

### Office of Diversity, Equity, and Inclusion (DEI) Action Plan 2020-2021

**Office of DEI Mission Statement:** The Office of Diversity, Equity, and Inclusion is comprised of the Office of Multicultural Affairs, the Queer Resource Center, and the Women and Gender Resource Action Center. We work collaboratively with partners across campus to ensure that all members of the Trinity College community feel included and have the resources and support they need to thrive.

**Strategic 2020-2021 Goal:** Enhance campus culture with increased emphasis on fostering racial justice, equity, and inclusion.

**Objective 1:** Provide educational opportunities on racial and social justice to increase the intercultural knowledge and competence of our community

Action Steps	Progress	Responsible Party
Provide required sexual harassment prevention and education training for all first years and sophomores	Completed	Laura Lockwood
Host a 2-day virtual summit – “Exploring the Historical Roots of Racial Inequity: Toward an Antiracist Community”	Completed	Anita Davis
Implement an “Understanding and Responding to Racism Greek Talk Series”	Completed	Carrie Robinson
Implement required DiversityEdu training for faculty, staff and students	Class of 2023: 90% Class of 2024: 87% Upper-year students: 23% Faculty: 59% Staff: 67%	Anita Davis
Support the implementation of training for trustees and alumni (collaboration with Board of Trustee DEI Committee and Alumni Relations)	Date TBD	Anita Davis
Create online Safe Space Training for faculty and staff	Postponed due to DEI staffing changes	TBD
Implement required Green Dot Sexual Violence Prevention and Title IX Education Overview Training for all juniors and seniors	Juniors: 75% Seniors: approx. 30% (will only provide fall semester training to seniors due to DEI staffing)	Laura Lockwood and Carrie Robinson
Provide intentional programming opportunities to continue to respond to campus needs	Ongoing; see DEI website	DEI Staff

**Objective 2:** Increase Trinity’s capacity for providing dialogue opportunities

Action Steps	Progress	Responsible Party
Implement required DEI orientation sessions for first-year students	Completed	DEI Staff
Implement Social Justice Mediation Training for students	Completed	Anita Davis and Carrie Robinson

Implement Intergroup Dialogue Training for faculty and staff	Completed	Anita Davis and Carrie Robinson
Implement Intergroup Dialogue Training for students	Postponed; date TBD	Anita Davis, Carol Correa de Best
Launch Bantam 2 Bantam Intergroup Dialogue Program. Intergroup Dialogue is a face to face facilitated conversation between members of two or more social identity groups that strives to create new levels of understanding, relating and action. This process promotes conversation around controversial issues, specifically, in order to generate a new collective vision that upholds the dignity of all people.	In progress	Anita Davis

**Objective 3:** Increase DEI's communication with the Trinity community

Action Steps	Progress	Responsible Party
Provide a once a semester DEI update to the community	Ongoing	DEI Staff
Create a DEI newsletter	In progress	Anita Davis
Create a DEI events calendar	Ongoing; See DEI website	DEI Staff

**Objective 4:** Collaborate with campus partners to increase the intercultural knowledge and competence of our community

Action Steps	Progress	Responsible Party
Collaborate with Human Resources to integrate DEI principles and strategies into staff recruitment and hiring practices	Completed	Anita Davis
Create and implement the DEI Faculty Fellows initiative	Completed	Anita Davis
Collaborate with Educational Program Committee and Dean of the Faculty Office to provide workshops to members of faculty search committees focusing on integrating DEI principles and strategies into faculty recruitment and hiring practices	Completed	Anita Davis
Collaborate with Human Resources to identify and implement professional development experiences for employees	Completed - Equity Certificate Program	Anita Davis
Collaborate with Alumni Office to increase alumni engagement with a focus on alumni of color	Completed - survey for alumni of color	Anita Davis, Carol Correa de Best, and Jared Delane
Serve as liaison to Board of Trustee DEI Committee	Ongoing	Anita Davis
DEI Team members participate/serve on: Athletes of Color Coalition, Brother 2 Brother, Campus Climate Incident Response Team, Center for Hartford Engagement and Research (CHER), Multicultural Affairs	Ongoing	DEI Staff

Council (MAC), Non-Exempt Staff Council, Task Force on Campus Climate, Title IX Working Group, Track and Field Liaison, Women's Leadership Coalition		
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**Objective 5:** Assess campus climate and work environment

Action Steps	Progress	Responsible Party
Implement Employee Engagement Survey – spring 2021	Completed	Anita Davis
Implement Campus Climate Survey for students, faculty, and staff – spring 2021	Survey administration dates: April 15-30	Anita Davis