

ANTI-RACISM PLAN

ACKNOWLEDGEMENT

The A. Ray Olpin Union, often known as “The Union,” tries to encompass an inclusive environment where students can feel safe and welcome, therefore inspiring aspirations in students to reach their full potential. We also acknowledge that, at times, we have failed in those objectives. We also understand that there will be marginalized individuals who may not feel represented in this plan and that no EDI plan will be able to adequately represent all people; however, as the A. Ray Olpin Union, we are committed to standing against racism and continuously working on ways to be more inclusive. We will be proactive in our approaches and not just implement policies reactively as we believe the A. Ray Olpin Union should always strive for diversity, equity, and inclusion.

Anti-Racism Commitment 1: Increase Staff Cultural Competency

Strategy	Action
Create education opportunities for full-time staff with an intentional focus on increasing cultural competency	<p>The A. Ray Olpin Union full-time staff will attend at least one training or educational session monthly with an emphasis on diversity, equity, and inclusion. By doing so, staff members' knowledge acquired knowledge will help cultivate a more anti-racist environment.</p> <ol style="list-style-type: none"> 1) Staff members are to attend Friday Forums on Racism in Higher Education. Upon attending training, employees should be prepared to have an open conversation on the forum at the next staff meeting. This conversation is to be the first agenda item of that meeting. 2) If no Friday forums are being offered that month, the Union leadership team is to invite guest speakers, who are equipped* to host these conversations, to one of their weekly meetings. <p>*Individuals can be equipped through lived experience, research, or training.</p> <p>The A. Ray Olpin Union also wants to emphasize the importance of language and communication in creating an inclusive environment that does not perpetuate racism. So, a big focus on educational components will be learning about stereotypes, microaggression,</p>

	<p>microinvalidations, microinsults, and the importance of why we need to be cognitive of them.</p> <ul style="list-style-type: none"> • The A. Ray Olpin Union will request training from the EDI office to speak on these topics. The request should be submitted before the end of this year (2022), and the training is to be hosted before February 17, 2023. • The office of inclusive excellence offers workshops on Implicit Bias and Microaggressions. • The A. Ray Olpin Union will be able to measure the attainment of this action by taking an Intercultural Conflict Communication Style Inventory (ICS) before and after the training offered by the office of Inclusive Excellence. <p>The A. Ray Olpin Union will compensate student employees who attend training or events that increase cultural competency and/or promote equity, diversity, and inclusion.</p> <ul style="list-style-type: none"> • Students will complete a form to determine learning outcomes from these opportunities.
<p>The A. Ray Olpin Union will offer opportunities where students and staff can voice their concerns about ongoing issues.</p>	<p>The Union leadership team will create an anonymous Qualtrics form in which student employees or staff can voice their concerns or if they experience any racism or incidents of bias in The Union.</p> <ul style="list-style-type: none"> • Qualtrics form should be created, and staff should be informed of it by January 9th, 2023. (The anonymity of the survey would be demonstrated to staff members by showing them the back end when a response is submitted.) • Host 1 focus group a semester to gauge the culture of the Union and the perception that student employees hold towards it. <p>Any incidents of bias or racism submitted to the Qualtrics form will be acknowledged, and a plan to deliberately address them will be made.</p>

Anti-racism Commitment 2: Foster an Environment that Promotes the Recruitment and Retention of Diverse Staff

Strategy	Action
<p>Assess and update the hiring process and organizational</p>	<p>Re-evaluate search committees and ensure they are composed of diverse members and a focus on equity is built into how the committee will approach the hiring process.</p>

<p>priorities with a lens on anti-racism to hire candidates that help accomplish the mission of serving diverse populations.</p>	<p>The A. Ray Olpin Union will avoid interviewing and hiring individuals based solely on “word-of-mouth” and institutional nepotism to avoid “behind the scenes” racism.</p>
	<p>The Union will review the hiring committee process to ensure that antiracism and equity are integrated into selecting interview candidates. During interviews, the committee will ask direct questions about diversity, equity, and inclusion.</p>
	<p>All staff position descriptions will explicitly state that all A. Ray Olpin Union full-time employees must foster the antiracist plan as part of their job responsibilities.</p>
<p>Review Dress Policies.</p>	<p>The A. Ray Olpin Union will re-evaluate its dress policies by area and get input from all its student and staff employees to create a dress code that is agreed upon by all. By doing this, we are removing institutional stigmas of what is considered “professional.”</p> <ul style="list-style-type: none"> • The dress policies are to be reviewed every summer and agreed upon by full-time and part-time employees before or during staff day (Friday before the semester starts).
<p>Creating opportunities for staff members to engage in an honest dialogue about the culture of The Union.</p>	<p>The A. Ray Olpin Union will provide formal and informal opportunities for full-time, student staff, and Union Programming Council employees to offer constructive feedback about the anti-racist and equity culture of The Union.</p> <ul style="list-style-type: none"> • Managers/staff members are to ask employees if they want this feedback to be formally reported or kept informal¹.
<p>Improve the recruitment and hiring process to ensure that people of diverse backgrounds and cultures feel welcome to apply to A. Ray Olpin Union Jobs.</p>	<p>The A. Ray Olpin Union will review all staff positions and ensure that they are defined to ensure the language does not discriminate against People of Color and explicitly welcomes people of all racial backgrounds.</p>
	<p>The A. Ray Olpin Union will actively work with campus and community partners and different platforms to reach more underrepresented communities and advertise open positions.</p> <ul style="list-style-type: none"> • Associate Director will meet with one department/student groups advisor a month in order to develop relationships. • The Union will start budgeting money to advertise to diverse populations effective immediately and will be budgeted for each subsequent fiscal year.

