

## **Equity, Inclusion, and Justice Committee (hereafter: EIJC)**

### Chair Goals for 2020/2021 School Year

#### **❖ Equitable & Justice-Driven**

Being that the values, Equitable and Justice-Drive, are parallel to the EIJC bylaws and our objective in creating a space to advocate for Lewis & Clark's historically underrepresented students - it is the commitment of the EIJC and its members to prioritize and live up to our mission statement and these values day in and day out. However, in order to do so, the EIJC must create a tangible plan for the 2020/2021 school year to actively practice and promote equity and justice through our everyday conversations and leadership through the following actionable goals:

#### **External Consultation Group:**

Working from the dedicated effort in its creation by the current President of ASLC and former EIJC Chair, the External Consultation Group will be a small coalition of Lewis & Clark students (not affiliated with ASLC to eliminate biases) to evaluate the methods, practices, and governing documents for their adherence and alignment with the ASLC Values Statement. This initiative forms a method of accountability that all sitting ASLC senators and cabinet members live up to our values from the date of their appointment to the final day of their term.

As EIJC Chair, it is my responsibility to maintain communication with the External Consultation Coordinator. As this group begins addressing campus-wide issues, gaps in governing documents, issues with current communication processes, and exclusionary practices; the EIJC will begin formulating an intensive investigation into the injustices that continue to plague the ASLC. In the event that the External Consultation Group discovers inequities and injustices within ASLC - the EIJC will advocate for an official public forum, delivered by the ASLC, to address faults and share tangible plans to correct any wrongdoings.

#### **The Significance of Equity**

To begin our commitment in practicing equitable practices and rhetoric in our positions and everyday lives - it must be obligatory for the ASLC and its members to include consistent discussions on the meaning of equity and where we see inequities across the Lewis & Clark campus, its students, faculty, and staff. I foresee and will propose that the ASLC designates time from weekly meetings to discuss how senators and cabinet members view equity in their everyday lives and report inequities we see on campus throughout our week if need be.

By making this action plan mandatory to be held at least once a month (potentially more), it is my goal that senators and cabinet members begin shifting their work and language to right any wrongdoings and proactively perform their respective projects under the lens of our Equity Conversations. These conversations may also take place under the ASLC Diversity Trainings that

the sitting President of ASLC, President of The United Front, Office of Inclusion and Multicultural Engagement, and myself will work conjunctively on throughout the 2020/2021 school year.

### EIJC Informational Sessions

Education is the most powerful weapon our Lewis & Clark community can utilize to continue making our campus more inclusive and justice-driven. The EIJC merely plans to provide the tools for our community to accomplish just that. We recognize that justice reform first begins with acknowledgement of injustice and the continued efforts to educate ourselves on the historical and systemic implications of said injustice. In order to educate our community further on the sometimes confusing politics and bureaucracy of Lewis & Clark College and ASLC - it is my plan of action to begin a monthly EIJC Informational Session for issues regarding (but not limited to) addressing BART (Bias Assessment Response Team), writing grants, new club formation, budget processes, and campus outreach.

### ❖ **Effective**

#### The United Front

In continuation of the countless hours of work that have already gone into the creation of the United Front by the spokesperson, union leaders, and former chair of EIJC - the official constitution and mission statement will be finalized and ratified by August 2020. The United Front will consist of the President, Vice President, and Communication Leader; as well as the sitting leadership members of the unions and affinity groups present at Lewis & Clark College.

#### EIJC General Member Selection Processes

The EIJC will finalize our processes and bylaws regarding the methods in which we appoint new general members to the committee. I envision our changes to the application process to be settled by August 2020 so we may be ready to begin our marketing campaign (detailed in Value: Community Based) to appoint new members for the 2020/2021 school year.

#### Relationships with OEI and IME

I recognize the work that is already being done to fight injustices and inequities by other departments within our campus and will maintain constant relationships with the Office of Equity and Inclusion and the Office of Inclusion and Multicultural Engagement. These offices serve as resources for our community and will be significant to rely on by the EIJC to guide our own work, advertisements, and any aid we may seek.

## ❖ **Community-Based**

### Marketing Campaign

The freshman class and transfer student demographic entering Lewis & Clark College for the 2020/21 school year are both crucial. By entering a new living and academic environment, their first year is significant in making the decision to stay at LC or transfer out. It is my plan of action to conduct a marketing campaign - advertising open general member positions within EIJC as not only an ability to learn more about Lewis & Clark from the inside - but kickstarting their path towards more leadership opportunities in the future. The EIJC will get into contact (but not limited to) New Student Orientation, the Associated Students of Lewis & Clark, the Office of Inclusion and Multicultural Engagement, and Great Expectations to aid in our marketing campaign by posting our virtual flyers within their respective newsletters, emails, etc.

### General Member Positions

In order to both be as effective as possible and focus on community-based initiatives, the EIJC will formalize different positions for our general members to take on. Each member will be required to fulfill one project for the 2020/2021 school year that aligns with our mission statement. This addition to the responsibilities of the EIJC general members will be reflected through a formal change within our bylaws. A few potential positions that have already been discussed are a Social Media Facilitator, Scribe, United Front Affiliate, and those within our Application Review Committee.

## ❖ **Transparent**

### Grants

Making the EIJC's grant process as accessible as it can will be a priority of mine for the 2020/2021 school year. To accomplish this, the EIJC will begin to publicly disclose how we grant money and to who. It is my goal that by the end of my term, I will have developed a grant template and gotten the consent of past applicants to create a comprehensive folder of grant examples to be readily available to the Lewis & Clark community.

### Investigations

In the event that the EIJC is brought with information about an organization or individual on campus that fails to live up to the Institutional Policies regarding discrimination, harassment, and/or hate/bias-motivated conduct - we will open an investigation as per our bylaws. To be in line with transparency, we believe that any injustice taken place within our campus should be adequately addressed by informing the greater Lewis and Clark community of the actions that had taken place.

