

Diversity, Equity, and Inclusion Framework 2020-2021

“Resist Racism: See me, Hear me, Respect me, Join me”

Why Diversity, Equity, and Inclusion are important to FPU:

“Let us love, not in word or speech, but in truth and action.”—1 John 3:18

The epistle of 1 John calls on followers of Christ to pursue truth-telling and to take action. In light of a 400-year history of white supremacist actions, policies, and systems that have disproportionately harmed black and brown bodies in the United States while perpetuating oppression against other minoritized populations on the basis of religion, national origin, ability, and other identities, the “love” for which 1 John calls can feel like a distant dream. The systemic racism and injustice that pervade cultures, societies, churches, and even higher education institutions like Fresno Pacific University have no place in the vision of God’s Reign that Jesus preached in his lifetime. As the Fresno Pacific University community, we emphatically condemn racism in all its forms, boldly engaging in the prophetic task of “engaging in...critique of contemporary culture and practice” (The FPU Idea).

Dismantling systemic racism and injustice will be a long and difficult journey. Nonetheless, the Fresno Pacific University community is committed to following the teachings of Christ and the Apostle Paul who urged believers to take up the “ministry of reconciliation” (2 Corinthians 5:11-21). For this reason, the 2020-2021 academic year will be devoted to taking tangible steps to dismantling systemic injustice and oppression, beginning with our very own campuses. Every member of the Fresno Pacific University community deserves to be seen, heard, and respected. Throughout this academic year, we will share as a community in learning about systemic oppression, developing strategies to resist it, and increase our empathy for everyone in the FPU community and beyond.

Long-Term Diversity Goals:

The University Diversity Plan outlines six key goals. For the 2020-2021 year, we will be focusing on three of these in the process of building a foundation for the academic and co-curricular activities related to the achievement of these goals:

- **Environment:** *Cultivate an equitable Christian University environment that actively celebrates diversity and values differences.*
- **Infrastructure:** *Build and maintain an infrastructure and leadership structure that supports diversity, equity, and inclusion at individual and systemic levels while reflecting Christian values consistent with the FPU Idea.*
- **Integration:** *Enhance the cultural competence and humility of FPU’s Community of Learners through the integration of diversity, equity, and inclusive practices in all areas of teaching, learning, research, training, and leadership development.*

Learning Outcomes for 2020-2021:

As a result of engaging in the activities/events/work outlined here, learners will be able to:

1. Connect anti-racist work to Christian values of justice and shalom
2. Define and identify systemic racism/injustice
3. Develop a sense of personal empowerment to address systemic racism/injustice
4. Develop solutions that empathetically address, mitigate, and/or minimize the effects of systemic racism/injustice
5. Define and describe the various issues related to diversity, equity, and inclusion across the university
6. Critically examine each one's own personal beliefs, attitudes, and biases about historically marginalized people and cultures in the United States and across the world

Action Plan

Implementation				Evaluation
Action	Responsible party and timeline	Resources	Learning Outcome	Evidence of Completion
1. Sponsor "Department Reading Groups" for Ijeoma Oluo's <i>So You Want to Talk about Race</i>	Melly Howard, Patty Salinas Fall 2020	ALAS funding, Society for Values in Higher Education "Reading for the Common Good" program	#2, #3, #4, #5	Groups formed and books distributed
2. Offer Undocu-Ally trainings for faculty and staff.	Breanne Wyse, Martha Fregoso Continue work begun in Spring 2020	Professional networks with Fresno State	#3, #4	FPU community members complete training successfully
3. Develop Multiethnic Association of Cultural Engagement programming and affinity groups	Breanne Wyse Beginning Fall 2020 and continuing	MACE leadership team	#1, #3, #6	Regular meetings of affinity groups and/or relevant programming

4. Update diversity website and develop an online reporting tool for FPU community members to submit their own diversity-related work	Patty Salinas, with Marketing & IT Fall 2020	Existing Diversity website , ALAS listing of CEC course recipients	#1, #2, #4	Diversity website highlights up-to-date information
5. Complete collaborative and comprehensive Diversity Plan to govern future direction	Martha Fregoso, Melly Howard with the UDC Fall 2020	Existing draft of Diversity Plan	#1, #4, #5	UDC approves Diversity Plan, Plan presented to President's Cabinet and Board
6. Begin holding regular listening sessions with staff, faculty, students, and governing bodies to assess needs and areas for improvement	UDC Beginning in Fall 2020	FPU Community	#1, #3, #4	Attendance records for listening sessions indicate presence of FPU community members
7. Create bias incident report system and response team	UDC Exec Development in Fall 2020, Roll-out in Spring 2021	Professional networks and research of sister institutions with similar programs	#4, #5	Bias Incident Report system and Bias Incident Response Team formed and operationalized
8. Begin process for curricular intervention (i.e. development of certificate, multicultural requirement, etc.)	UDC (with GE committee, UAC, and other stakeholders) Begin in Fall 2020 and continuing	Research of sister institutions with similar programs	#1, #2, #3, #4, #5, #6	Future development of curricular requirement/ option