

- Acknowledge the lack of representation
- Increase channels of communication through emails / the Hawk / Open Forums
- Include CAPS and CID as clear resources
- Better student outreach from experienced professionals
- Reporting mechanism listed on the Nest

## Administration

## University Student Senate

- Continue open forum / increased channel of dialogue through round tables or newsletters
- Continue the conversation
- Work with and credit other organizations
- More events about diversity matters → work with BSU in high traffic areas
- Reach out and partner with other orgs to advertise (sports, Greek life, clubs)
- Sponsor events with the local community (bands, artists, political leaders, etc.)
- Use City 6 Conference as an opportunity to benchmark and gain new ideas

- Reform classroom pedagogy about I&D
- Ask for more incorporation of current matters surrounding diversity in classes, with a focus on attending events
- Expand First Year Seminar to include a 1 credit course centered around diversity
- In the meantime, compile lists of diversity-centered events until the course is established

## In the Classroom

# Inclusion & Equity

## Residence Life

- Selection process should introduce the need for inclusive residential communities
- Hiring teams should emphasize the need for consistent training and provide relevant case studies
- Increased training for staff regarding incidents of bias
- Initiate follow up conversations with relevant Residence Life staff

- Clarity on recruitment process for Faculty and Administration at SJU
- Reevaluating how we recruit for diversity
- Diversity training during on-boarding period
- Increased number of faculty and staff of color
- People of color in positions of power
- Clarity on demographics we recruit from
- Reevaluating advertising with "token" POC
- Scholarships for local schools

## Recruitment & Admissions

## Community Standards

- Establish / communicate knowledge about consequences
- Propose list of recommended sanctions
- Publicize general potential sanctions
- Increase communication to families involved
- Define terminology in Student Handbook through a review of bias vs. racist related criteria
- Create a panel (rather than an individual) to decide the nature of bias, rather than Public Safety
- Requests for clarity:
  - What is the chain of command for these incidents?
  - What is public safety's role?
  - Who do we benchmark against?
  - What are the standardized consequences?
  - What role does the Clery Act play?

This document serves as a summary of the asks of the student body that were drawn from the BSU & USS Action Meeting held on December 10, 2018.

The University Student Senate views these requests as a high priority and has compiled them respective to university offices and organizations.



# Student Action Plan

## Asks and requests of the Saint Joseph's University Student Body