

ACTION PLAN FOR RACIAL JUSTICE AT TRINITY COLLEGE

Executive Summary

Background and Context

Foster an inclusive campus community that embraces diversity and complexity, engages across differences with integrity and empathy, and participates actively in the life and governance of the College.

These words from [Summit](#), Trinity's strategic plan, guided the work of the [Task Force on Campus Climate](#) (TFCC), which President Joanne Berger-Sweeney established in fall 2020. The creation of the task force followed a summer in which our nation, the world, and our campus experienced a reckoning regarding matters of racial and social justice. Trinity community members shared experiences of racism anonymously on the @BlackatTrin Instagram account—some of the stories were intensely painful and personal. The [Umoja Coalition](#) and various groups communicated concerns and demands, all of which pointed to the need for self-examination and a commitment to address needed structural and cultural changes to foster a more inclusive campus community.

To ensure a comprehensive response to the historical and systemic factors impacting our community, President Berger-Sweeney asked constituents and shared governance partners to develop and submit to the TFCC individual action plans with specific short- and long-term priorities. The TFCC was charged with developing a framework for organizing the information, policies, practices, and outcomes, keeping at the forefront the goal of creating a more inclusive culture at Trinity.

In response to Berger-Sweeney's call to action, 20 constituent groups developed and shared action plans to support anti-racism and to address structural inequities (Figure 1). The TFCC, informed by literature on diversity, equity, and justice in higher education and results from campus climate surveys, reviewed each constituent plan submitted during a series of strategic discussions, culminating in the development of seven focus areas (Figure 2).

The focus areas are intended to provide a structure to the Action Plan for Racial Justice, a living institutional document that will be updated annually. In addition to the efforts listed within the plan, we acknowledge that other campus offices and initiatives, such as the [Primus Project](#) and the [Trinity Social Justice Initiative](#), also are working to support racial and social justice in our community.

Below is information about where the different constituent groups are focusing their efforts and sample action items highlighting some of the progress that has been made and current/future initiatives. You are referred to the full plan for more comprehensive coverage of the plan.

Constituent Groups	
- Admissions & Financial Aid	- Exempt Staff Council (ESC)
- Advancement	- Faculty Conference & Faculty Racial Justice Committee
- Athletics	- Finance & Operations
- Board of Trustees	- Greek Life
- Campus Safety	- Human Resources
- Career & Life Design, Retention & Transition Programs, Office of International Students & Scholars	- Library & Information Technology Services (LITS)
- Communications	- Non-Exempt Staff Council (NESC)
- Counseling & Wellness	- President's Office
- Dean of the Faculty	- Student Government Association (SGA)
- Diversity, Equity & Inclusion (DEI)	- Trinity College Alumni Association (TCAA)

Fig. 1

Focus Areas	
1.	Representation of People of Color
2.	Racial Justice Education, History, and Reflection
3.	Mental Health and Wellness Resources
4.	Inclusive Physical and Social Spaces
5.	Policies, Procedures, and Practices
6.	Sustainable Funding and Resources
7.	Accountability and Communication

Fig. 2

Where Are Campus Groups Focusing Their Efforts?

Though we could not include all 250-plus action items from the constituent group action plans in the institutional Action Plan for Racial Justice, the campus community is committed to supporting all seven focus areas. Provided here is a representation of where groups are concentrating their efforts. Action items frequently supported more than one focus area.

Constituent Group	Focus Area 1: Representation of People of Color	Focus Area 2: Education, History, and Reflection	Focus Area 3: Racial Justice	Focus Area 4: Wellness Resources	Focus Area 5: Mental Health and Inclusive Physical and Social Spaces	Focus Area 6: Policies, Procedures, and Practices	Focus Area 7: Sustainable Funding and Resources	Focus Area 7: Accountability and Communication
	Admissions & Financial Aid	■	■	■	■	■	■	■
Advancement	■	■	■	■	■	■	■	■
Athletics	■	■	■	■	■	■	■	■
Board of Trustees	■	■	■	■	■	■	■	■
Campus Safety	■	■	■	■	■	■	■	■
Career & Life Design, Retention & Transition Programs, Office of International Students & Scholars	■	■	■	■	■	■	■	■
Communications	■	■	■	■	■	■	■	■
Counseling & Wellness	■	■	■	■	■	■	■	■
Dean of the Faculty	■	■	■	■	■	■	■	■
Diversity, Equity, & Inclusion (DEI)	■	■	■	■	■	■	■	■
Exempt Staff Council (ESC)	■	■	■	■	■	■	■	■
Faculty Racial Justice Committee	■	■	■	■	■	■	■	■
Finance & Operations	■	■	■	■	■	■	■	■
Greek Life	■	■	■	■	■	■	■	■
Human Resources	■	■	■	■	■	■	■	■
Library & Information Technology Services (LITS)	■	■	■	■	■	■	■	■
Non-Exempt Staff Council (NESC)	■	■	■	■	■	■	■	■
President's Office	■	■	■	■	■	■	■	■
Student Government Association (SGA)	■	■	■	■	■	■	■	■
Trinity College Alumni Association (TCAA)	■	■	■	■	■	■	■	■
TOTAL ACTIONS SUPPORTING FOCUS AREAS	55	75	20	30	134	36	58	

Note: Total actions add up to more than 250 because individual action items frequently supported more than one focus area.

