

## **Grinnell College Demands**

### **Policy Review and Implementation**

1. Education to develop clarity around Bias-Motivated Incident Protocols
2. Overall improvement of our data collection and ongoing assessment of diversity and inclusion initiatives
3. Review of work-study regulations and the implications on students coming from a lower SES
4. Publish the results of reviews and consultant visits Implement a class-free day of programming for faculty, staff, and students to discuss social identities, power, and privilege Divestment from for-profit prisons

### **Curricular Recommendations**

1. Time devoted in every tutorial class to discussing –isms in contemporary society
2. Additional curricular offerings that directly address –isms in contemporary society
3. Creation of African-American Studies Major and Concentration

### **Co-Curricular Recommendations**

1. Raising awareness around contemporary issues of Indigenous Peoples
2. Programming around knowing your rights when faced with discrimination
3. Portion of the Innovation Fund dedicated to projects focused on Diversity and Inclusion
4. Student Advisors in the Residence Halls expanding their programming to include diversity and inclusion dialogue
5. Bringing in more speakers of color through the Rosenfield, Wilson, Departmental programs (also curricular)
6. Continuing to raise awareness on Title IX, Race-Related issues, individually and their intersectionality
7. Provide funding for opportunities to connect to schools, regional and national organizations who are involved in diversity and inclusion work full-time

### **City of Grinnell-Grinnell College Relations**

1. Partnership with City Officials to develop protocols around responses to bias-motivated incidents that occur in the city of Grinnell

2. Create community relations and mentor programs to facilitate increased meaningful connection between the college and the City of Grinnell

3. Partner with Grinnell Police Department to educate around issues of bias related to students

#### Training and Development Opportunities

1. Ongoing and regular diversity and inclusion training for staff, faculty, and students that address the curricular and co-curricular experience

2. Expanding diversity and inclusion programs during and beyond New Student Orientation for all students

3. Fall and Spring semester diversity and inclusion training for student leaders and student groups that includes how to have hard conversations, implicit bias, microaggressions, privilege, and power

4. Address the cultural appropriation in menu nomenclature and theme nights in the dining hall

5. Providing additional information and context to our international students of color about the history of U.S. racism and training on how to navigate their identities in that space

#### Recruitment and Retention Strategies

1. Increase recruitment of faculty and staff from diverse backgrounds

2. Increase recruitment of students from diverse backgrounds

3. Increase retention efforts for students, staff, and faculty of color, including exit interviews for underrepresented staff, faculty, and students who leave

4. Departmental review to examine successes and failures at retaining underrepresented faculty and staff Increase the number of shuttles to cities across the state (Des Moines, Iowa City, Cedar Rapids)

5. Provide a concerted effort to ensure that students, staff, and faculty have access to mental health providers from diverse backgrounds who are trained to work with diverse populations

#### Alumni Connections

1. Developing a focused mentoring program for alumni and students

2. Establishing an intercultural alumni weekend so that current students can network with underrepresented alumni

#### Physical Spaces

1. Decorating spaces (art, murals, etc.) that reflect the various identities on our campus