

ARTF ReImagine Grant Final Report 2022

Thank you for your support of the ACS Anti-Racism Task Force's ReImagine Project: Racial Equity Assessment for PSU Advising and Career Services. Below please find the answers to the assessment questions and the brief synopsis.

How the completed work supports the goals of the ReImagine Project?

Our original intent with this project was to fund a DEI assessment so that ACS leadership could create an informed plan moving forward to guide DEI efforts for ACS. Prioritizing DEI as a focus in our work will better serve PSU's student population. We know from the Department of Education that future incoming students enrolling at PSU are increasingly non-white. A student group that partnered with the ACS Anti-Racism Task Force on a Capstone project recommended that ACS undergo an equity audit to assess areas for growth.

As a result of the audit we hope to increase staff retention by creating a plan to more fully incorporate meaningful changes regarding DEI to ultimately align ACS policies and practices with the goals of PSU's Time to Act Plan for Racial Equity.

Whether or not the goals outlined in the proposal were achieved?

This ReImagine project was successful in completing an internal equity audit, and engaging the division in the work. Members of ACS completed surveys, attended listening sessions, and attended the share out session when the report was completed.

The recommendations of the researchers will advance ACS' efforts in operationalizing the PSU's Time to Act goals of Employee Access, Success and Equity (EASE), Campus Climate & Intergroup Relations (CCIR), and Student Access, Success & Equity (SASE). ACS leadership has prioritized the recommendations of the report to inform policies, practices, and decisions affecting colleagues and the students we serve.

How the allocated funds were utilized?

The ACS Anti-racism Taskforce requested funding to hire two external researchers to conduct a Racial Equity Assessment using PSU's SSW model and provide recommendations based on their findings. The researchers conducted the research at the end of Spring term 2022, and provided a written report detailing their findings, as well as a zoom event summarizing the report, to the ACS division in Summer term 2022. Please see the attached report for more details.

A brief synopsis of the findings of the project to be posted on the ReImagine PSU Projects Information website

The Advising and Career Services division used awarded ReImagine funds to hire two external researchers to complete an equity audit of the unit in Spring term 2022.

Based on their findings, researchers suggested:

- Increase visible diversity in staff (race, ethnicity, and language)
 - Change HR practices to short-list diverse candidates; reduce educational requirements to apply for the position (Request to share this information with the hiring committee) (Pushback on salary) (Differential treatment/committees based on education level)
 - Create more peer mentorship positions to fairly compensate graduate students with tuition waivers and stipends to do advising
- Cultivate culturally inclusive spaces, materials, and practices
 - Make advising materials and physical spaces more culturally inclusive
 - Allow students to have more, and longer appointments with diverse staff in order to build rapport; and hire more advisors to meet this demand
- A demonstrated commitment from leadership in support of anti-racist work in ACS
 - Resources for supporting antiracism goals and professional development
 - Increasing time and resources for antiracism work rather than adding it to the workload of already overburdened advisors
- Implement Equitable policies and practices across pathways and units
 - Funding and staff hours (adequate FTE)
 - Compensate invisible labor by employees from marginalized groups, at minimum provide equitable pay
- Fostering communication and collaboration across all units in ACS
 - All-staff meetings
 - Spaces for folks to have conversations and share work

It is important to note that this audit is a snapshot in time and has certain limitations. For the quantitative data, 37 participants responded to the survey out of a unit of 55 people, a 67.3% answer rate. For the qualitative questions, 6 people agreed to be interviewed, which is 10.9% of the people in the ACS division.

Furthermore, the focus of this research was on the equity within the ACS division, and not on the ways in which ACS staff endeavor to practice anti-racism in their work with students. The ACS Anti-Racism task force and ACS Leadership have and continue to dedicate time and effort to dismantling racist structures, biases, and practices in the units' student-facing work.

Taking the limitations into account, the ACS Leadership and the ACS Anti-Racism task force have committed to investigating the findings further, working with the division to develop meaningful interventions, and implementing changes based on the ReImagine-funded equity audit. In addition, the ACS Leadership and the ACS Anti-Racism task force is committed to further assessment and on-going action plans.