Sample Highlights and Current/Future Initiatives

The table below outlines some of our recent progress as well as selected current/future initiatives for each focus area:

Focus Area	Highlights	Current/Future Initiatives
1. Representation of People of Color <i>(55 total actions)</i>	<ul style="list-style-type: none"> – By the end of year 2 (2021–22), 13 of 18 special opportunity hires have been hired and welcomed to the Trinity community – Staff of color (U.S.) have increased from 20% of newly hired staff in FY19 to 31% in FY21 	<ul style="list-style-type: none"> – U.S. students of color continue to represent approximately 20% of the student population, and the Admissions Office and Athletic Department support ongoing recruitment efforts
2. Racial Justice, Education, History, and Reflection <i>(75 total actions)</i>	<ul style="list-style-type: none"> – More than 120 students, faculty, staff, alumni, and trustees participated in a fall 2020 summit, “Exploring the Historical Roots of Racial Inequity: Toward an Antiracist Community” – More than 195 faculty and staff participated in the January 2021 Equity Certificate Program – The Board of Trustees completed a workshop, “Exploring the Historical Construct of Racial Bias,” in summer 2021 	<ul style="list-style-type: none"> – All new students, faculty, and staff will continue to complete ongoing diversity training – Continue to implement educational programming opportunities for students, faculty, staff, alumni, and trustees
3. Mental Health and Wellness Resources <i>(20 total actions)</i>	<ul style="list-style-type: none"> – Counseling and Wellness Center completed more than 15 mental health programming events with people of color affinity groups on campus – More than 30 faculty and staff participated in intergroup dialogue training 	<ul style="list-style-type: none"> – Continue to increase and publicize available mental health and wellness resources – Continue to increase the diversity of the Counseling and Wellness Center staff

Focus Area	Highlights	Current/Future Initiatives
<p>4. Inclusive Physical and Social Spaces <i>(30 total actions)</i></p>	<ul style="list-style-type: none"> – Many updates to the cultural houses (the Asian American Student Association House, La Eracra, and Umoja House) have been completed, including HVAC upgrades, new windows, and bathroom renovations – Campus Safety policy manual updated to address values, standards, nondiscrimination, and procedures for complaints against personnel 	<ul style="list-style-type: none"> – Continued renovations to the cultural houses are expected over the next several years – Continue to read, prior to the national anthem, script stating support for spectators of athletic events to observe as they wish, free from retaliation
<p>5. Policies, Procedures, and Practices <i>(134 total actions)</i></p>	<ul style="list-style-type: none"> – Revised faculty and staff hiring procedures to integrate DEI principles and practices – Creation of an interim non-discrimination policy in March 2021 – Compensation and benefits study in final stages of implementation 	<ul style="list-style-type: none"> – Continue to review and revise existing policies and to implement new policies as needed
<p>6. Sustainable Funding and Resources <i>(36 total actions)</i></p>	<ul style="list-style-type: none"> – \$300K raised for Student Emergency and Equity Fund since 2018 – \$400K in gifts received from members of the Board of Trustees to support renovations to the cultural houses and DEI programming – The Center for Teaching and Learning has continued Mellon-funded work and increasingly partnered with DEI to offer programming 	<ul style="list-style-type: none"> – Continue to identify and provide resources that support the needs of the whole student and support campuswide racial and social justice efforts

Focus Area	Highlights	Current/Future Initiatives
<p>7. Accountability and Communication</p> <p><i>(58 total actions)</i></p>	<ul style="list-style-type: none"> – Established the Diversity, Equity, and Inclusion Board of Trustees Subcommittee – Career and Life Design Center created <u>identity-based resources</u> to support and foster an inclusive and welcoming environment 	<ul style="list-style-type: none"> – We are committed to continuing to improve our campus climate – Currently developing a faculty diversity dashboard – Developing a campus climate website to share data and updates

What's Next?

These notable highlights provide some examples of the significant racial and social justice work that has been accomplished or is in progress throughout our community. Even as we accomplish the goals identified in this plan, there is no one finish line. We will continue to build on our progress and to establish new goals that continue to support our community.

We intend to share annual updates of the plan with the campus community, documenting our progress and identifying gaps in support. Each constituent action plan referenced in this document exists as an independent, related document that the constituent group is working to support. We know, however, that many members of our community are working on racial justice and equity goals that are not captured here. As new groups develop action plans and submit them, we will incorporate them into the annual updates. As actions are checked off, new priorities will be established, and systems will be developed to help ensure ongoing progress is made. Therefore, this plan, culminating in more than 250 actions being taken by the 20 constituent groups, is not intended to be an exhaustive list of the work being done on campus. Rather, it is meant to provide one framework for documenting and holding our community accountable for the commitments we have made toward continued anti-racist actions.

As we all know, cultural change cannot be limited to conversations held once a year or as a charge for one office. We are proud that all members of our community, including students, faculty, staff, trustees, alumni, and parents, were a part of this important work. We know we are not there yet, but the comprehensive and collaborative work described in this plan is a strong indicator of our community's resolve to persist toward achieving these goals.

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