All Good Things: Racial and Social Justice, Equity, and Inclusion

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Office of Social Justice, Equity, & Inclusion (OSJEI)

Mission:

The Office for Governance, Social Justice, Equity, and Inclusion is committed to the ideals of social justice, equity, and inclusion and affirm that anti-oppressive/ anti-racist/anti-bias practices serve to create a culture that validates the full humanity of all people.

OSJEI Goals

Culture & Climate

Center equity & improve existing work

Education

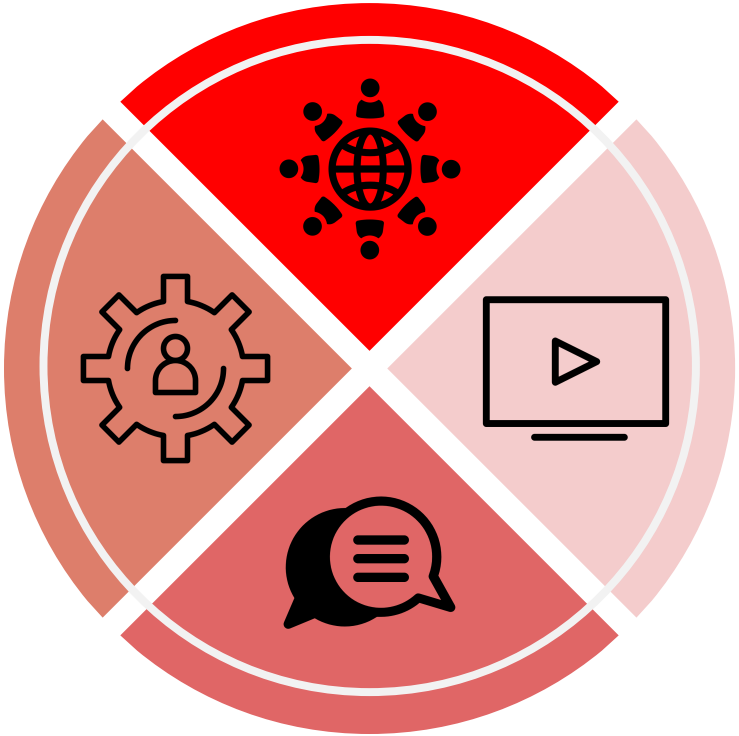
Orientation & trainings

Clarifying Communications

Cohesive understanding of key concepts

Leadership Development

Establish community of practice



Our Work: Culture & Climate

Equit[illegible]ate Survey

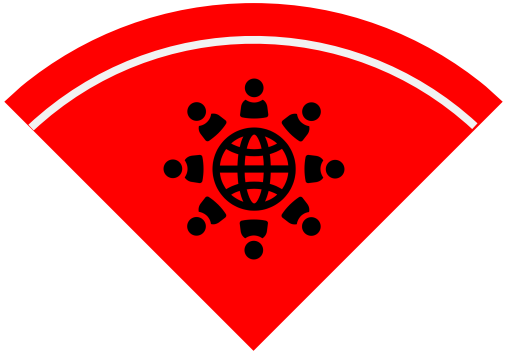
Coming Next Week

Foc[illegible]aps

Starting in December

Equit[illegible]orce

Starting in January



Our Work: Clarifying Communications

What comes to mind when you hear the word **Equity**?

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Our Work: Clarifying Communications

- **Equity:** The fair treatment, access, opportunity, and advancement for all people while actively working to identify and eliminate barriers that have prevented the full participation of people from historically marginalized groups.



Our Work: Clarifying Communications

- **Social Justice:** The active promotion of a just society by challenging systemic and institutional racism, inequity and oppression.

- **Equity:** The fair treatment, access, opportunity, and advancement for all people while actively working to identify and eliminate barriers that have prevented the full participation of some groups.

- **Inclusion:** The act of creating environments in which an individual or group can be and feel welcomed, respected, supported, and valued to fully participate.



Definitions for Collegewide Use

- **Social Justice:** The active promotion of a just society by challenging systemic and institutional racism, inequity and oppression.

- **Equity:** The fair treatment, access, opportunity, and advancement for all people while actively working to identify and eliminate barriers that have prevented the full participation of some groups.

