

LUTHER COLLEGE

Center for Sustainable Communities

DEI Action Plan 2021-22

Purpose: This plan outlines broad goals for diversity, equity, and inclusion (DEI) in the Center for Sustainable Communities (CSC) and identifies specific activities to meet these goals.

Core commitments:

- We stand firmly against racism and will strive to promote a more diverse, equitable and inclusive community at Luther and in the greater Decorah community
- We believe that the work of DEI is a core element of sustainability, is essential to the identity of Luther College, and strengthens the education that Luther provides
- We affirm the Luther mission statement when it says: “As people of all backgrounds, we embrace diversity and challenge one another to learn in community, to discern our callings, and to serve with distinction for the common good”
- We affirm President Ward’s call for “shared equity leadership” and will work to be both a partner and a leader in this work
- We acknowledge that our perspectives are limited, thus we invite opinions of all students, staff, faculty, and Decorah community partners to influence our DEI actions

Goals/objectives:

- 1) People: Recruit, retain, and support a diverse group of students, staff, and volunteers.
- 2) Partners: Collaborate with organizations on campus that include, represent and serve students of color and underrepresented groups.
- 3) Anti-racism: Promote and support anti-racism work on campus and in the greater Decorah community.
- 4) Civic sustainability: Collaborate with community organizations to develop and implement DEI activities in, with, and for the community.

Specifics for each Goal:

1. **People:** Recruit, retain, and support a diverse group of students, staff, and volunteers.
 - a. Monitor diversity in CSC student workers, staff and volunteers. Increase diversity through intentional recruitment and equitable hiring practices.
 - b. Prospective students: intentionally reach out to students of color with Sustainability Scholarship info and other recruiting efforts
 - c. Openly engage with and listen to students and groups on campus, fostering meaningful action through dialogue with underrepresented groups.

- d. Implement activities that bring together students of different backgrounds to forge meaningful connections between students, the community, and the local environment (e.g. Endeavor Together)
2. **Partners:** Collaborate with organizations on campus that include, represent and serve students of color and underrepresented groups
 - a. Work closely with primary campus partners on programming, activities and engagement related to DEI: CIES, Catalyze, CEPE, TRIO
 - b. Support and partner with student organizations, especially those that represent and serve students of color and underrepresented groups, such as ISAA, ASAA, IFC, BSU, Latines Unides, Pride, LDA
3. **Anti-racism:** Promote and support anti-racism work on campus and in the greater Decorah community.
 - a. Create intentional spaces to have conversation and dialogue with students about their experiences and the needs of our community (Luther and Decorah). Let these conversations guide ongoing work.
 - b. Work with CARE and other groups in Decorah who are specifically working to promote anti-racism.
 - c. Work with CIES and CEPE on a 'train the trainer' proposal for anti-racist training
 - d. Partner with CEPE and others on film screenings with follow up discussion/action. Explore opportunities to do this in the community to create opportunities for shared discussion between Luther students and community members about DEI topics.
4. **Civic sustainability:** Collaborate with community organizations to develop and implement DEI activities in, with, and for the community.
 - a. Work with the Northeast Iowa Peace and Justice Center on a book group and follow up activities related to climate justice.
 - b. Pursue opportunities to speak to and partner with civic organizations in Decorah (e.g. Rotary Club and Lions Club) about ways to promote a more inclusive and welcoming community in Decorah
 - c. Connect Luther students of diverse backgrounds with members of the Decorah community to promote conversation and connection, for example through social events (such as Ethnic Arts Festival) or topical conversations such as climate justice. Provide the training and structure necessary for cross cultural engagement to build real connections
 - d. Explore opportunities to work with indigeneous tribal members and community partners in acknowledging land history and taking actions beyond land acknowledgement