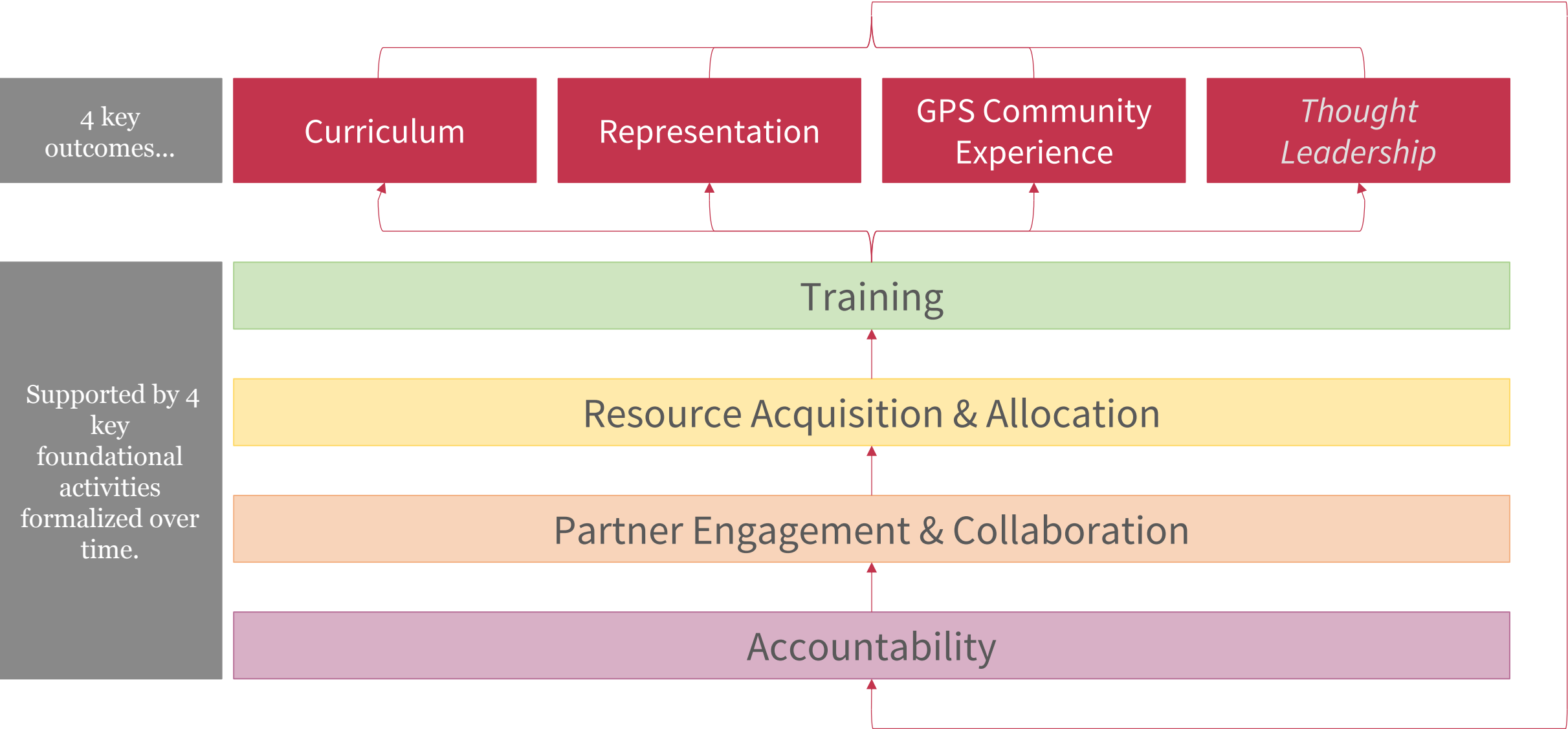


Bard GPS Anti-Racism & Justice, Equity, Diversity, & Inclusion (JEDI) Roadmap

March 2021

Bard GPS Anti-Racism & JEDI Strategic Framework



This framework is open-source. For any use, please include the following acknowledgement: *Bard GPS Anti-Racism & JEDI Roadmap*, March 2021. Developed by Lauren Hill and Martin Freeman.

