

# **Racial Justice and Inclusion**

Gustavus Adolphus College  
2020-2023 Planning Document

## **Vision**

*Gustavus will be a just community where all of us feel a sense of belonging and benefit from an exceptional education.*

## **Goals and Outcomes**

1. Enact changes to Gustavus policies and practices to ensure the advancement of ***Racial Justice and Inclusion*** by May 2023. (eg. HR hiring practices/recruitment/retention, “Code of Conduct”: Employee Handbook, Gustie Guide, Faculty Manual)
  - *Outcome:* Gustavus is governed, organized, and led according to just policies and practices that facilitate equitable educational and professional opportunities and benefits.
2. Lead the implementation of related Gustavus Acts goals and strategies by 2023. (eg. Assess and evaluate the campus climate for equity and inclusion measures through surveys and focus groups)
  - *Outcome:* Gustavus leaders integrate the lens of ***Racial Justice and Inclusion*** into current and future strategic planning and action initiatives.
3. Educate all College employees, students, and trustees about ***Racial Justice and Inclusion*** by May 31, 2021, and create a plan for ongoing antiracism learning and development by May 31, 2022.
  - *Outcome:* Members of the Gustavus community work, learn, and lead with a complex, informed, and dynamic ability to create equity and inclusion.
4. Advance Gustavus’ new intersectional interfaith strategic plan by May 2023.
  - *Outcome:* Gustavus students, employees, alumni, and trustees from every tradition, worldview orientation, and identity feel that they fully belong in the Gustavus community and have the skills to be antiracist interfaith leaders in their communities and workplaces.

## **Structure**

- ***Strategy:*** President’s Council on Diversity, Equity, and Inclusion (PCDEI), led by chair, Siri Erickson
- ***Tactical Coordination:*** Center for Inclusive Excellence (CIE), led by director, Tom Flunker
- ***Alignment:*** Campus/Community, led by senior advisor, Ron White
- ***Results:*** Growth/Sustainability, led by president, Becky Bergman

## **Communication**

The PCDEI chair will provide biweekly updates to the Gustavus community on progress toward these goals and outcomes. The PCDEI will host a series of meetings with different stakeholders to get input and feedback as the plan develops and evolves.