



Message from the Dean of Students on Anti-Racism

Last year Framingham State recommitted to [becoming an anti-racist institution](#) not just in words, but in practice. As we moved through the 2020-2021 academic year, the Student Development staff actively looked at our policies, procedures and practices at all levels through an anti-racist lens. In addition to the FSU sponsored “Continual Conversations on Anti-Racism” sponsored by DICE, CELTSS, and HR, staff members attended several trainings/workshops to start doing the work. This ongoing process requires us to engage all members of our community in capacity building and training that aids in understanding the realities of race, racism, anti-Blackness, and systemic oppression. Student Development is committed in our work toward becoming an anti-racist institution.

The Student Development staff would like to be as transparent as possible about the Anti-Racism work that has been done over the past year. Here is a listing of some of our efforts:

Career Services & Employer Relations = CSER	Community Standards = CS
Counseling Center = CC	Dean of Students = DoS
Health Center = HC	New Student & Family Programs = NSFP
Residence Life and Housing = RLH	Student Involvement & Leadership Dev = SILD

On-Going Professional Development on Anti-Racism:

- Participated in Harvard University bias assessment exercises during our CSER Retreat. [CSER]
- Identify and attend professional development opportunities about Anti-Racism on and off campus. [CSER]
- Discuss diversity and inclusion on a regular basis, including during staff meetings and during student development meetings. [CSER]
- Engaged in two campus-wide, anti-racist discussions in accordance with the guidance of FSU. [CC]
- Produced and engaged in two, 1.5 hour, internal professional development trainings on racial informed therapy and racial trauma. [CC]
- Held the annual workshop for all Student Development staff members with a focus on Anti-Racism. Dr. Constanza Cabello, VP of Diversity, Inclusion, and Community Engagement, spoke about Anti-Racism from a foundational approach giving it meaning and steps in doing the work. Kim Dexter, Interim Assistant VP of Human Resources & Equal Opportunity, spoke about hiring students through an anti-racist lens. [DoS]
- Staff member certified in Diversity, Equity, and Inclusion in the Workplace a 7-week the University of South Florida Muma College of Business. [DoS]
- Staff member attended Diversity, Equity, and Inclusive Excellence Conference sponsored by the Association of American University and Colleges. [DoS]

- Participated in campus-wide virtual processing spaces often held in response to social, racial and political unrest across the country or here on campus. [DoS]
- The Dean of Students attended several training sessions included but not limited to:
 - COVID-19: Diversity and Inclusion Implications and Consideration Workshop sponsored by the National College and University Health Association
 - Panels and discussions on Racially Equitable and Just Student Service Provision, Equity-Oriented Data Practices, and Racially Just Policing Model Policy, hosted by the Racial Equity and Justice Institute
 - Developing FSU's Hispanic Serving Institution Identity, campus based workshop
 - Workshop on diversity, equity and inclusion across the academy as part of the State University and College's Executive Leadership Institute
 - Exploring White Privilege and White Fragility, campus based workshop
 - Racial Equity Institute, 8 weeks, hosted by the University of Southern California Equity Center
- Participated in departmental anti-racist readings and conversations. [HC]
- Attended workshop on racial trauma. [HC]
- Subscription to Equity Matters from the MetroWest Health Foundation. [HC]
- NSFP organized staff professional development
 - discussions on Equity
 - The experience of black people through use of TedTalks
 - Staff participation in events, discussions such as Diversity Dialogues
 - Multiple opportunities offered through professional organizations- webinars
- Staff met regularly through the summer to review, reflect and plan work in support of inclusive excellence and anti-racism outcomes. This work resulted in:
 - Engaged in critical review to identify where institutionalized racism and discrimination may influence administrative practices and processes, including hiring, policy enforcement and purchasing.
 - Creation shared resources through Microsoft Teams on Identity Development, Inclusive Excellence and Anti-Racism.
 - Issued statements of support for our students, Anti-Racism work and Black Lives Matter efforts. [RLH]
- Staff members have engaged in a number of educational/scholarly professional development programs and sessions related to combating racism. [RLH]
- Staff has completed Everfi online training courses on Diversity and Inclusion, Managing Bias, Harassment Prevention, Workplace Conduct and courses on position searches. [RLH]
- Staff explored self-education work on privilege and racism starting in June 2020 and have been continuing this education each month. The staff members talk about readings, videos, movies, etc. about a particular topic, similar to a book club. This included watching the documentary "Black Boys" and participating in the webinar. [SILD]

Change in Office Operations:

- Utilize career speakers from diverse backgrounds for career topics, an example being, Carolina Alarco, Founder and Principal, BioStrategy Advisors LLC, for our recent STEM Fair. [CSER]
- When working with students, using Intentionality in providing tools for empowerment rather than a prescriptive educational approach to coaching and resource provision with an emphasis on power and rights. [DoS]

- Exercise intentionality in providing access to healthy food options, nutritionally necessary food options, and culturally appropriate food/toiletry options in the Rams Resource Center. [DoS]
- The Student Involvement and Leadership Development will communicate to student organizations about the anti-racist work the department has done and will be doing through their newsletter and social media accounts. [SILD]

