



DEPAUL'S BLACK EQUITY INITIATIVE

Context: Why Now

More than ever, our commitment to ending racism and standing in solidarity with the concerns of Black students, faculty, and staff is critical for DePaul to fulfill its mission of being a Catholic, Vincentian, and Urban University. To achieve this mission, we must acknowledge the current racial climate in the United States and the histories that have fostered racism for far too long. We too as an institution are implicated in these systems and structures. Institutional will must include a commitment to examine institutional characteristics that impede success for Black students, faculty, and staff.

We strive to work with the Black community at DePaul to provide the support, the resources, and the institutional will to achieve equity. Maintaining or not taking action on disparities in Black representation, retention, graduation, promotion, and tenure is unacceptable. The DePaul Black Equity Initiative is built on five pillars that promote justice, inclusion, and success for members of the community of Black and African descent.

Purpose

The goal of the Black Equity Initiative is to transform the experiences of Black students, faculty, and staff on campus through positive and successful outcomes that highlight, support, retain, and foster success.

The Five Pillars of the Black Equity Initiative:

1. Student recruitment, retention, and graduation.
2. Faculty and Staff recruitment, retention, promotion, and success.
3. Coordination, collaboration, communication, and accountability across the university.
4. Innovation and investment in student support and academic programs that foster success.
5. Building Institutional capacity to incorporate DEI into the curriculum, promoting inclusive teaching, and building DEI competencies for all stakeholders.

Data and Accountability

The BEI initiative will gather data and track progress toward goals. This data gathering will include metrics and outcomes to measure success and promote accountability.

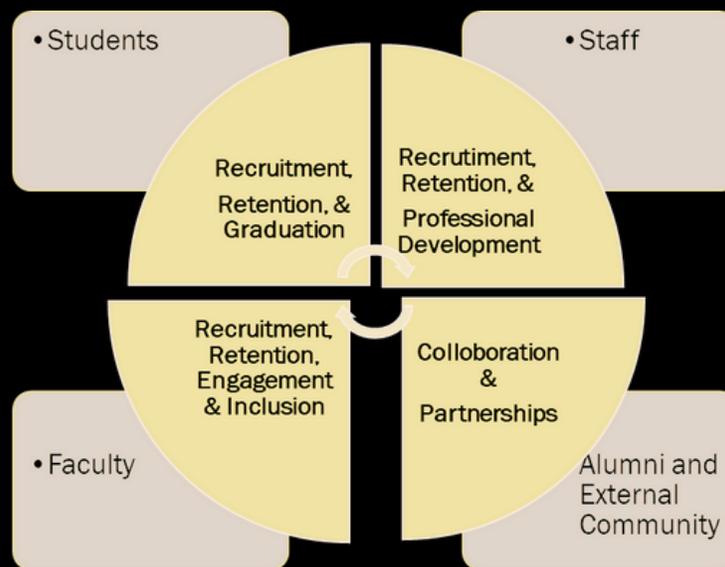


Representatives from the following bodies will be included in the planning and facilitation of the Black Equity initiative: SGA, BSU, Faculty and Staff Council, DePaul’s Black Leadership Coalition (DPUBLIC), OIDE, and the AVP of DEI and the Faculty Council Committee on Equity, Inclusion, and Diversity (CEID).

Themes for Exploration

Grounded in DePaul’s Mission and Strategic Plan, the BEI will focus on improving the recruitment, retention, and success of Black students, faculty, and staff and promote leadership at all levels of the university. The BEI will work with key stakeholders to identify issues and to create supports that enable success for the African American community at DePaul.

Commitment and Actions



Conclusion

The Black Equity Initiative connects the past to the present by ameliorating conditions that result from past harm, discrimination, and racism. It is designed to remedy structural barriers to the success of Black students, faculty, and staff, and is born of institutional will, institutional investment, and a commitment to building institutional capacity.