Goals

We aim to **prepare leaders** with the skills and knowledge necessary to **create an equitable world** where economic, environmental, and social outcomes have no basis in identity (race, gender, sexual orientation, class, ability, language, immigration status, and other tangible and intangible human characteristics).

Curriculum	Representation	GPS Community Experience	Thought Leadership
Design a curriculum that develops the knowledge, skills, and mindset to contribute to a more just world with a focus on anti-racism and the interconnection of environmental and social sustainability.	Build a community of faculty, staff, advisory board members, students, alumni and external partners whose makeup of underrepresented groups promotes equity.	Create a community, working and learning environment that is welcoming, inclusive and psychologically safe with a culture of care and restorative justice where all community members feel safe to question white supremacy and center the experience of those most marginalized.	Influence leaders in our internal and external communities to address racial inequity and racism in their organizations specifically, and systemic racism and white supremacy more broadly.

Training: Equip students, faculty and staff to meet the commitments outlined in this document and enable them to engage with concepts within their field of study, having a foregrounding of these concepts in their professional careers.

Resource Acquisition & Allocation: Invest in the program to ensure faculty and staff have the resources and tools they need to achieve these outcomes and execute these actions and ensure our spending contributes to addressing racial wealth inequity by directing more resources to black, indigenous, & people of color (BIPOC).

Partner Engagement & Collaboration: Ensure our curriculum and the way we achieve our mission of creating a just and sustainable future includes community input and the voices of those on the margins.

Accountability: Ensure action and accountability for all goals and create transparency about activities and progress.

Bard GPS Anti-Racism & JEDI Roadmap

	Spring 2021	Summer 2021	Fall 2021	Spring 2022	Beyond
Training	<ul style="list-style-type: none"> Execute Faculty Training Develop Student Prerequisite Course 	<ul style="list-style-type: none"> Pilot Student Prerequisite Course 			
Resource Acquisition & Allocation				<ul style="list-style-type: none"> Establish Strategic Roadmap Budget 	<ul style="list-style-type: none"> Develop Funding Strategy
Partner Engagement & Collaboration		<ul style="list-style-type: none"> Create an Anti-Racism and JEDI Advisory Board 	<ul style="list-style-type: none"> Undergo Consultation with JEDI Advisory Board 		
Accountability			<ul style="list-style-type: none"> Release 1st Annual Report 		<ul style="list-style-type: none"> Execute Assessment with External Expert
Curriculum, Representation, GPS Community Experience & Thought Leadership	<ul style="list-style-type: none"> TBD as part of JEDI Advisory Board consultation 				

Immediate Actions and Next Steps

	Training	Resource Allocation & Acquisition	Partner Engagement & Collaboration	Accountability
FOCUS AREA OBJECTIVE	Develop required faculty and staff trainings and student prerequisites that establish baseline knowledge and shared language and reference points and provide community members with the tools necessary to: engage in classroom conversation, call someone in, act in allyship and be engaged in this journey on a personal level.	Establish a clear budget and funding strategy to support the objectives and activities laid on in the strategic roadmap.	Develop processes and systems through which partners (internal and external stakeholders) can participate in the development and execution of the strategic roadmap.	Understand baseline performance against goals. Establish metrics for success. Create transparency.
PRIMARY ACTIVITIES	<ul style="list-style-type: none"> Execute faculty training Develop student prerequisite Course Pilot student prerequisite course 	<ul style="list-style-type: none"> Establish strategic roadmap budget Develop funding strategy 	<ul style="list-style-type: none"> Create an Anti-Racism and JEDI Advisory Board Undergo Consultation with Advisory Board 	<ul style="list-style-type: none"> Release 1st Annual Report Execute Assessment with External Expert
SECONDARY ACTIVITIES	<ul style="list-style-type: none"> Identify expert(s) to develop student prerequisite course Identify additional facilitators / teachers for student prerequisite course 	<ul style="list-style-type: none"> Assess current budget (including amount spent during 2020-2021 school year on Anti-Racism + JEDI activities) Identify external funding opportunities 	<ul style="list-style-type: none"> Determine # of seats for each stakeholder group and whether advisors should be elected Determine time requirement (e.g. hours / month) Establish meeting cadence (e.g. 1 x / quarter) 	<ul style="list-style-type: none"> Determine what will go in annual report Draft and consult with Advisory Board Identify expert(s) for external assessment of activities