions among community members who wanted more clarity about the purpose of the ARTF and expectations of its involvement on a wide variety of issues and needs. ARTF Executive Committee and Members expressed ongoing concern about not having a clear charge and asked the Chancellor to provide guidance. In response, the Chancellor, in consensus with the ARTF and approval from the Board of Governors, created Policy 3.225 - Anti Racism Task Force Policy and Charge.

**Purpose:** The Policy clarifies the purpose of the ARTF to serve as a forum to engage in community-wide conversations and self-reflection on what it means to be an antiracist institution, and to identify changes needed to ensure that we have a diverse, equitable and inclusive work and learning environment that fosters a sense of belonging for all students, faculty, and staff.

**Charge:** It also establishes the charge of the ARTF to operate as a University stakeholder forum to reflect deeply and make recommendations to the Chancellor, or designees, on how it can achieve more boldly its antiracism and equity, diversity, inclusion and belonging (EDIB) goals, including community EDIB and antiracism education and training, and changes to policies, practices and procedures, and to recommend to the Chancellor actions and communications that will advance our role in leading change for a more just and antiracist community, nation and world, and to become a leader in dismantling institutional racism. While the primary focus of the ARTF is on racism, especially anti-Black racism, it may make recommendations to change policies, practices and procedures and advance actions in support of other marginalized groups within our society, who have lived and live the consequences of racism, discrimination and oppression.

**Advisory Role:** In addition, the Policy clarifies the ARTF's role in supporting and advising the Chancellor and the University Administration with recommendations on best practices to achieve our antiracism and EDIB goals and strategies. Furthermore, the ARTF is not an administrative office but, instead, makes recommendations for change that, once approved by the Chancellor, are implemented and executed by the appropriate administrative offices within the University. The ARTF is also a means of ensuring greater University-wide accountability for execution and implementation of its recommendations with feedback loops back to the ARTF from those administrators tasked with implementation.

## **2. Development of the Anti-Racism Task Force Website**

In academic year 21-22, a new ARTF Working Group on Engagement and Communications was formed. This working group focused on Task Force engagement and communication across the University, in particular, the development of an ARTF website and internal and external communications tools designed to bring the community together and reinforce our collective work as an anti-racist institution.

The bulk of this work was led by former ARTF faculty co-chair, Dr. Monique Bowen, and ARTF members Josie Brown, Kate Evarts, Rodney Fowlkes, Craig Maslowsky, Jamie Moyer, Bonnie Powers, and Asa Wilder. Thanks to the support of Marketing and Communications, a draft of the website is in progress. The structure will include the following sections: an introduction to the ARTF, Principles and Recommendations, Task Force Activities, Future Planning, and ways to get involved with the work, internally and externally. Pia Alexander, ARTF faculty co-chair, will lead this work going forward, with the goal of launching the site in early fall-winter 2023.

### 3. Chancellor's Diversity Scholarship Fund

In June 2022, Chancellor Groves announced the establishment of a University-wide **Diversity Scholarship Fund** to better ensure that under-represented students get the financial assistance they need to attend Antioch University. An ambitious goal of \$1M was set for this campaign with the intention to award the scholarship to students with a demonstrated level of financial need who have self-identified as Black, indigenous, or as a person of color, or as belonging to any other marginalized and historically oppressed population including, but not limited to, those with disabilities, and those who identify as LGBTQ+.

To kick-off this campaign, Chancellor Groves personally pledged \$10,000 as a matching challenge and invited all Antioch employees to [make their own personal gift](#). Establishing this Fund was considered a necessary and important component to the University's anti-racism work in creating a learning environment that is diverse, welcoming, affirming, and generates a deep sense of belonging.

Following the US Supreme Court decision striking down affirmative action in higher education, scholarship funds that provide for race-conscious decisions around eligibility may no longer be lawful. This campaign has been temporarily suspended pending additional legal guidance.

