

# RCTF Goals 2020 - 2021 . . .

- Recruiting, Hiring, and Retaining Educators of Color
- Providing Professional Development for Staff
- Curriculum (*new this year*)
- Hearing from Students and Responding to Experiences and Incidents
- Fostering Family/Community Engagement

# Recruiting, Hiring, and Retaining Educators of Color

- Exploring partnerships with local colleges and graduate schools
- Preliminary data gathering
- Affinity group for staff of color

# Providing Professional Development for Staff

- Long-term PD plan in process . . .
- Commitment to at least two faculty meetings per year with racial climate focus
- Implicit Bias Training
  - Samuel R. Sommers, Ph.D. and Keith Maddox, Ph.D.
- I'm Not a Racist . . . Am I?

# Hearing from Students and Responding...

- Exit interviews
- Refined protocol for incident reporting and follow-up
- Collaboration with the community-based RCTF group

# Curriculum

- Document the curriculum and content available and taught to our students in the areas of cultural competence and issues of race, identity, prejudice, and discrimination (through classes, workshops, seminars).
- Support the institution and departments in Initiative 3.1 – Review department curricula to ensure that they are current, relevant, and promote a culturally responsive practice – from the 20-25 Strategic Plan.

# Fostering Family/Community Engagement

- Monthly meetings with larger RCTF group
- Steering Committee leadership