

Council on Equity and Inclusion - Council Charge

In 2018, St. Olaf Board of Regents Chair Larry Stranghoener and President David Anderson established the Council for Equity and Inclusion in response to the recommendations offered by the Working Group on Equity and Inclusion. The Council is charged to assist in the development, implementation, and monitoring of the College's strategic equity and inclusion plan and goals, counsel the President and the President Leadership Team on the implementation of equity, inclusion, and anti-racist strategies, connect disparate efforts across campus, and serve as a resource for academic and administrative departments. The Council should report annually to the President and Board of Regents.

The Council's Pledge to the Community:

- Advance equity and inclusion at St. Olaf College
- Gather evidence from a variety of sources
- Acknowledge and draw on the work of previous groups
- Provide opportunities for different constituencies to meet with the Council
- Be accountable and ask for forgiveness when we misunderstand or cause pain
- Hold all members of the community to the same guiding principles to which the Council members hold themselves
- Help individuals needing assistance identify the appropriate offices or people

Council Membership

- Chair: Vice President for Equity and Inclusion
- Faculty: 2 faculty representative (1 elected and 1 appointed)
- Staff: 2 staff representative (1 elected and 1 appointed)
- Students: 2 student representatives (1 elected and 1 appointed)
- Director of Taylor Center for Equity and Inclusion
- Alumni representative: 2 alumni representatives (appointed)
- President Leadership Team: Vice President for Student Life & Vice President for Mission
- Council support: Coordinator for Equity and Inclusion

2021-2022 Work of the Council on Equity and Inclusion

The results from the Anti-Racism Training, Co-Creating an Inclusive Community sessions, and the recommendations from the studies of the experiences of BIPOC faculty and staff **will guide the work of the CEI.**

The recommendations from the **studies of the experiences of BIPOC faculty and staff** include:

Faculty

- Developing a critical mass of BIPOC faculty
- Reconsidering elements of the tenure and promotion process
- Strengthening a shared sense of an inclusive College culture
- Reimagining an inclusive mentoring program
- Building the capacity of department chairs and senior faculty to support BIPOC colleagues
- Adding specificity and depth to our conversation about race and the experiences of BIPOC faculty members
- Holding exit interviews

Staff

- Developing and sustaining a critical mass of BIPOC staff
- Investing in onboarding and in ongoing professional development about St. Olaf's commitments and expectations regarding anti-racism and DEI
- Strengthening support for BIPOC staff and considering a formal mentoring program
- Addressing the faculty-staff divide and faculty elitism
- Unpacking the term "BIPOC"
- Co-creating an inclusive culture

The recommendation from the **Anti-Racism training** report include:

Staff and faculty

- Poll participants in advance to assess their levels of understanding of and commitment to anti-racism and then use that information to create separate training/discussion groups with goals fit those groups.
- Use actual cases of racism at St. Olaf College (past/present) and include recommendations for actions to help the college become more diverse, equitable, and inclusive.
- Provide more time for breakout room discussions, have small groups create self-designed action plans, and have these groups meet throughout the semester.
- Organize groups (e.g., breakout rooms) in ways that address pre-existing power dynamics (e.g., put senior and junior faculty in separate groups; do the same with supervisors and their employees; create spaces for only Black, Indigenous, and People of Color, or BIPOC participants).
- Prepare white faculty and staff to talk about their own racial experiences and what their whiteness means for how they view St Olaf and ensure that BIPOC faculty and staff are not asked to be teachers to their white peers at these training sessions.

Students

- Ensure that trainers are affiliated with St. Olaf and familiar with campus issues so they can address the racial history of the college and commit to supporting future anti-racism actions.
- Have shorter training sessions (maybe two) and incentivize students to join ongoing training.
- Create a group that centers and uplifts BIPOC voices while studying anti-racism and remove the pressure BIPOC students feel to be educators for white students.

***The Co-Creating sessions synthesis is in the works.