

# Antioch University Seattle

Diversity Council Spring 2023 Report

June 2023



## In This Report

Diversity Council Roadmap  
Diversity Goals Progress 2021-22  
AUS Antiracism Framework

# AUS DIVERSITY COUNCIL

## ROADMAP TO OPERATIONALIZING OUR GOALS



We are proud of our milestones...

*Summer 2019*

Diversity Council Launched  
2019-21 Diversity Action Goals Established

*Fall 2019*

Fall Convocation  
Diversity & Equity- An Exploration  
Diversity Goals Launched

*Spring 2020*

BSU Letter: Hear Our Voices  
Standing in Solidarity  
Students, Faculty, Departments, Administration  
Anti-Racism Commitment Plan

*Winter - Summer*

2022 Antiracism Framework  
Antiracism Accountability Framework Launched  
Roadmap for 2022  
Campus Climate Reporting System

But the road doesn't stop here.

*Winter - Fall 2021*

AUS Antiracism Workshops  
Alina Santillan Consulting  
Antiracist Workshop Series for all AUS Community Members

*Fall 2022 - Spring 2023*

Campus Climate Reporting System Launch  
Execute/Monitor AR Roadmap for 2022  
AUS Antiracism Workshops

This work is ongoing. Keep following our journey in 2023 and beyond.



# AU Seattle Diversity Goals And Progress 2021-22

Presented by  
The AU Seattle  
Diversity Council



## INCREASE AND IMPROVE DIVERSITY RELATED COMMUNICATION

- Diversity Dialogues led by Diversity Fellows-2022
- Antiracism Accountability Framework-Spring 22
- AUS Antiracism Framework Training provided to new students in the Fall 2022) and New Faculty in the Winter of 2023
- AUS Faculty, Students, Staff, A. Santillan (Consultant) present at Spring 2022 Student Success Symposium
- Campus Climate Reporting System (Est. 2023)



## PROVIDE SAFE & EFFECTIVE WAYS FOR STUDENTS TO ADDRESS GRIEVANCES, INJUSTICES, AND INEQUITIES

- Student Life hosts Student Assemblies quarterly
- Provost hosts town halls each quarter
- Safe zone training Winter 22

## EVALUATE AND IMPROVE STUDENT SUCCESS & RETENTION

- AUS Social Justice Summit-Spring 2022
- Latinx Mental Health Symposium-Fall 2022



## IMPROVE CULTURAL COMPETENCY ACROSS CAMPUS

- AUS partner with WACC to support internships/practicum/peer mentoring-Summer 2022
- Incorporation of social justice, equity and cultural competencies in courses (department level)
- Disability Services awareness and training increased-Spring 2022

## INCREASE DIVERSITY AMONG STUDENTS, FACULTY, STAFF AND ADMINISTRATION

- Student Population: The student population increased by 4% points between 2020-21 and 2021-22. While the number of students who identify as BIPOC increased by 15 students during that time, their percentage of the student population decreased by 4% points.
- Faculty Population: The full-time faculty increased by 12% points between 2020-21 and 2021-22, with a 3%-point increase in faculty who identify as BIPOC. The part-time faculty increased by 18% points between 2020-21 and 2021-22, with a 3%-point increase in faculty who identify as BIPOC.
- Scholarship Awards: The scholarship awards to support BIPOC student representation increased from \$19,802 in 2019-20 to \$26,588 in 2021-22, representing an increase of over 34.26%-points.



## INCREASE STUDENT SUPPORT SERVICES FOR INTERNATIONAL STUDENTS

- Support for AUS International students through the Admissions Process and Student Services

## DEMONSTRATE LEADERSHIP IN DIVERSITY & SOCIAL JUSTICE CAUSES IN THE COMMUNITY AT LARGE

- Continuing Education department and Diversity Dialogues open programming and workshops to community-at-large
- Department/programs engaging community experts

# ANTIOCH UNIVERSITY SEATTLE ANTIRACIST FRAMEWORK



We recognize that confronting and combating racism is life-long work for all members of the Antioch University Seattle community. As a university community, we must be vigilant in our learning, listening, and action to advance change. We pledge to measure our progress as we act on our values of becoming an anti-racist, intersectional and equitable culture on our campus where every member of the community, regardless of race, religion, gender, disability status or socio-economic status, can thrive. This work belongs to everyone: Antioch University Provost, Administration, Faculty, Staff and Students.



## BLACK LIVES MATTER. HEAR OUR VOICES.

**WE WILL CENTER  
THE VOICES, THE  
EXPERIENCES, AND  
THE LEADERSHIP OF  
BLACK, INDIGENOUS,  
PEOPLE OF COLOR.**

By centering those most impacted by systemic racism and oppression we will create an anti-racist, intersectional and equitable culture where everyone feels safe and has the ability to thrive.

We will build our foundation for AUS's anti-racism framework off the demands laid out by the BSU in July 2020.

We acknowledge the emotional labor that not only went into crafting those demands, but in the every day labor it takes to exist in a world built on maintaining white supremacy.

We honor those who have graciously shared their experiences and wisdom. We agree not to exploit their labor, but use our collective power to elevate their leadership and meet their demands.

# This work belongs to everyone

# PRIORITIES AND 2022 ROADMAP



On-going, mandatory, intersectional, anti-racism training for all Admin, Staff, Faculty and Students



Establish a Campus-wide Diversity Services Support position  
Integration of Campus Climate Tool by Spring 2022



Adoption and integration by all programs of comprehensive curricula that reduces and balances the Eurocentric focus by including intercultural competencies, inclusion, and racial awareness. This includes textbooks and databases with diverse cases, racial awareness, and other resources to support diversified curricula.



