



Toward Race Equity and a Transformative Campus Climate: An Action Framework

CHANCELLOR'S FELLOWS FOR
CAMPUS CLIMATE

BOARD OF TRUSTEES' MEETING



[O]rganizations often decouple formal commitments to equity, access, and inclusion from policies and practices that reinforce, or at least do not challenge, existing racial [social] hierarchies. This decoupling allows organizations to maintain legitimacy and appear neutral or even progressive while doing little to intervene in pervasive patterns of racial [and social] inequality.

Victor Ray

Be the change we seek



TRAINING

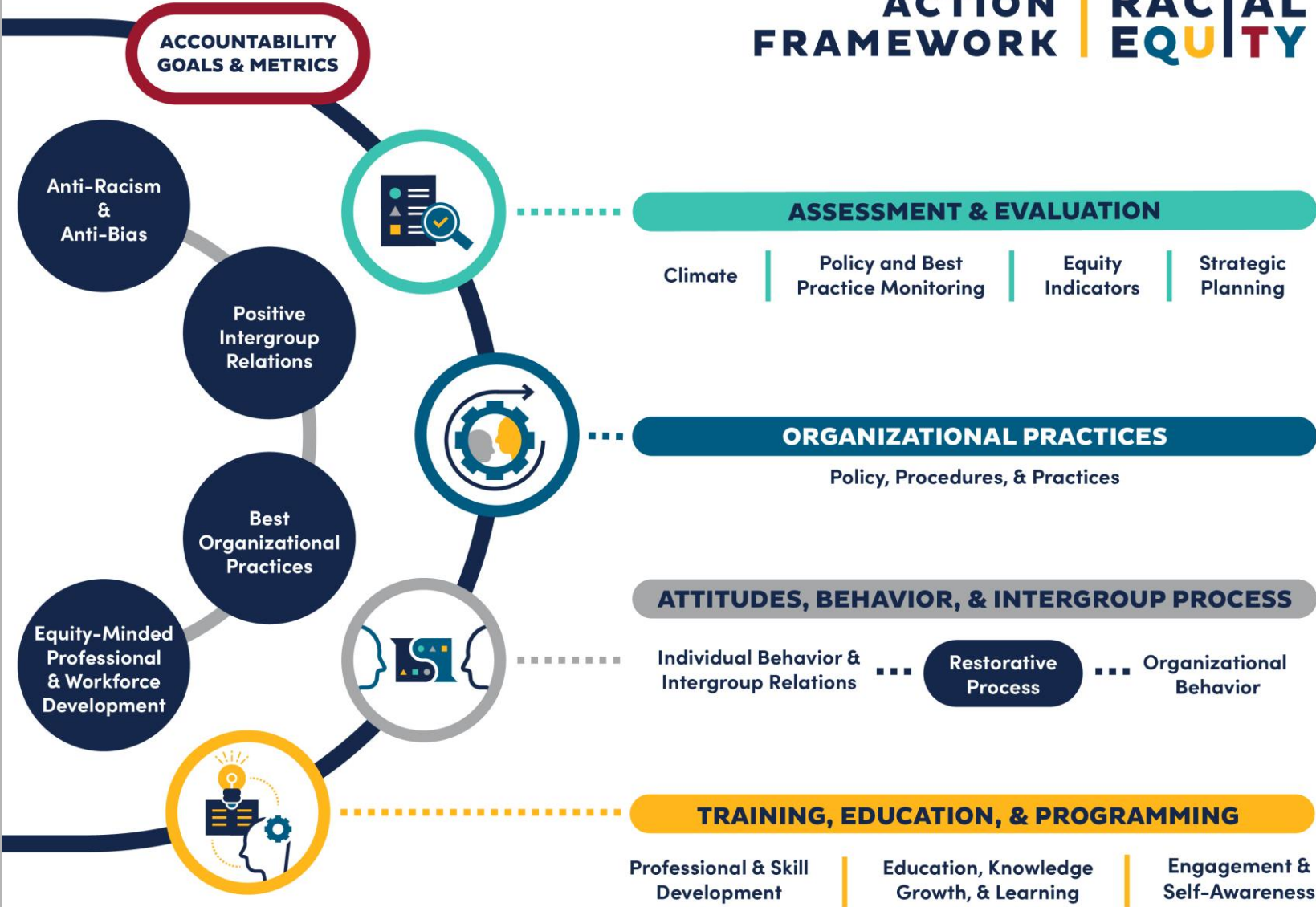


ACTION FRAMEWORK



ASSESSMENT

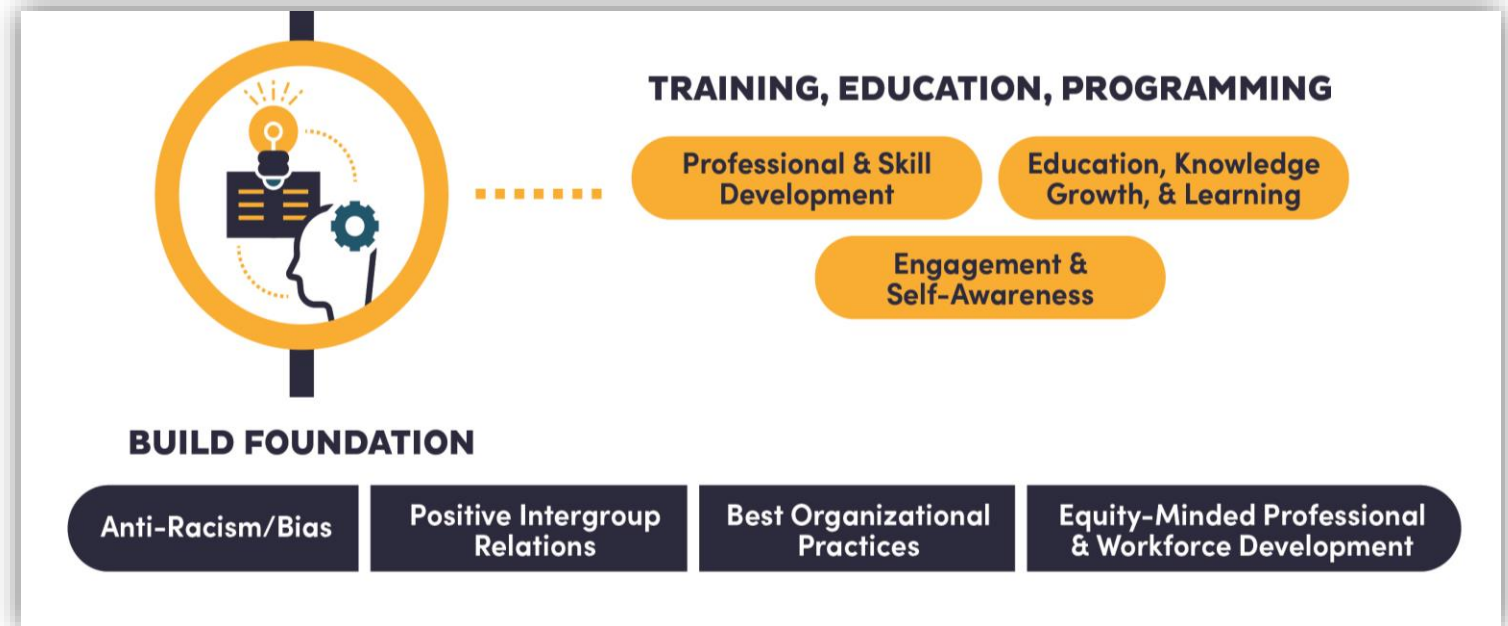
ACTION FRAMEWORK | **UNCG** RACIAL EQUITY



Leverage and Build Capacity for Training

- Identify training core of faculty and staff to support programs, units, and divisions.
- Provide consultation on best-practice facilitation and training strategies.
- Launch training core webpage portal to include framework and resources; facilitator and consultation request; training opportunities; map/link university-level training opportunities.
- Build internal training capacity via “training the trainers.”

Build Capacity for Action



Finding Our Way Forward Begins with Knowing Where We Are

INSTITUTIONAL METRICS

The Conduent Report, 2018; Equity Indicators; Institutional Data

CAMPUS CLIMATE STUDIES

iBelong 2019, Modern Think, 2018, 2020; UNCFG Race Equity Task Force Survey, 2020; UNCG Faculty Senate Equity Task Force Committee Study, S' 2021,

DISCOVERY ASSESSMENT

Evidenced-Based Assessment Tools, FSEDI Policy Review

Diversity Dashboard and Baseline Assessments



Student Needs – What are we Hearing?

- Students want to talk about their experiences; having meaningful dialogue opportunities are important
- Virtual challenges to communication
- Leadership opportunities, supports, internships etc. really matter. They have significant worries about their future.
- Economic, mental health and social supports are critical, especially for those with family responsibilities

Ongoing and New Initiatives

- In partnership with **Student Affairs**, the **Chancellor's Fellows** engage student groups. A new **Mental Health Awareness Effort** on campus will launch soon.
- The **iBelong project** continues to engage students, staff and faculty through presentations about **sense of belonging**. A new effort is the development of the **Bias Awareness Response and Education Team**.
- The **Office of Intercultural Engagement** remains an active place for building connections, even in the virtual environment.

To sustain our democracy, and enact our shared values of freedom, prosperity, equality, safety, and a brighter future for our children, we must solve our problems collaboratively.

Chancellor Franklin D. Gilliam, Jr. 2020

Together, we can shape our shared fate. Together, we can take giant steps.

Chancellor Franklin D. Gilliam, Jr. 2016