- **Inclusion:** The act of creating environments in which an individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

- **Anti-bias:** Opposing or prohibiting unfair discrimination against people based on their identity/ies; preventing or counteracting/actively challenging biased behavior, actions, or mindsets.

- **Anti-racist:** The de-racialization of behavior, and the removal of stereotypes and bias in assessment and behavior; to remove Whiteness as a basis of comparison and criteria of excellence.

- **Implicit Bias:** The automatic, unconscious, responses towards certain people, groups, or scenarios.

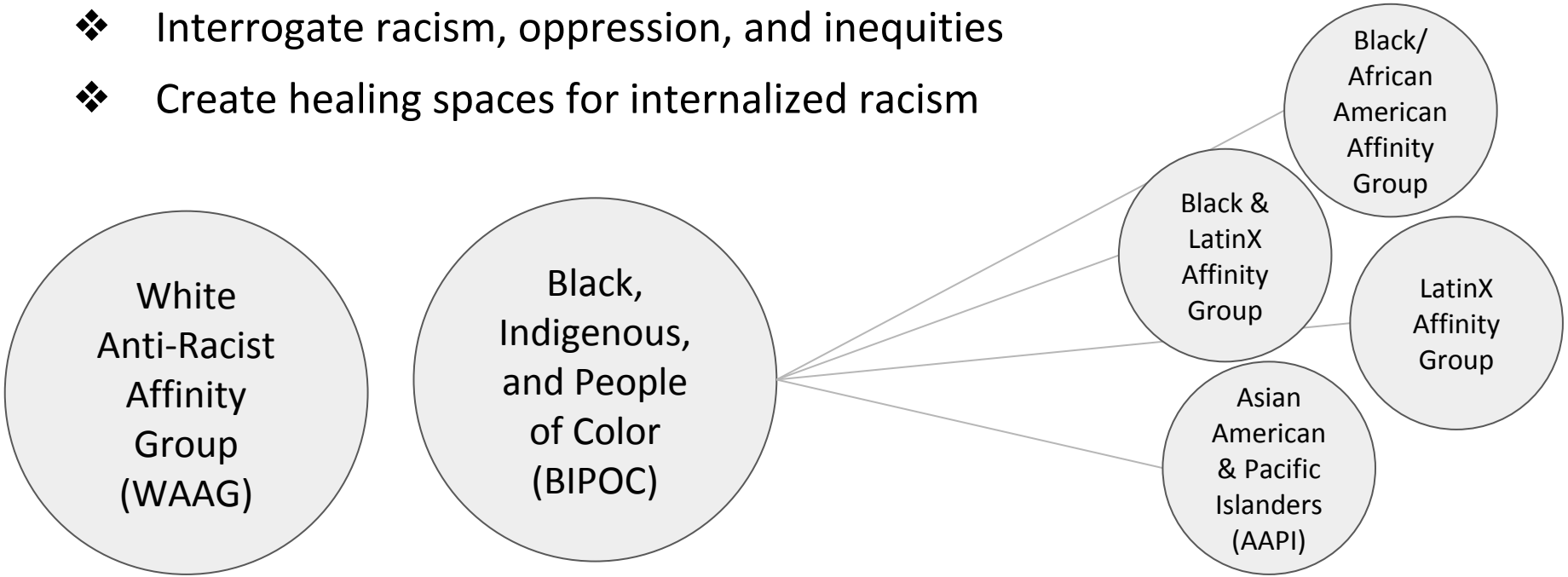
- **Implicit Racial Bias:** The automatic and unconscious, negative response from racially marginalized groups.

- **Microaggressions:** The constant and continuing reality of slights, insults, invalidations, and indignities visited upon marginalized groups.

College-Wide Racial Affinity Groups

Racial Affinity Groups serve as spaces where staff and faculty can be in community with other folks who racially identify like them to:

- Share stories & learn from others
- Interrogate racism, oppression, and inequities
- Create healing spaces for internalized racism



Social Justice & Equity Committee

Owned by the College Advisory Council (CAC)

Supported by the OSJEI

Co-Chaired by:

Maried Rivera Nieves, Isabel Ramirez, Jasmine Esquilin, Lucy Green

Attend the first meeting This Thursday!

October 22, 2020

3:30pm - 5pm

RSVP: https://tinyurl.com/BankStreetSJEC

QUESTIONS?