

WPI Racial Justice Action Plan

Immediate

- Transparency on campus statistics
- Diversity & anti-racism training for everyone
- Campus Police – De-escalation training, bias training
- System for reporting faculty & police
- Real Forums for Difficult Conversations
- Diversity Statement integrated in curriculum and/or syllabus
- Incorporate BLM resources into modules and/or trainings
- Series on Racism
- Take Back The Narrative Night
- Concrete Responses from WPI on actions taken
- Create DEI Student Council

Intermediate

- Increased spending to support POC
- More Black Faculty – professors (tenured & non-tenured), counselors, diverse board of directors
- Involvement with local legislation
- Move OMA closer to campus
- Support local black businesses and organizations
- Course on African American History, Racism in the U.S. incorporated in the degree requirement

WPI Racial Justice Priorities

	Anti-Racism Education	Black Community Support	Local Engagement
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Administration	<ul style="list-style-type: none"> Ingrain anti-racism and bias training in the first and graduating year including CA/RA/PA training Real Forums for Difficult Conversations Include pictures, monuments &/or buildings named after African American contributors to the STEM field Update landing page for resources (and pledge) of commitments Mandatory anti-racism training for all faculty and staff Change narrative of Worcester as terrible or ghetto as associated with large number of residential POC De-escalation, anti-racism and bias training mandatory for campus police 	<ul style="list-style-type: none"> Increase efforts to recruit and retain Black faculty and staff including counselors, professors, board of directors Disclose data on Black representation in student body and faculty including first year students, graduating students and retention rate Increase spending to support POC System of reporting faculty & campus police Create Diversity & Equity Inclusion (DEI) Council Match alumni donations to specific organizations and initiatives Increase efforts to recruit and retain black and brown students Encourage and promote more POC in institutional leadership roles Formalize Alumni of Color Association 	<ul style="list-style-type: none"> Support relevant legislation (police use of force laws and hate crime reporting) Increase community outreach with local Worcester community such as STEM outreach to local middle and high school students of color Increase donations and partnerships with Inroads and other organizations targeting African Americans & other minorities Support local black businesses & organizations such as ACE Divest from prison labor Donations to Black Lives Matter fund and bail funds Encourage and promote companies that have proven to be inclusive in the career fair
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Faculty	<ul style="list-style-type: none"> Integrate a course on Black History or Racism in the U.S. into the degree requirement Train professors on how to engage with race during class discussions Integrate diversity statement into syllabus and/ or curriculum 	<ul style="list-style-type: none"> Create mentorship / pipeline program for Black professionals & WPI graduates to become WPI faculty Move Office of Multicultural Affairs closer to campus Replace terms such as master in, slave out and with primary and secondary in ECE & related fields 	<ul style="list-style-type: none"> Conduct local trips, projects and research in the Worcester community
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Student Association	<ul style="list-style-type: none"> Series on Racism (townhall/speaker series) with a professor and/or alumni that does relevant research/work Add diversity training into Greek recruitment week Host "Take Back the Narrative" Night 	<ul style="list-style-type: none"> Require student clubs including IFC and SGA to meet diversity requirements (reflect actual student body) Engage student clubs in pledging donations to anti-racist organizations 	<ul style="list-style-type: none"> Promote and engage with the local Worcester community and other colleges in Worcester
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Student DEI Council	<ul style="list-style-type: none"> Build a network of reps to support training and programming Engage non-Black students in racial dialogue Launch an "Accomplice Project & Pledge" to enlist non-Black students as antiracists 	<ul style="list-style-type: none"> Facilitate and mediate problems that involve cultural and racial biases Act as a resource and hold administration accountable to commitments 	
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