



ANTI-RACISM & INCLUSION

MARCH 2023 ACTION PLAN UPDATE

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C1 – Embed an Anti-Racist Framework Into the Fiber of WVC

- 0U (WYPS VM ^VYRLK ^P[O [OL (JHKLTPJ :LUH[L which forwarded three recommendations for the college mission statement to College Council. Each included a statement about anti-racism.
- 0U [OL :\TTLY VM JVU[PU\LK ,9LHK (J[PUVU^ ZLYPZ [OP[O I LHY »Z ...But I'm Not Racist!: Tools for Well Meaning Whites. Dr. Obear led one of the four meetings.

C2 – Establish & Create a Dedicated Space for a Black Resource Center

- The Black Resource Center was open to students at [OL ILNPUUPUN VM L[TOLZ [HYSHUK R[Z .YHUK 6WLUPUN JLSLIYH[PUU VU 6JIVILY
- ;OPZ ZWHJL OHZ ILLU JMYTWPJ[P]L I\PSKPUN OVZ[PUN ^VYZOVWZ H HZ \ZLK MVY Z[\K^PUN [VYYPUN H
- +\L [V [OL OPNO]VS\TL VM Z[\KLU[[YH]L students are advocating for a larger space

C3 – Lift Black/African American & Marginalized Students, Staff & Faculty Voices & Experiences

- 0U [OLYL ^LYL KPZJ\ZZPVUZ VM ^O [V LUNHNL ^P[O HUK]OVVLZV LSL]H[L in ways that provide the most impact
- Pursuing the creation of a podcast of Black]VPJLZ HUK OH]L JVTWSPLK H SPZ[VM interested in participating as well as a student interested in producing the podcast

D1 – Increase Efforts & Innovative Strategies to Attract, Onboard and Retain Historically Underrepresented/Marginalized Communities, 7YVMLZZPVUHS *SHZZPÄLK :[Selection Process; Expand the Recruitment Process

- Creating a WVC onboarding manual and website to support new employees and communicate JHTWJZS[\YL]HS\ LZ HUK VWWVY[\UP[PLZ to get involved in anti-racism work
- Developing a comprehensive onboarding list for managers and employees that will allow new employees to feel welcome and ready to participate. ;OL JYLH[PUU VM H ,\KK^1 Z`Z[LT ^PSS WHY[ULY a seasoned employee with a new employee to get the lay of the land and better understand the campus culture with emphasis on equity and anti-racism work

D2 – Outreach, Recruit, Onboard & Retain a Greater Number of Historically Underrepresented and Underserved Students

- Onboarded two Spanish speaking advisors that are embedded at high schools and middle schools ZJOVVSZ HUK OPYLK H ISHJR Z[\KLU[S
- /LSK [OL ÄYZ[(UU\HS 3H[PU_ :[\KLU[Summit and Latino Male Conference
- <U]LPSLK >LZ[SL` [OL 6JLSV[JOH[IV[which responds in multiple languages
- :[HY[LK [V V\LY ^LLRS` JHTW\Z [V\YZ PU
- Hosted over 150 students at the 3rd annual WVC Black Student Summit
- Launched the LAEP Program which provides internships for underserved students

+ ¶ *HWHJP[`)\PSKPUN MVY Professional Staff & Administrators

- Participating in Equity Forward Anchor 5L[^V\YRKL]LSVW HUK SH\UJO *SHZZPÄL Professional Equity Training Workshops

D4 – Equity & Inclusion Hall of Fame Award

- This Workgroup was formed in the Spring VM ^P[O P[Z ÄYZ[TLL[PUN PU 4HYJ
- *Y YLU[S` YL]PL^PUN L\LJ[P]L WYHJ[P]L create guidelines and in Fall of 2023 will begin process to identify and launch a Equity and Inclusion Hall of Fame Award