

## PSCC ANTI-RACISM PLAN STRATEGIES

August 2020

**Background:** Pellissippi State commits itself to becoming an Anti-Racist institution. The President will convene two committees to consult and advise on both an Anti-Racism and Diversity, Equity and Inclusion strategies. Listed below are some initial steps to start the anti-racism work in advance of the committee.

### Initial Steps:

- Convene a committee to develop a comprehensive Anti-Racism Plan. Report due back to President with recommendations November 2020.
- Conduct Qualitative research on the lived experiences of PSCC faculty, staff and students of color.
- Begin Mandatory Implicit Bias and Unconscious Discrimination Training for all employees. Including special training for all search committee members.
- Create a Bias Education Response Team
- As approved by Tennessee Board of Regents (TBR) SERS Grant, hired a Program Manager (August 2020) to “develop a recruitment strategy that is deliberate in its efforts to attract and retain faculty and staff from underrepresented groups.” This individual will also review current institutional hiring procedures to identify and/or ensure that we minimize disparities in our procedures and practices.
- Develop an Anti-Racism Resources Webpage
- Develop a Plan for Community Discussions around Race, Anti-Racism and the Path Forward for Faculty, Staff, Students and Community.