

DePaul University Staff Council

Vision and Action Plan for Racial Justice

Vision:

The DePaul University Staff Council is committed to dismantling systemic racism in our institution. Our vision is of a DePaul University where there is well-being, equity, and solidarity for all parts of our community. We imagine a vibrant and inclusive University environment that is actively and consistently anti-racist and works to address issues that have arisen in centuries of systematic violence and institutional racism perpetrated toward Black, Indigenous and People of Color (BIPOC) communities. We recognize that reforms must be holistic, recognizing that racism is a pervasive system that both historically and presently harms BIPOC communities. Our aim is to change policies, structures, and attitudes working toward racial equality and an equal distribution of power, privileges, and rights.

The following plan is our answer to “What must be done?” in the next year to move toward this goal of racial equality.

Staff Council Actions for 2020-2021:

1. Make space to discuss and learn about diversity and inclusion
 - a. The Diversity, Mission, & Inclusion (DMI) Committee will work with the Office of Institutional Diversity & Equity (OIDE), Employee Resource Groups, and any others doing this work to take actions that will support staff of color and/or address racism at DePaul.
 - b. The DMI Committee will hold weekly office hours to discuss diversity and equity with staff.
 - c. The DMI Committee will hold diversity and inclusion “book club” meetings during which we will discuss many types of media that inform us about race.
 - d. The DMI Committee will partner with OIDE to run and sponsor micro-aggression meetings similar to those provided for faculty.
 - e. The DMI Committee will lead Staff Council discussions about accountability. We will train staff on how to apologize, mend relationships, and move forward on better paths when they have harmed others.
 - f. The DMI Committee will highlight stories and data representing discrimination in higher education institutions, including DePaul, to create recognition of racial discrimination around us.
2. The Membership and Elections Committee will actively pursue POC for Staff Council candidacy.
3. The Communications Committee specifically will invite Employee Resource Groups Staff representatives to Staff Council Meetings.
4. The DMI Committee will provide updates on our progress and actions toward racial justice through the Staff Council newsletter.
5. Staff Council will review our processes with a diversity lens and will rewrite them to ensure that Staff Council actions are taken with considerations of bias.

6. The DMI Committee will partner with the Faculty Council Committee on Equity, Inclusion, & Diversity (CEID).
7. The DMI Committee will engage each of the Staff Council committees in making their work anti-racist.

Staff Council Planned Advocacy 2020-2021:

1. Advocate for a racial and gender equity study of staff salaries.
 - a. Advocate for a committee that reviews pay changes across the University.
2. Advocate for anti-bias training for the DePaul Applicant screeners
3. Advocate for more inclusive job posts, allowing experience to qualify in every staff position and using diversity of life experience as a positive qualification.
4. Advocate for unconscious/implicit bias training to occur at DePaul Orientation.

Sources:

<https://hbr.org/2016/07/why-diversity-programs-fail>

<https://ilr.law.uiowa.edu/print/volume-103-issue-4/accountability-as-a-debiasing-strategy-testing-the-effect-of-racial-diversity-in-employment-committees/>

<https://hbr.org/2020/06/restructure-your-organization-to-actually-advance-racial-justice>

<https://www.theatlantic.com/business/archive/2015/03/how-to-make-your-company-less-sexist-and-racist/388931/>