INDIANA UNIVERSITY

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY, EQUITY, AND MULTICULTURAL AFFAIRS

Antiracist Agenda for Indiana University

We believe that Indiana University's antiracist agenda will be a key driver of our institution's success against racism. The antiracist agenda is a way of thinking about Indiana University's approach to address racism. IU's antiracist agenda describes a way of doing business, how we educate, and how we serve to advance IU's culture of belonging. Therefore, ***Indiana University denounces racism and oppression of all forms***, and to demonstrate this commitment, we must elevate our actions to affirm existing organizational values of inclusiveness to create a diverse and just organization. Using the antiracist agenda, we must look introspectively at IU's policies, procedures, and culture and act to provide an open and supportive environment for all faculty, staff, and students.

In light of recent and ongoing calls for racial and social justice across the nation, Indiana University has placed a renewed focus on enhancing antiracist policies and practices. As the university cements its dedication to antiracism and begins the work of addressing systemic issues and managing the growingly diverse needs of IU's constituents, OVPDEMA will serve as a resource in coordinating and supporting efforts on all campuses.

Indiana University has been a leader in diversity among research institutions for decades, and it is incumbent on IU to undertake this initiative as we continue to stand at the forefront of innovation as an institution. Antiracism is integral to equip students with the necessary tools and curriculum to recognize racism and to thrive within a diverse world. Providing faculty and staff with similar resources that aid in building equitable environments is no less critical. Empowering the IU community to address biases and reassess social determinants of equity will be a primary driver behind the accomplishment of this agenda.

The approach of this work, which provides guidance and is responsive to input from units and individuals, focuses on evaluating policies and institutional behaviors as a means of shifting cultural values and perspectives toward greater racial equity. It is important to note that the purpose of this agenda is not to infringe upon equitable practices already being performed or impose barriers to future efforts. Rather, the antiracist agenda intends to build institutional capacity committed to a breadth of inclusive and equitable transformations so that impacts are measurable and sustainable and carried out with urgency and accountability.

The agenda outlined in the following pages describes ways in which IU can refine its operations and explore new opportunities to foster environments where all can thrive. To demonstrate this commitment fully will involve spreading the work of antiracism to all responsibility centers within the university. Grounding this work in every aspect of institutional life ensures that we meet the charge presented by President McRobbie in his June 12 address to the Trustees of Indiana University: to stand up for what is good and right.

Guiding Principles

- To identify, attract, and retain diverse faculty, staff, and student populations; and to aid in timely graduate of all students
- To foster a climate of antiracism
- To promote antiracism, diversity, and inclusion in teaching, public service, research, and training across campuses and partnerships (global and domestic)
- To ensure accountability for antiracism on all campuses

Antiracist and Antiracism Defined

- Antiracism examines the power imbalances between racialized people and non-racialized/white people. These imbalances play out in the form of unearned privileges that white people benefit from and racialized people do not (McIntosh, 1988).

- *Antiracist*: One who is supporting an antiracist policy through their actions or expressing an antiracist idea. *Racist*: One who is supporting a racist policy through their actions or inaction or expressing a racist idea (Kendi, 2019).

- To be an antiracist individual or institution, one must engage in persistent self-awareness, constant self-criticism, and regular self-examination (Kendi, 2019).

- Antiracism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably – *NAC International Perspectives: Women and Global Solidari*ty

- Antiracism is the practice of identifying, challenging, and changing the values, structures, and behaviors that perpetuate system racism *(Ontario Anti-Racism Secretariat)*.

- Some may assert that the term *antiracism* excludes consideration of other forms of oppression at work in society, like discrimination based on gender, sexuality, ability, and class, for example. OVPDEMA views antiracism as inclusive of the intersectionality of various forms of power and oppression at work in our society and lives. Our primary focus for social change, nonetheless, is racism, which is complicated by other forms of oppression. Because we live in a society that is so resistant to and uncomfortable with discussions of racism, we feel it is imperative to maintain this primary focus*.*

Essential Areas of Focus

The essential areas of focus to address with IU's antiracist agenda (see Table 1) come from the multiple voices of our students, faculty, staff, alumni, and members of our surrounding communities through a variety of documents—especially reporting from the IU Diversity Assessment conducted by Halualani & Associates—other campus surveys, and discussions.

Table 1
Essential Areas of Focus for the Antiracist Agenda for Indiana University

- Faculty Environment, Experiences, and Governance
- Students Environment and Experiences (undergraduates and graduates)
- Admissions and Enrollment
- Staff Environment and Experiences
- Administration Environment and Experiences

- Review of Building and Space
- IU Police Department Environment and Experiences, Procedures, and Process
- Research Initiatives
- Procurement Procedures and Processes
- International and Global Initiatives

These are a few of the most important areas to consider as we move forward. This is not an exhaustive list. In addition, each campus must strive to include students' voices throughout this process.