4. **The American Association of Colleges and Universities (AAC&U) Truth, Racial Healing and Transformation (TRHT) Center Institute:** In spring 2023, led by School of Education Dean Michael Raffanti, Antioch submitted an application to be considered for the 2023 Summer Institute for TRHT Campus Centers, with the ultimate goal of establishing a TRHT Center at Antioch. In addition to Dean Raffanti, members of AU TRHT team include: Dr. Lemuel Watson (GSLC), Dr. Katrina Bell (Writing Center), Dr. Mariaimeé Gonzalez (AUS CMHC), Manuela Slye (Community Member). The team is mentored by Otterbein Provost, Dr. Wendy Sherman-Heckler, and plans to submit a formal TRHT application in the coming months. If Antioch is selected to host a TRHT, there will be many opportunities within the affiliation to further advance this work as part of the new system. Otterbein's TRHT Campus Center has been in existence since summer 2020.

### 5. Antioch Voices Series

In August 2022, Chancellor Groves launched **Antioch Voices**, a new series featuring Antiochian voices on pressing, mission-driven topics. These pieces are featured on our university news website, [Common Thread](#).



## Second Report: Framing Principles and Formal Recommendations

### Framing Principles

The Second Report of the Anti-Racism Task Force is a collective **call to action**. It presents the community with an opportunity to come together, and to recommit to our bold and powerful mission. This is especially important at this moment as the mission statement was amended in June 2023 to include “racial justice.”

*Antioch University provides learner-centered education to empower students with the knowledge and skills to lead meaningful lives and to advance social, **racial**, economic, and environmental justice.*

What do the addition of these words mean to this community? What actions will we take to fulfill our mission and advance social, **racial**, economic and environmental justice? How does our mission manifest in the ways in which we lead, in the ways that we treat one another, the ways that we welcome students, faculty and staff into our community, the ways we educate our students, the ways in which we support our internal, external, local and global communities?

The Task Force recognizes that this work is not for the weary, nor is it work that has a clear beginning and end. This is because when we make a commitment to becoming an anti-racist institution, we are pledging to lifelong - this requires deep reflection, a willingness to be in regular discomfort, to approach this work with humility and grace, to be wrong, and to stay the course even when things do not feel as if they are progressing. That is precisely the work.

It is our hope that this report will inspire continued discussion, intentional engagement, and meaningful interrogation of our structure, policies and practices to ensure that we consistently approach our community of students, faculty, staff and alumni with unbiased, impartial, and radical care. We also recognize that this work requires a deep commitment to planning and accountability so we call on Chancellor Groves and all leaders at Antioch to support the development of an action plan that is robust, transparent and sets a clear and strong accountability standard.

### Formal Recommendations

In the [First Report](#), the ARTF put forth a set of powerful recommendations intended to frame and support our collective work as an emerging anti-racist institution. We acknowledge the transformative work already underway, and there is other work yet to commence and still other areas that require serious attention and action. It will be important for these recommendations,

from both the first and second report to be captured in a formal Equity, Diversity, Inclusion and Belonging (EDIB) plan to ensure transparency and accountability about the work that lies ahead.

### **1. Professional Development and Learning**

- a. Establish anti-racism work as a strategic priority of the institution and ensure that it remains an annual budget priority.
- b. Establish an annual robust professional development and learning budget to support university-wide professional development for faculty, staff and students.
- c. Develop an intentional diversity, inclusion and anti-racism professional development strategy that considers different stages of learning, transfer of learning, participation and support for faculty, staff and students.

### **2. Student Journey/Governance**

- a. Establish student success as a strategic priority of the institution and then ensure that it remains an annual budget priority.
- b. Identify and address equity gaps in Retention and Completion.
- c. Continue to review and revise student policies and policy protocols to ensure that they are up to date, transparent, easy to apply, and they are framed in ways to enhance and advance the student experience.
- d. Conduct an assessment on the University student fee structure. Consider overhauling the student fee structure and establish a single or consistent set of fees that are focused, and which enhance the overall student experience; ensure that collected fees are reinvested into the student experience.
- e. Establish Annual \$100K Emergency Fund for Students to address increased instances of food, housing and other financial insecurities.

