Our Vision & Commitment to Transform

Continuum on Becoming an Anti-Racist Multicultural Organization

<table>
<thead>
<tr>
<th></th>
<th>MONOCULTURAL</th>
<th>MULTICULTURAL</th>
<th>ANTI-RACIST</th>
<th>ANTI-RACIST MULTICULTURAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>An Exclusionary Institution</td>
<td>A &quot;Club&quot; Institution</td>
<td>A Compliance Organization</td>
<td>An Affirming Institution</td>
</tr>
</tbody>
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Racial and Cultural Differences Seen as Deficits --> Tolerant of Racial and Cultural Differences --> Racial and Cultural Differences Seen as Assets

© Crossroads Ministry, Chicago, IL. Adapted from original concept by Bailey Jackson and Rita Hardiman, and further developed by Andrea Avazian and Ronice Branding; further adapted by Melia LaCour, PSESD.
Permanent structure through which our full community can drive ongoing progress toward our vision:

• Permanent structure: work continues from year-to-year
• Full community: students, faculty, staff, alumni & Board of Advisors are engaged through FORWARD
• Ongoing progress: driven by successive waves of innovation and investments
FORWARD Structure

Accountability Cabinet

Alumni Board
FORWARD Committee

Action Corps
Charges and number of action corps may change depending on DEI focus for the year

Board of Advisors
Health Equity Committee
Accountability Cabinet Membership

- 4 Student Representatives
- 3 Faculty members
- 2 Alumni Board Representatives
- 3 academic leaders
- 3 administrative leaders
- 3 Staff members

Co-Chairs:

- Assistant Dean for Diversity, Culture and Inclusion
- Academic Dept Chair
2020-2021 “Fast Forwards”

- Full curriculum review to identify opportunities for increasing anti-racist and equitable curricular content and instructional practice.
- Additional support for RISE and MOSAIC student mentoring programs.
- FORWARD summer practicum program to provide funded placements for 5 students to work on advancing health equity in the local community to satisfy practicum requirements.
- Creation of a vehicle to deepen authentic, mutually-beneficial partnerships with the local community to advance community health.