Each IU campus will identify various committees, task forces, and groups to work collaboratively to identify challenges and opportunities, design recommendations for organizational change (e.g., policies), and assist with the dissemination of deliverables for the essential areas of focus.

Phase I
Pre-Plan: Identify, Catalog, and Set Direction for Work

Timeline: July and August 2020
Update to OVPDEMA: August 30, 2020

- Develop the conceptual framework for process management and scope of work
- Conduct an inventory of all diversity, equity, and inclusion-related work on each campus and across all units (any surveys, reports, accreditation, evaluations, activities, courses, etc., are being considered and collected so that OVPDEMA will have all related documents in one location to review)
- Identify various partners, constituents, and members of the IU community with whom to collaborate
- Begin to define the ultimate outcomes for what an antiracist institution and campus should aspire to look like and accomplish

Phase II
Coordinate the Planning and Processes and Identify Units, Committees, or Individuals to Engage

Timeline: September to November 2020
Update to OVPDEMA: November 15, 2020

- Coordinate with appropriate task forces, units, offices, and committees to:
    - Identify challenges and opportunities for improvements necessary to achieve an antiracist institution and campus;
    - Propose approaches to address these challenges and opportunities; and
    - Develop key short- and long-term strategies
- Determine where there are gaps in the work across and within campuses that need to be considered to move the university closer to becoming an antiracist institution
- Examine and review processes, publications, website content, social media, and internal policy documents for evidence of:
    - Words or images that reinforce stereotypes;
    - Language that trivializes the experiences the IU faculty, staff, and students, particularly those of color; and
    - Messages that reinforce white-dominant culture and norms that are rooted in discrimination and bias

A Sample of Items for Working Groups to Consider

• Messages from Campus Leader	• Curriculums
• Messages from Units	• Assessments/Accreditation Processes
• Diversity-Related Strategic Plans	• Recruitment, Retention, and Enrollment
• Faculty Handbooks	• IU Foundation and Scholarship Awards
• Student Handbooks	• Mediation for Workplace Conflict Processes
• Surveys	• International Experiences
• Co-Curricular Programs and Activities	• Areas of Study and Internships
• Training and Education	• Partnerships

These are a few of the items to consider as we move forward. This is not an exhaustive list.

Phase III
Develop Strategic Recommendations

Timeline: November to February 2021
Update to OVPDEMA: February 15, 2021

- Receive and consider recommendations for additions, enhancements, changes, or deletions regarding policy, procedures, and documents from the various workgroups across and within the IU campuses
- Engage in townhall meetings for sharing recommendations on each campus
- Develop strategies with timelines for implementation of accepted recommendations with the appropriate governing bodies and/or authorities
- Share results broadly with the Indiana University community

Phase IV
Reflect and Create Systemic Implementation Plan for Changes

Timeline: March to April 2021
Update to OVPDEMA: April 30, 2021

- Reflect on strategic recommendations for systemic gaps from collective inputs
- Continue to enhance and review an institutional accountability mechanism using a clear plan of action for sustainability and resources needed
- Develop a clear and transparent system for continuous improvement and review
- Share results broadly with Indiana University community

Outcomes
- Increased number of opportunities for faculty, staff, and students to learn about structural racism and apply this lens throughout their roles and responsibilities
- Enhance the skills, knowledge, and tools of students to address systemic racism
- Communities and partners, we typically engage will recognize the value of our work on structural racism and find it relevant and enlightening
- Broader and more diverse audiences will find IU as a place that is welcoming, relevant and valuable
- More faculty, professionals, and students of color will seek enrollment and employment with IU and contribute to our mission and vision
- A review of antiracist agenda efforts across the university will find improvements in respect, equity, inclusion, and accountability.

Conclusion

The mission and priorities of OVPDEMA are built into the heart of Indiana University's culture, and we believe past and current work in the realm of diversity and inclusion has been critical to our institution's success in delivering quality education to the state, nation, and world. From matriculation to graduation or hire to retire, we believe that it is critical to create a deep sense of belonging for IU to thrive as a leading institution of higher education.

At Indiana University, the antiracist agenda is about appreciating everyone's unique perspective. The agenda aims to bring together those from all backgrounds and beliefs and the entire range of the human experience to create a deep sense of belonging for all.

As a result of the Antiracist Agenda, all individuals, especially Black and Brown people, will know that at Indiana University:

- You can be yourself because we celebrate your uniqueness;
- If you feel threatened, there are resources to support you; and
- We value the diversity and experiences you bring because it is vital to the innovation, culture, academics, community, and humanity of our institution.