Implementation of inclusion competencies into course evaluations.



Increase student, faculty, staff and administration diversity. For hiring, we will use a rubric for assessing candidate contributions to diversity, equity and inclusion.

Increased support for services for international students.

## WE WILL ACCOMPLISH THESE GOALS THROUGH THE FOLLOWING INITIATIVES:

**THIS WORK BELONGS TO EVERYONE.** To the University Provost, Administration, Faculty, Staff & Students. All of us. AUS will identify a department to lead this work university-wide.

AUS Provost, Administration, Diversity Council and BSU stakeholders will develop or procure intersectional, anti-racism training that will be offered semi-annually with required attendance.

Campus Climate Response Team will be provided facilitation, mediation, and cultural competency training based on a restorative justice framework.

Diversity Council, BSU stakeholders and Faculty will have support in acquiring more diverse and culturally competent curricula.

The Diversity Council and BSU will have input on the creation and implementation of inclusion competencies into course evaluations.

The BSU will work with international students to elevate their voices and champion their needs for support.

# COMMUNITY & ACCOUNTABILITY

## WE WILL HOLD OURSELVES ACCOUNTABLE TO THIS WORK

Providing mandatory biannual reports from each department and/or program on how they are applying anti-racism and intersectional equity work throughout their department, program or curricula. This will be presented to all stakeholders.

Hosting quarterly meetings between the BSU, other BIPOC students, Administration and Chairs to discuss progress, barriers, provide feedback and determine a timeline for addressing shared barriers/feedback

Developing anti-racism and intersectional equity agreements that all stakeholders will need to consent to and make a commitment toward

## STAKEHOLDERS:

**AUS Administration, Staff, Faculty, Students. All of us.**



## FRAMEWORK IMPLEMENTATION STRATEGIES

Antioch University Seattle's Antiracist Framework implementation will be supported through the following strategies to ensure we are centering the leadership, lived experiences, and the priorities of those most impacted by racism. We will continue to lead our equity work through the lens of race as it touches all forms of oppression and allows us to approach equity work in a more holistic way.

We will acknowledge the role power plays within academia and our intersectional identities. We will actively work to deconstruct the centering of whiteness and other power structures within white dominant culture to ensure those closest to harm are the empowered to lead and implement solutions for their safety, ability to thrive and the collective liberation of all our communities.

# FRAMEWORK IMPLEMENTATION STRATEGIES

## Mandatory Intersectional, Anti-Racism Training

Mandatory workshops will be planned into the yearly calendar to avoid attendance conflicts, ensuring that everyone is able to participate

Offer workshops multiple times to create an accessible training schedule

Workshops will be incorporated into orientation requirements for all students, faculty, staff & Administration. We are all a part of this work

Opportunities for additional workshops will be provided in the case stakeholders can't attend so there is accountability to the AUS community that individual work is taking place

Workshops will dive deeper each year and grow alongside all stakeholders

Anti-racism and intersectional equity agreements will be developed for all stakeholders to consent to and make a commitment toward



## Sustained Focus on Anti-Racism And Intersectional Equity

AUS will continue a sustained focused on anti-racism and intersectional equity

A committee will be composed of Faculty, Administration, HR & BIPOC Students to develop the hiring rubric for assessing candidates contributions to diversity, equity and inclusion. Students will be compensated for their participation

Increased diversity of students with focus work on creating a culture of inclusion

Financial investment with transparency to all stakeholders, including students



## Campus Climate Reporting Tool

The Campus Climate Reporting System (CCRS) is an online tool and process to provide timely and caring responses to campus climate incidents possibly attributable to bias and discrimination

It is the intent of AUS to ensure that all classrooms, support services and offices are safe and brave cross-racial spaces where all students, faculty, and staff work collaboratively to develop authentic and affirming interracial interactions



# FRAMEWORK IMPLEMENTATION STRATEGIES

## Diverse Curriculum

A subcommittee of faculty and (paid) BIPOC students will be created to research, source, approve new material & determine necessary skills to teach/implement new curricula

A rubric will be created by the subcommittee as a tool for faculty to use when choosing curricula. Chosen curricula must meet subcommittee standards in order to be taught in the classroom

Quarterly meetings will be hosted between the BSU, other BIPOC students, Administration and Chairs to discuss progress, barriers, provide feedback and determine a timeline for addressing shared barriers/feedback



## Implementation of Inclusion Competencies in Course Evaluations

The Diversity Council and BSU will have input on the creation and implementation of inclusion competencies into course evaluations. Students will be compensated for their time

Mandatory biannual reports will be provided from each department and/or program on how they are applying anti-racism and intersectional equity work throughout their department, program or curricula. This will be presented to all stakeholders at a meeting where stakeholders have the opportunity to ask questions/address concerns



## Increased Support and Harm Reduction for International Students, Prioritizing Antioch's Students of African Descent!

A subcommittee will be created for international students to share their needs and build community with others who have similar experiences. Students will also have an opportunity for mentorship from international student alumni, and scholarships will be offered to this community

All faculty, staff, administration and operations will go through cultural competency training Antioch will begin the work of building authentic, long-lasting, trusting relationships with diverse and multicultural BIPOC communities and organizations in the hopes of cultivating genuine partnerships and opportunities for connection for AUS's international student community



AUS sincerely thanks Alina Santillan Consulting for invaluable support in the development of the AUS Antiracist Framework.

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