

Area 1: Mattering and Affirmation

How can BC do better?

- Assess Campus Identity
- Build Standards of Inclusive Teaching
- Engage Race-Consciousness in Classroom Practices
- Train Staff for Inclusive Environments
- Assess Strengths and Weaknesses



Area 2: Cross-Racial Engagement

How can BC do better?

- Create racial dialogue opportunities
- Offer racial healing circles
- Engage staff and faculty
- Engage the whole community
- Provide ongoing and open communication



Area 3: Racial Learning and Literacy

How can BC do better?

- Revise co-curricular goals
- Conduct academic program reviews
- Learn from successful examples
- Break down resistance to learning about race
- Provide structured learning opportunities



Area 4: Encounters with Racial Stress

How can BC do better?

- Designate counseling professionals to support racially minoritized students
- Provide professional development
- Engage race-related stress issues
- Create safe spaces



Area 5: Appraisals of Institutional Support

How can BC do better?

- Create clear campus-wide messaging
- Map campus assets and resources
- Provide bias training for search committees
- Practice race-conscious leadership



Area 6: Impact of External Environments

How can BC do better?

- Establish campus climate committee
- Evaluate campus environment and policies
- Assess pre-college experiences
- Create racial incident response messaging
- Partner with the community

