

END OF SUMMER REPORT 2020



The Council on Equity and Inclusion serves to assist in the development and monitoring of the College's equity and inclusion plan and metrics, connect disparate efforts across campus, and serve as a resource for academic and administrative departments.

A PLAN FOR EQUITY AND INCLUSION

1

Ensure the development of an inclusive, culturally-humble and culturally-competent community

- a. Athletics staff participated in the Intercultural Development Inventory exercise to assess staff cultural competence, discussed results and ongoing work
- b. Created a mini-curriculum for participants in off-campus programs to foster equity and inclusion
- c. Implemented annual training for Public Safety on diversity and implicit bias

2

Intentionally engage and uplift all diversity so as to enrich learning, student life and worship, community organizations and events, and work at St. Olaf

- a. Opening Day featured a session on “Becoming a More Inclusive St. Olaf: Celebrating a Future Informed by Our Past
- b. Martin Luther King Jr. Day Celebration included a Unity March, volunteering for local non-profits, and an equity leadership workshop
- c. New interfaith and interreligious programming led by new multi-religious College Ministry team
- d. Developed a statement on indigenous lands alongside Carleton College and city of Northfield

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Ensure that students, staff, and faculty have support and opportunities to thrive at St. Olaf and beyond

- a. St. Olaf Orientation to Academics and Resources expanded to all first-generation, domestic students of color, and low-income students
- b. Center for Innovation in the Liberal Arts provided faculty development programs promoting academic equity and inclusive classrooms
- c. Residence Life developed social identity affinity networks to facilitate peer support and conversation
- d. The Taylor Center strengthened and advanced a culture of inclusion
- e. “Radical Self-Care” workshops offered by the Dance Department and Taylor Center
- f. Academic Departments reviewed electronic and physical spaces for representation of diversity of disciplines and cultures
- g. Implemented curricular changes across disciplines to promote diverse narratives in coursework

4

Identify and revise policies, processes, and practices that present barriers to education and work

- a. Revised financial Student Accounts communication and policies to enhance equity and inclusion
- b. Revised Staff Handbook to address bias and exclusivity language
- c. Trained Student Worker Supervisors on student issues pertaining to diversity and inclusion
- d. Developed programming making students’ selected pronouns and name pronunciation available
- e. Incoming student placement surveys and exams revised to rely less on test scores and more accurately assess abilities

5

Hold ourselves accountable for the success of the plan through assessment, reporting, action, and celebration

- a. Established Rising Leader Award, funding attendance to the National Student Leadership Diversity Convention
- b. Reviewed Student Leadership Awards process to celebrate work of community leaders committed to equity and inclusion
- c. President’s Leadership Team members to include equity and inclusion contributions in annual reviews
- d. Groups identified metrics when they submitted their actions, these will be refined and reported going forward

The summary report also includes actions identified for 2020–21 (see Appendix A). Appendix B includes a summary of 2020–21 actions in the Academic Division, organized by types of actions. In this second year of the implementation of the plan, actions in the academic division continue to emphasize improvements to courses and teaching, and the revision of processes, policies and procedures affecting students’ access to educational opportunities. Significantly, this year, emphasis is shifting to the deeper structural work of reviewing and revising academic programs.

WHAT TO EXPECT IN 2020-21

With the completion of the Vision and Plan, the Council will continue its roles of listening and advising, learning, and inviting dialogue, with a key focus on engaging the campus community in significant anti-racism activities throughout the academic year.

ENGAGE WITH THE COUNCIL

What are your hopes for the college as we live into our Vision for Equity and Inclusion and implement the Plan? We invite you to share your thoughts with the Council via DEL_Feedback@stolaf.edu.