

## **Racial Justice, Equity and Inclusion Proposals**

The following proposals acknowledge the importance of a joint commitment to identifying and addressing issues related to racial justice, equity and inclusion. This commitment is critical to student success and the long-term health of our universities, both today and going forward in light of the rapidly changing demographics of our future student population. This effort will require us to recognize and remedy issues that have escaped our attention, and to reimagine how our campuses can best serve our students and each other in fulfillment of the Commonwealth's commitment to public higher education.

Article II:	Modifications to ensure compliance with law and a commitment to racial equity, ensuring that all students and members of the campus community have the opportunity to succeed and thrive.
Article VII:	Efforts to efficiently operationalize the commitment to racial justice, equity and inclusion within the appropriate committees designated to address curriculum, academic policies, and student affairs and services.
Article VIII and Appendix A-1 and A-2:	Modify evaluation criteria to include commitment to equity, inclusion and social justice within pedagogy, scholarship and service.
Article XII:	Adjustment to scheduling to address post-pandemic environment and changing demographics of our students.
Appendix R:	Promoting collaboration in addressing all complaints as well as consistency with EO Plan.
Expectations regarding conduct:	A commitment to cultivating and maintaining a professional environment that emphasizes inclusiveness, mutual respect and civility.