Programming Efforts:

- Use inclusive examples in workshops and presentations and resources, in slides and verbally. Update handouts with inclusive language and examples. [CSER]
- Market to and collaborate with identity, ethnic and affinity student groups to show the benefits of using CSER.
- Co-sponsor virtual internship/career events for each of the academic colleges and the Center for Inclusive Excellence with a focus on attracting affinity groups on campus. [CSER]
- Provide an opportunity for students who can't attend our events/presentations in person a way to experience it through technology, if possible. [CSER]
- Student Intern started a social media campaign and a [blog](#) to promote Anti-Racism efforts.
- Created a 3-part podcast – From Truth to Action: An FSU Podcast on Anti-Racism. Its topics focus on Education, Health Care, and Criminal Justice. [CS and NSFP]
- Developed and presented Racial Trauma workshops for students. [CC]
- Produced changes to our [website](#) to be clear about our support of BIPOC students and our commitment to anti-racism. This includes providing support and other clinical [resources](#) for all students of color, and educational guidance for white students to support BIPOC students. [CC]
- We established a social media presence [Instagram](#) and [Twitter](#) which reinforces our commitment to anti-racism by the content of what we put out on our platforms. [CC]
- Continue to advocate for and increase awareness of resources for students experiencing food, housing and financial insecurity. Work with the senior administration to facilitate the distribution of needed resources (food, loaner computers, hotspots, meal and book vouchers, amenities, funding etc.). [DoS]
- SEALS Peer Health Educators had a presentation on health equity, focusing on Framingham. [HC]
- Regular discussions in training sessions for student leaders (Foundations Peer Mentors, Black and Gold Orientation leaders) and in regular meetings. Topics focused on:
 - Privilege
 - Allyship
 - Sense of Belonging
 - Microaggressions [NSFP]
- Regular processing sessions offered to Black & Gold Leaders and Peer Mentors, around racist events and the 2020 Election. [NSFP]
- Social media- messages of support and education on all platforms (@newsuram). [NSFP]
- Regular article in Parent and Family Connection Newsletter on Anti-Racism [NSFP]
 - Early Spring 2021 Issue- Black History Month: Why it is important and how to keep the conversation going past February
 - Late Fall 2020- Being an Anti-Racist
 - Early Fall 2020- Anti-Racism at FSU
- Implemented a social media campaign in which all Residence Life staff members communicated helpful resources they reviewed and key takeaways. This effort was to share information and also to role model the importance of educating ourselves and collaborating with others. [RLH]
- Racial trauma was added as a topic to be covered during Resident Assistant training. [RLH]

Diversity and Representation:

- Employ a diverse student employee workforce to act as Ambassadors to promote our office. [CSER]
- Successfully advocated for shifting of our staffing funds to help create a viable, competitive, part-time clinical position which helped us recruit and attract a Black clinician, with an eye to diversifying our Center staff and meeting the stated needs of our students in the future. [CC]
- Has representation on the Bias Education Response Team and Hispanic Serving Institution Committee. [DoS]
- Member of FSU Institutional Inclusive Excellence Committee to advance FSU's strategic inclusive excellence objectives with a primary focus on the student experience. [DoS]

Review of Policy/Programming and Data Collection:

- Conducted an internal review of the Student Code of Conduct, ensuring that the document featured inclusive and anti-racist language and policy applications. [CS]
- Conducted an informal analysis of student discipline data to identify any patterns or trends with regard to race & ethnicity between September 2018 – January 2021. For more details about the findings please contact the office at communitystandards@framingham.edu. [CS]
- Suggested that Human Resources request a Diversity Statement from all new employee applicants to the University. It was implemented. [DoS]
- Review of hiring and recruiting processes using an anti-racist lens. [NSFP]
- Review of First Year Foundations common syllabus in an effort to weave anti-racism throughout the curriculum and not just a designated week. [NSFP]
- Review delivery of family programs/events with anti-racist lens [NSFP]
- Implemented changes in the Resident Assistant job requirements and duties to better support equity and inclusion. [RLH]
- Changes in vendor recruitment and selection to support anti-racism work. [RLH]
- Associate Dean of Students, Student Life, presented to the Council for Diversity and Inclusion (CDI) to share demographic overview of resident students, and in particular of residents from traditionally underrepresented and under-served populations. [RLH]
- The Student Involvement and Leadership Development staff have identified policies and practices within the department that will be explored over the next few months. The staff will engage in deep dives into these current practices for historical reasoning behind the practice, what it is rooted in, and determine if moving forward with current practices fits into anti-racism. The current policies and practices under review are:
 - SILD Student employee handbook
 - New student organization process through an anti-racist lens
 - Catering for events-specifically the allowance of food related to particular cultures to brought in that is not Sodexo
 - Event planning process in SILD and campus-wide
 - Eligibility requirements to serve as a leader of a student club or organization
 - Student group parties-procedures and practices [SILD]
- Student Government Association underwent an exercise to review their governing documents (Constitution and ByLaws) with an anti-racist lens with an eye to change any policies and/practices, if necessary. [SILD]