

# ANTIOCH UNIVERSITY

## Anti-Racism Task Force

# YEAR TWO

# REPORT

## Leadership Activities

- Regular planning meetings with Chancellor William Groves
- Ongoing review of Task Force initial recommendations and progress
- Participation in “Messy Conversations” hosted by the Antioch University School of Undergraduate Studies
- Regular consultation with University stakeholders on DEI related matters and concerns, especially those impacting students
- Reports to the Board of Governors at each of their scheduled meetings
- Co-lead community forum sessions to explore and pursue a Truth, Racial Healing and Transformation Center at Antioch

## Task Force Member Activities

### Six Working Groups:

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 REPORT

**Recommendation 1.**  
University Climate Survey

**Recommendation 2.**  
Develop Inclusion, Diversity, Anti-Racism, and Equity planning processes

**Recommendation 3.**  
Diversity, Inclusion, and Anti-Racism Training

**Recommendation 4.**  
Comprehensive Review and Revision of Personnel Policies and Practices

**Recommendation 5.**  
Comprehensive Review and Revision of Student Policies and Practices

# RECOMMENDATIONS UNDERWAY

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## 1. The University's Climate survey is underway.

Antioch University has engaged Rankin Climate to conduct a climate study centered around a university-wide survey. Climate studies measure an institution's real and perceived environment—how people interact personally, academically, and professionally—and gauge its strengths and weaknesses around equity, diversity, inclusion, and belonging.

**Take the Survey!**



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

The job ad received 265 applications from a very diverse group of prospective candidates.

## 3. Student Success Symposium

The Student Success Symposium was launched in the spring of 2021 with the purpose of deepening our collective understanding about how we teach, guide and support our students, and the ways in which this shapes student success at Antioch.

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

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

## 4 open forums

MAY 2023

## 2 planning meetings

AUGUST 2023

## > 50 interested students

OCTOBER 2023

## 4. University-Wide Student Governance Structure

Over the course of academic year 22-23, the Student Governance/Student Journey Working Group met regularly to facilitate the formation of a university-wide student governance structure. 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.



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

A Climate Response Reporting System (CR2S) was initiated at the Antioch Seattle campus as outlined in the Antriracism 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 CR2S University-wide.

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## 6. Orientation Task Group (OTG)

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 to the end of their student journey.

**Small-scale orientation pilot**

FALL 2023

**Full launch of new online orientation**

SPRING 2024

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# OTHER ARTF RELATED WORK IN PROGRESS

- **Development of an Anti-Racism Taskforce Policy**

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.](#)

- **Chancellor's Diversity Scholarship Fund**

In June 2022, Chancellor Groves announced 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

- **Development of the Anti-Racism Task Forward Website**

A new Engagement and Communications working group was formed with a focus on Task Force engagement and communication across the University. This group has the goal of launching a new ARTF website in early fall-winter 2023.

- **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.](#)

- **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.

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# ARTF WORKING GROUPS

## 6 AREAS OF FOCUS

### 1) PROFESSIONAL DEVELOPMENT AND LEARNING



Make anti-racism a key institutional priority with annual budget allocation. Develop and implement a comprehensive professional development plan for university-wide learning, focusing on diversity, inclusion, and anti-racism at various learning stages for faculty, staff, and students.

### 2) STUDENT JOURNEY/GOVERNANCE

Prioritize student success with an annual budget commitment. Address equity gaps, update policies for clarity, and streamline the student fee structure for a better experience. Introduce a \$100K Emergency Fund for students in need.



### 3) FACULTY AND STAFF SUCCESS

Enhance employee experience with updated, transparent policies. Establish a consistent onboarding and professional development process for all. Adequately staff departments to support university functions and success.



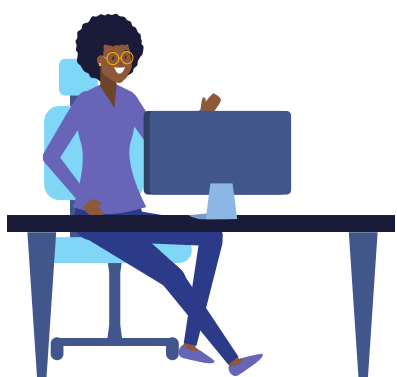
### 4) ANTI-RACIST UNIVERSITY & SCHOOL LEADERSHIP

Drive DEIB progress by setting goals for schools and units. Evaluate supervisors, faculty, and staff on EDIB efforts. Foster communication between ARTF and Faculty Senate to align anti-racism goals.



### 5) AU-WIDE DIVERSITY, EQUITY & JUSTICE (DEIJ) FUNCTION

Establish Inclusion, Diversity, Anti-Racism, and Equity planning processes aligned with Antioch's mission. Focus on clear goals and strategies, incorporating insights from a campus climate survey. Articulate diversity, equity, and inclusion policies in line with the mission. Each leader must integrate these elements into divisional plans with measurable outcomes. The HEDIB position serves as a starting point for the development of a unit focused on holistic anti-racism efforts.



### 6) ENGAGEMENT & COMMUNICATIONS

Launch and maintain ARTF website for ongoing updates. Keep Antioch community informed with frequent progress updates on our goals.



[CLICK HERE TO READ THE FULL REPORT](#)