¹ The only exception with this is if the feedback is related to the Office of Equal Opportunity, Affirmative Action, and Title IX, it will have to be mandatorily reported.

Anti-Racist Commitment 3: Advocate for Equity, Diversity, and Inclusion Initiatives

Strategy	Action
<p>The A. Ray Olpin Union will continue developing close relationships with department and community partners in order to promote EDI initiatives.</p>	<p>The Union will offer free advertising to departments and student groups hosting events promoting equity, diversity, and inclusion.</p> <ul style="list-style-type: none"> ● Union Marketing will track how many advertising campaigns it shares for EDI events & initiatives. <hr/> <p>The Union will invite departments that reside in the Union to an event called “The State of the Union,” where departments can share their EDI initiatives, hear feedback from students, and work on developing new initiatives and updating the University community on current ones.</p> <ul style="list-style-type: none"> → Feedback would be collected through Qualtrics → Feedback would be sent to departments → The Union would have a page on its website where all initiatives shared would be posted, and their progress of them would be updated on it → During State of the Unions, departments would be able to talk on how they implemented feedback from the students into their initiative → The Union would help in the communication, marketing and the hosting of The State of the Unions <p>The purpose of The State of the Unions is to increase transparency, communication, accountability and rapport between departments and students.</p> <ul style="list-style-type: none"> ● The A. Ray Olpin Union will host one The State of the Union event this academic year and will track how many individuals attended and gave feedback.
<p>The A. Ray Olpin Union will develop new fundraising events to create more scholarships for racially diverse students.</p>	<p>The A. Ray Olpin is committed to awarding money to underrepresented students to help combat the systematic racism and barriers that have been in place in higher education in the attainment of a college degree to historically marginalized students.</p> <ul style="list-style-type: none"> ● Union Development will track demographic information about scholarship recipients to assess the portion of scholarships awarded to historically underrepresented populations.
<p>Focus on the importance of language</p>	<p>Review communication of scholarship language to not perpetuate stereotypes.</p> <ul style="list-style-type: none"> ● Create a committee to review the intent, language, mission,

	and purpose of scholarships.
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Anti-Racist Commitment 4: Create Programming that Focuses on Racially Diverse Populations

Strategy	Action
The A. Ray Olpin Union is committed to fostering an inclusive environment for all and also educating on the importance of it	The A. Ray Olpin Union is committed to hosting events and opening them to the campus community in order to bring awareness to issues affecting the campus climate.
	The Union will hold an annual speaker event series in collaboration with other campus departments to bring inspiring speakers that attest to pertinent campus issues such as racism. By doing this, we hope to bring awareness and also raise funds to support historically marginalized communities.
	The Union will develop an art committee that, among other responsibilities, will review current art in the building and select new art representing a diverse range of backgrounds and identities. What is displayed in different spaces can greatly affect the sense of belonging. <ul style="list-style-type: none"> • The art committee is to be created by February 17, 2023. • This art committee is to add two new pieces every year.
UPC will continue developing close relationships with department and community partners in order to promote EDI initiatives.	The Union Programming Council will host events throughout the semester that are tailored* to racially diverse students to cultivate the inclusive environment we aspire for the Union to be.
	The Union Programming Council will review its marketing strategies to ensure individuals from all over campus hear about their events. <ul style="list-style-type: none"> • All Union Programing Council events are open to all students

Future Plans

As the campus center and space for the community, we feel that it is important that we continue being proactive and that this plan is to be revised at least yearly. We believe that equity, diversity, and inclusion should be implemented in all our tasks and programming. We also acknowledge that due to our location on campus and our mission, we must always advocate for students and assist departments advocating for equity, diversity, and inclusion of students and staff on campus.

As the University of Utah is an emerging Hispanic Serving Institution (HSI) The A. Ray Olpin Union will start actively looking into high-impact practices to best serve this growing population on campus.

Glossary

Antiracism

The process of implementing ideas and policies to combat racial oppression.

Diversity

Differences in backgrounds, interests, race, beliefs, gender, identities, and experiences

Equity*

Acknowledges that everyone has different needs and requires different resources to help them succeed at a task.

*equity recognizes individuals don't start at the same place. So, the system requires adjustment in order to combat those imbalances.

EDI

The term EDI is an abbreviation for Equity, Diversity, and Inclusion.

Inclusion

The action of incorporating individuals into practices, groups, systems, and opportunities giving them a stronger sense of belonging

Microassault**

“Explicit racial denigration denigrations characterized primarily by violent verbal or nonverbal attack meant to hurt the intended victim through name-calling, avoidant behavior or purposeful” (Sue et al., 2007).

Microinsult**

“Behavioral/verbal remarks or comments that convey rudeness, insensitivity and demean a person's racial heritage or identity.” (Sue et al., 2007) These are often conveyed unconsciously.

Microinvalidation**

“Verbal comments or behaviors that exclude, negate, or nullify the psychological thoughts, feelings or experiential reality of a person of color.” (Sue et al., 2007); these are often conveyed unconsciously.

Nepotism

The favoring of friends, people you know, and/or relatives during hiring practices.

Racism

Is the discrimination, prejudice, and hostility towards individuals based on their race and/or ethnic group.

Systematic Racism

Racism that has been embedded in laws and institutions that continue to oppress individuals.

**https://auburn.edu/equitytaskforce/pdf/Racial_MicroaggressionsshortVersion.pdf

References

Sue, D. W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A. M. B., Nadal, K. L., &

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