### **3. Faculty and Staff Success**

- a. Continue to review and revise faculty and staff related policies and policy protocols to ensure that they are up to date, transparent, easy to apply, and they are framed in ways to enhance and advance the employee experience.
- b. Ensure that there is a consistent, predictable and equitable onboarding and professional development process for all employees.
- c. Adequately staff departments/units so that we are in the best position to support all the necessary functions of the university (those we have already and those we may need to support student, faculty, staff, and institutional success).

### **4. Anti-Racist Leadership**

- a. Establish DEIB goals and actions plans for schools and administrative units in order to advance DEIB work.
- b. Evaluation of supervisors/administrators and their efforts to support and promote EDIB initiatives, recognizing that everyone has an opportunity to improve their performance.
- c. Evaluation of faculty and staff efforts and accomplishments in supporting EDIB work and the efforts for an inclusive and welcoming learning and working climate.
- d. Create a consistent pathway of communication between ARTF and Faculty Senate to ensure that our efforts are aligned and advance the University's anti-racism strategic goals.

## 5. **AU-Wide Diversity, Equity, Inclusion and Belonging (DEIB) Function**

- a. Develop Inclusion, Diversity, Anti-Racism, and Equity planning processes.
  - i. The work ahead calls for an intentional, focused planning process that embraces Antioch's mission, vision, and values and one that establishes clear goals, objectives, and strategies to ensure that we remain laser-focused on inclusion, diversity, antiracism, and equity across the University. The development of a coherent planning process should be a primary focus for senior executive leaders during the Academic Year. The campus climate survey will provide initial direction and a framework for this work.
    - 1. Develop a set of clearly articulated diversity, equity and inclusion policies that are in alignment with the Antioch mission and corresponding diversity statements.
    - 2. To do so, each Vice Chancellor and School Dean must take charge and initiate the collaborative development and incorporation of agreed-upon elements from this planning process into their divisional strategic and operational work plans. All must include measurable outcomes.
- b. The HEDIB position is the starting point for the development of a unit that would be poised to address anti-racism, dismantling racist and white supremacist structures holistically.

## 6. **Engagement and Communications**

- a. Finalize and publish the **ARTF** website and ensure that a plan is in place to maintain the currency of the site.
- b. Provide frequent updates to the Antioch community on the progress made towards our goals. These updates take place in multiple formats and resulting from feedback from engagement with the Antioch community including reports, town hall style

discussions, published updates in Antioch University newsletters and through participation in Antioch conferences and symposiums.

## **Year Three Planning - Priorities Identified by Chancellor Groves - May 2023**

### **Priority One**

It has been our intention from the beginning to do university-wide education and professional development around antiracism and DEI that would include all faculty, staff and students. This is a necessary and important step toward becoming a more antiracist University and even more so as we move this year toward becoming a Center for Truth, Racial Healing and Transformation. It's time to broaden this effort in a more deliberate and strategic way, including a combination of voluntary and mandatory education for various audiences. The ARTF will not present the modules itself. Rather, professional development and education is the responsibility of HR, with additional support coming from our new Head of Diversity, Equity, Inclusion and Belonging, ("HEDIB"), once that position is filled in the fall. (Now that the ARTF faculty co-chair is identified and has been appointed to the HEDIB search committee, our search process is about to move into the interview phase). In the meantime, the ARTF can be a thought leader in what that training looks like for each audience, what training modules might look like, who should present the education and programs, and what the cadence of those modules will be. Therefore, this will be a top priority for the coming year, to plan and execute on the delivery of appropriate DEI and antiracism education to all stakeholders. The efforts this year will be a start to what will become a multi-year approach to education. It may become a perennial or semi-annual requirement of our professional development education thereafter, like Title IX and Sexual harassment training.