## Equity, Inclusion, and Justice Committee (hereafter: EIJC)

### Chair Goals for 2020/2021 School Year (Fall Report)

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#### ❖ Equitable & Justice-Driven:

“Being that the values, Equitable and Justice-Driven, are parallel to the EIJC bylaws and our objective in creating a space to advocate for Lewis & Clark’s historically underrepresented students - it is the commitment of the EIJC and its members to prioritize and live up to our mission statement and these values day in and day out. However, in order to do so, the EIJC must create a tangible plan for the 2020/2021 school year to actively practice and promote equity and justice through our everyday conversations and leadership through the following actionable goals:”

#### External Consultation Group \*In Progress

The External Consultation Group was formally created prior to the beginning of the 2020/21’ school year and their main responsibilities were meeting one on one with Senators, Cabinet members, and reviewing their work as it pertains to this year’s ASLC Values. On December 8, 2020 - our External Consultation Coordinator (ECC), Elizabeth Gillingham, presented their findings at our Senate meeting from a semester of reviewing ASLC, its governing documents, and its members. Because of fallbacks from the COVID-19 Pandemic, the External Consultation Group will continue on for the Spring semester and Elizabeth has been approved to continue their work with this reviewing process. While lots of invaluable data has already been presented to the ASLC, there still lies lots of work ahead of us as we continue to gather feedback. My responsibilities for the the Spring Semester are as follows:

- To support Elizabeth (ECC) at any appropriate capacity
- To work off of the Fall Findings of the External Review as incorporate EIJC related suggestions into my everyday work and dealings with peers

#### EIJC Informational Sessions \*In Progress

Education is the most powerful weapon our Lewis & Clark community can utilize to continue making our campus more inclusive and justice-driven. The EIJC merely plans to provide the tools for our community to accomplish just that. We recognize that justice reform first begins with acknowledgement of injustice and the continued efforts to educate ourselves on the historical and systemic implications of said injustice. In order to educate our community further on the sometimes confusing politics and bureaucracy of Lewis & Clark College and ASLC - it is my plan of action to begin a monthly EIJC Informational Session for issues regarding (but not limited to) addressing BART (Bias Assessment Response Team), writing grants, new club formation, budget processes, and campus outreach.

## ❖ Effective

### The United Front \*COMPLETED

In continuation of the countless hours of work that have already gone into the creation of the United Front by the spokesperson, union leaders, and former chair of EIJC - the official constitution and mission statement will be finalized and ratified by August 2020. The United Front will consist of the President, Vice President, and Communication Leader; as well as the sitting leadership members of the unions and affinity groups present at Lewis & Clark College. The United Front and its governing documents have at this time been ratified by each Union/Affinity Group present at Lewis & Clark College.

### EIJC General Member Selection Processes \*COMPLETED

The EIJC will finalize our processes and bylaws regarding the methods in which we appoint new general members to the committee. I envision our changes to the application process to be settled by August 2020 so we may be ready to begin our marketing campaign (detailed in Value: Community Based) to appoint new members for the 2020/2021 school year.

### Relationships with OEI and IME \*In Progress

I recognize the work that is already being done to fight injustices and inequities by other departments within our campus and will maintain constant relationships with the Office of Equity and Inclusion and the Office of Inclusion and Multicultural Engagement. These offices serve as resources for our community and will be significant to rely on by the EIJC to guide our own work, advertisements, and any aid we may seek. This is an ongoing goal that will continue to guide my work throughout the upcoming Spring semester.

## ❖ Community-Based

### Marketing Campaign \*COMPLETED

The freshman class and transfer student demographic entering Lewis & Clark College for the 2020/21 school year are both crucial. By entering a new living and academic environment, their first year is significant in making the decision to stay at LC or transfer out. It is my plan of action to conduct a marketing campaign - advertising open general member positions within EIJC as not only an ability to learn more about Lewis & Clark from the inside - but kickstarting their path towards more leadership opportunities in the future. With 9 members, including the Chair and representing every school year, the EIJC has grown to be the largest it has ever been.

## General Member Positions \*COMPLETED

In order to both be as effective as possible and focus on community-based initiatives, the EIJC will formalize different positions for our general members to take on. Each member will be required to fulfill one project for the 2020/2021 school year that aligns with our mission statement. This addition to the responsibilities of the EIJC general members will be reflected through a formal change within our bylaws. The formal positions which have been ratified are the Treasurer, Social Media Coordinator, and SAAB Representative.

### ❖ Transparent

## Grants \*In Progress

Making the EIJC's grant process as accessible as it can will be a priority of mine for the 2020/2021 school year. To accomplish this, the EIJC will begin to publicly disclose how we grant money and to who. We have begun creating an archive of historical Grant Applications to serve as an educational resource for prospective applicants. This archive is currently being built within the [aslcequity@lclark.edu](mailto:aslcequity@lclark.edu) Google Drive. At this time, we have granted 6 awards or a total of \$4,801.5 to students and organizations.

## Investigations \*In Progress

In the event that the EIJC is brought with information about an organization or individual on campus that fails to live up to the Institutional Policies regarding discrimination, harassment, and/or hate/bias-motivated conduct - we will open an investigation as per our bylaws. To be in line with transparency, we believe that any injustice taken place within our campus should be adequately addressed by informing the greater Lewis and Clark community of the actions that had taken place.

This past semester, the EIJC investigated and reviewed the Feminist Student Union's handling of a proposed Free STI Testing Program that would be offered to all students at Lewis & Clark College. The notes from our meeting with FSU Leadership can be found [HERE](#) and our final agreement can be found [HERE](#).