

Career & Professional Development Center Anti-Racism Action Plan

Position Statement

Black lives not only matter, they are worthy, loved, and needed. In CPDC, we acknowledge that our work is situated within the context of higher education, a U.S. institution built on a legacy of white supremacy, colonization, and slavery. We also recognize our office operates within a predominantly white institution, in a predominantly white state, on stolen land. Specifically, the Bannock, Goshute, Navajo, Paiute, Shoshone, and Ute peoples lived on the land that is now considered Utah. We must confront this legacy of white supremacy and the context we exist within in order to dismantle racism. In CPDC, we recognize that equity and inclusion have historically not been considered part of career development work, and that the term “professionalism” has long been rooted in oppressive belief systems which have further oppressed People of Color for the past 400 years. We are committed to providing inclusive and accessible career development for our campus community which honors students’ identities and we know we cannot achieve this unless we operate from an anti-racist framework. As a team, we are united with the Black community and call for meaningful systemic change. We are committed to increasing our knowledge of social justice, while also taking decisive action to be anti-racist.

Current Anti-Racism Initiatives

Current anti-racism initiatives offered:

- Diversity in the Workplace Career Panel Series
- Book Club: *So You Wanna Talk About Race*
- Flagging employers in HS who have diversity hiring initiatives
- Creation of CPDC Anti-Racism Task Force

Current practices promoting anti-racist work:

- Created a welcoming, accessible, and inclusive student-led space in our Career Studio
- Workshop Revamp project to incorporate social justice into our educational workshops
- Incorporate social justice into career education & programming (e.g., workshops, passive programs, active programs, events, coaching, assessment)
- Staff complete SADC Modules and Diversity Certificate
- Staff representation on campus-wide committees related to social justice (SADC & IPV-PEC)
- Staff attend monthly SADC seminars and panels
- Staff attend SADC Racial Justice and Decolonization Weekly Open Dialogue Series
- Supporting the Utah Diversity Career Fair
- Updated CPDC Strategic Plan and Values to incorporate social justice/EDI
- Sharing campus partners’ posts on social media related to EDI efforts/programs
- Incorporate social justice lens into new Graduate Assistant onboarding/training (e.g., how to coach, laws, resources)

Anti-Racism Plan

CPDC Anti-Racism Task Force (ARTF) Action Items:

- Share current action plan with CPDC staff and give them the opportunity to add any ideas for action that aren’t already encompassed through an online feedback form
 - Create an anonymous, ongoing, online feedback form for staff to share feedback, ideas, questions, concerns, suggestions, etc. with ARTF members
- We commit to revisiting this statement and action plan at least once a year to ensure it is a living document and remains top of mind for our team moving forward.
 - As we implement the components of our action plan, we will continuously look for opportunities to increase and improve our services for students from a socially-just lens
- Have two members of ARTF host hour-long open conversations on the 3rd and 4th week for CPDC staff to get feedback/ideas & to discuss social justice topics in an informal setting.

Policies/Processes/Services:

- We recognize that our office has historically been predominantly staffed by white individuals and we are committed to revisiting and adjusting our recruiting & hiring practices to both hire, support, and retain colleagues of color
 - Incorporate social justice lens into new Career Coach onboarding/training (e.g., how to coach, laws, resources)
 - Require search committee chairs & members of search committees for new CPDC hires to complete social justice/EDI training prior to starting the search process

- Identify professional organizations and hiring boards/websites that attract individuals from various backgrounds and identities, then post and share our open positions through these means to increase our active recruitment of individuals from various backgrounds and identities
- Continue incorporating social justice into career education (e.g., workshops, passive programs, active programs, events, coaching, assessment)
 - Create a land acknowledgment that we share before each meeting, program, etc. and educate staff on what a land acknowledgment is and why it's important
- Create a conversation guide or list of questions we ask ourselves that guide the ways we hold socially-just conversations and decisions

Staff Professional Development/Continued Education:

- Hold professional development opportunities during the 2nd week of each month on social justice/EDI topics for staff based upon the action steps outlined in the [Dive In Podcast](#) and The Racial Healing Book by Dr. Annliese Singh:
 - Conduct internal self-assessments/individual assessment (e.g., identifying internal/unconscious bias)
 - Reflect on career and work
 - Relearn the history of our office, institution, and the industry of higher education
 - Face the facts
 - Listen
 - Take Action
- Educate team on how to talk about issues of oppression, power, and privilege, and move beyond white guilt/shame
 - Collaborate with relevant campus partners and CPDC colleagues to educate ourselves on how to talk about issues of oppression and marginalized groups (e.g. international students)
 - Recognize and identify ways to address how power and privilege affect our internal interactions with CPDC colleagues. Normalize and set expectation that we have a “call in” culture & “oops/ouch” practice in which we share feedback in the moment and follow-up
- Redefine our approach to “professionalism” both for our team and in how we educate students
- Continue Book Club, with periodic readings on social justice topics

Employer Engagement:

- Increase our education for employers around anti-racism
- Create more accessible pipelines for internships (especially around unpaid internships)
- Increase and identify companies with anti-racism plan and statement for recruitment and programming at the U of U
- Outreach and partners with local Black owned and POC business for recruitment and programming

Community Partners Integral to Success

We currently have strong partnerships with on-campus departments and off-campus organizations who are doing EDI work in our community, and we recognize we cannot do EDI work without those partnerships. The overall impact of our work will be stronger if we work together, rather than simultaneously work apart. We will continue to identify potential partners to reach out to and collaborate with, as well as continue to strengthen the relationships we currently have. As the Anti-Racism Task Force builds out a more concrete plan for staff professional development around social justice topics, we will identify specific partners to connect with and create an outreach strategy and timeline to accomplish this.

Balancing Commitments

The first goal of the Anti-Racism Task Force will be to build out a concrete timeline & implementation plan for the above listed action items. Through that process, we will determine who will be responsible for each action item, identify feasible timelines for each action item, and we will lean on our departmental value of Holistic Wellness to ensure we are supporting one another in moving forward on these action items in a timely and feasible way to avoid burnout. We will periodically revisit and adjust these timelines, as needed, in order to support staff's Holistic Wellness, prevent staff burnout, and set and adhere to realistic timelines that prioritize the quality and meaningful, lasting impact of our work. We will also explore and determine what staff rotation on and off the task force will look like over time.

Appendix

Coming Soon!