### **Priority Two**

To focus on what the university can do to improve diversity in both employment and in our student body. This is, again, the work of all of us. For employment matters, this is especially the work of HR, but I am asking that the ARTF focus on this over the next year and beyond. We have long had a Search Committee Policy and other DEI policies that have promoted diversity in hiring. But, we, like most institutions of higher education, do not adequately reflect the communities we serve. We have an underrepresentation in various historically marginalized populations, including Blacks. This work will begin with an analysis of where we have gaps. This will require that we look at our internal demographic data and compare that to the higher ed industry at-large as well as to available workforce data. After better understanding where we have gaps, we can set goals and timetables to start closing on those gaps. We have already made some significant progress on this, especially with recent faculty hires. With significant numbers of



retirements on the horizon, there will be more opportunities to improve our numbers. Race cannot be a factor in any hiring decision, but we can do more to ensure that our applicant pools include a representatively diverse population of qualified candidates, that our search committees are themselves diverse, and that all candidates are fairly evaluated based on job-related qualifications. We can also do more to improve retention and a sense of belonging. Undoubtedly, the sense of belonging will improve as our diversity improves. This, again, will take time and will be a multi-year endeavor.

## **Task Force Membership 2021-2023**

- Pia Alexander, Teaching Faculty, Couple and Family Therapy (AUNE) **(Faculty Co-Chair from April 2023)**
- Arrowyn Ambrose, AULA Undergraduate Student **(Member through March 2023)**
- Shirlee Baluyot, MA Psychology Program Associate (AUS) **(Member 2022-2023)**
- Monique Bowen, Core Faculty, and Associate Chair, Department of Clinical Psychology (AUNE) **(Co-Chair through August 2022)**
- Josie Brown, AULA MFA Student **(Member through fall 2022)**
- Sue Byers, Assistant Provost (AUS)
- Philomena Essed, Core Faculty, Graduate School Leadership and Change
- Kate Evarts, Core Faculty, Clinical Psychology (PsyD Program), and Director of Center for Diversity and Social Justice (AUNE)
- Ryan Kasmier, Associate Provost (AUSB)
- Tomoyo Kawano, Associate Professor, MA Dance Movement Therapy Program (AUNE)
- Sandra Kenny, Core Faculty & Chair, Doctoral Program in Clinical Psychology & MA in Clinical Psychology Program (AUSB)
- Malikeya Khantrece, EdD Student
- Melissa Kirk, former Associate Vice Chancellor for Academic Affairs **(Vice-Chair & Member through July 2023)**
- Brandon Kirkwood, AUNE PsyD Student **(Member through spring 2022)**
- Barbara Lipinski, Associate Vice Chancellor, Academic Personnel
- Lisa Locascio, Core Faculty, Master Fine Arts (AULA)
- Elsa Luna, MBA, COO/CFO, KPCC – Southern California Public Radio **(Board Member through August 2022)**
- Tera McIntosh, Affiliate Faculty for MBA, MHSA, IMA, and Women’s Leadership Certificate Program (AUO)
- Holiday “Holly” McKiernan, Executive Vice President, Lumina Foundation **(Board Member through August 2022)**

- Craig Maslowsky, Vice Chancellor Enrollment Management
- Jamie Moyer, GSLC PhD Student
- Dawn Murray, Core Faculty, Environmental Studies and Undergraduate Studies (AUSB & AUO)
- Rachel Oppenheim, Associate Dean SOE (AU), Core Faculty, and Director of Education (SEA)
- Judy Owens, Executive Assistant, Executive Team and Anti-Racism Task Force
- Bonnie Powers, Support Specialist, Academic Technology
- Maria-Judith Rodriguez Herrera, Vice Chancellor, Human Resources **(Co-Chair)**
- Russell Thornhill, Teaching Faculty, Business Management Studies Concentration, and Co-Director of Bridge Program (AULA) **(Member through May 2022)**
- Mike Wahlbrink, HR Associate, Human Resources/Payroll (AUS)
- Paloma Fritschie, Registrar Specialist, Registrar's Office
- Asa Wilder, Librarian, Reference & Instruction (AULA)