

Academic Success Center: Equity Action Plan 2020-2021
Commitment to Solidarity through Action

The Academic Success Center (ASC) would like to acknowledge and respond to the below message and call to action shared by our very own Nevada State Student Alliance (NSSA) on June 9, 2020:

- [NSSA Stands for Change](#)

Members of our very own community – specifically Black students, faculty, and staff - are hurting and being harmed because of the toxic institutional and systemic racism that is steeped in our countries' social structures. Evidence of the systemic nature of racism is apparent in all facets of our society – including racial disparities in educational access and outcomes, biases within the health care system, housing discrimination, and police brutality.

As such, the ASC is firmly committed to supporting Black students and staff by finding ways to prevent and dismantle structural racism and inequity *in our workspace* through active and intentional anti-racist, critically reflective, inclusive, and accountable actions. In order to commit to action and accountability, the ASC professional staff will outline an annual equity action plan. This year, the action plan will address/include:

1. Raising awareness within our workspace about anti-racism and other relevant identity, equity, and access issues that impact NSC students and ASC student workers:
 - a. We will continue to share educational readings, videos, and campus and community resources on these topics in the weekly ASC Newsletter in effort to create a common practice of reflecting on identity, power, positionality, and systemic inequities as it relates to peer support work but also as a means to normalize the use of community resources to combat these challenges. (Goal: Fall & Spring 2020-2021)
 - b. We will continue to offer critical discussions and dialogues on the above topics in our semester trainings and monthly department/team meetings, which may be facilitated by ASC staff or relevant guest speakers. (Goal: Fall & Spring 2020-2021)
 - c. We will continue to promote involvement in campus events and activities surrounding the above topics in both the newsletter and monthly team meetings. ASC Staff will support student workers in adjusting their schedules in order to participate in such campus events (when reasonable notice is given). (Goal: Fall & Spring 2020-2021)
 - d. ASC professional staff will participate in 2-4 anti-racism or equity focused trainings or sub-committees each year in developing their own equity/anti-racist practices in academic and peer support work. (Goal: Fall & Spring 2020-2021)
2. Examine how we serve students using equity-based inquiry models¹ and partnering with other offices on campus:
 - a. ASC staff will coordinate with the Institutional Research Office and Center for Equity, Diversity, & Inclusion to examine disaggregated demographic data broken down by race, gender, age, etc. of both students who use our services and the students and staff we hire at the ASC. (Goal: Spring 2021)
 - b. After examining the disaggregated data, the ASC staff will consult with various partners from across campus for insights and recommendations on gap areas, re-evaluate policies or procedures that may act as roadblocks to specific students/workers engaging

¹ Center for Urban Education (2020). Guide for Composing a Campus Racial Equity Team: https://static1.squarespace.com/static/5eb5c03682a92c5f96da4fc8/t/5f3a19eecedac416422701b6/1597643247590/2018+Equity+Team+Formation+Guide_Summer2020.pdf

Academic Success Center: Equity Action Plan 2020-2021
Commitment to Solidarity through Action

in our office, and then outline a specific implementation and assessment plan to address equity-gap areas in sustainable and accountable ways. (Goal: Spring 2021)

- i. Partnering offices will be identified after evaluating the actual data described above
- c. Develop an appropriate process for students or other campus patrons who interact with the ASC to report and resolve instances believed to involve racism or other inequitable treatment. (Goal: Summer 2021)
3. Demonstrating transparency and accountability regarding the ASC Equity Plan
 - a. ASC Staff will report out on the equity plan progress and outcomes at least once each semester to our ASC staff, student workers, and students as well as partnering and reporting offices. (Goal: by the end of each semester, beginning Spring 2021)
 - b. ASC Staff will assess the plan based on the outlined goals and by seeking input from partnering offices or stakeholders.
 - i. The plan will be updated over the summer in preparation for the next academic year. (Goal: by June 30th/July 1st)

Signed,

Academic Success Center Staff

Pamela Ball, Interim Program Coordinator

Rikki Gaddy, Program Coordinator

Cristina Caputo, Director

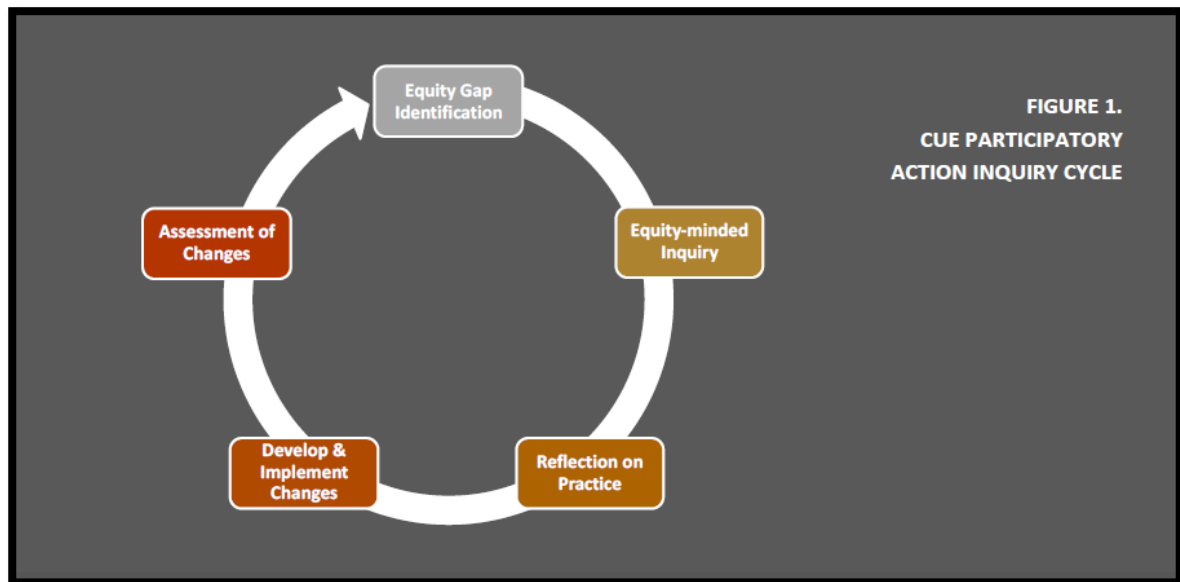


FIGURE 1.
CUE PARTICIPATORY
ACTION INQUIRY CYCLE

en from: Center for Urban Education (2020). Guide for Composing a Campus Racial Equity Team:

https://static1.squarespace.com/static/5eb5c03682a92c5f96da4fc8/t/5f3a19eccedac416422701b6/1597643247590/2018+Equity+Team+Formati+on+Guide_Summer2020.pdf