

Presentation by **Dean McGovern**

# Bennion Center

 THE UNIVERSITY OF UTAH®

✦ **Inclusion, Diversity, Equity, and Antiracism (IDEA) Plan** ✦

**“If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.”**

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**- Aboriginal activists group, Queensland, 1970s**



# Our Mission

To inspire and mobilize people to strengthen their communities through learning, scholarship, and advocacy.

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# Commitments

01

Nurture an inclusive, equitable, and antiracist environment.

02

Implement best practices into community engagement.

03

Provide equitable opportunities for students, staff, and faculty.

## Commitment #1

# Nurture an inclusive, equitable, and antiracist environment.

01

Evaluate all current programs through an antiracist lens.

03

Pursue funding that supports equity and accessibility.

02

Require Bennion Center staff and student leader trainings.

04

Prioritize community partnerships with allies.

## Commitment #2

# Implement best practices into community engagement.

01

Develop and implement a framework for antiracist community engagement.

02

Serve as an ally to campus leaders supporting Black, Indigenous, and People of Color.

## Commitment #3

# Provide equitable opportunities for students, staff, and faculty.

01

Review position descriptions through an antiracist lens.

02

Evaluate the hiring process and organizational priorities.

03

Create spaces for honest dialogue and feedback.

04

Create a transparent process for hiring, advancement, and compensation.

# Thank you

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[www.bennioncenter.org](http://www.bennioncenter.org)