



# **RACIAL EQUITY ACTION PLAN**

**VCU WILDER SCHOOL**

**2020**  
EDITION



# Working to be part of the solution

Racism. COVID-19. These are two major pandemics that cannot be wished away. In fact, we are seeing the blatant intersection of the two. African-Americans are disproportionately dying from COVID-19, assuming higher levels of risk in front line or near front line positions to enable social distancing of the privileged, all while also having limited access to quality health care. The recent deaths of George Floyd and Breonna Taylor have brought the disproportionate killings of African-Americans by police to the forefront.

The L. Douglas Wilder School of Government and Public Affairs is nationally recognized for our commitment to social equity in our teaching, research, and service. Our faculty, staff, students and alumni are not bystanders to social injustice and believe we must aggressively contribute to eliminating institutional racism. The Wilder School has a history of devoting resources to diversity, equity, and inclusion issues and programs. The work of our Racial Equity Action Plan will complement and enhance the ongoing work of the School's Diversity, Equity and Inclusion Committee while also involving a much broader group of faculty, staff, students and alumni working together to improve the Wilder School, our students, and current and future public sector employees and leaders.



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# Wilder School Racial Equity Action Plan

The Wilder School Racial Equity Action Plan was formally adopted by the School's leadership in October 2020. The resulting plan outlines five action areas and 17 strategic goals to achieve the schools agenda for advancing racial equity. Goals have been assigned Short-Term, Medium, or Long-Term timelines and progress is being monitored via a Dashboard, pictured below.

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
5	<b>Goal 1.</b>														
6	Performance Measures.														
7	<b>Objective 1.</b>														
	Action	Resources Required	Lead Person(s)	Anticipated Deliverable or Result	Anticipated Impact	Time Frame	Start Date (YR)	Target End Date (YR,S)	Progress Notes	Completion Date (YR,S)	Assessment of Initiative				
9					## High	## Short-Term			## Not Yet Begun		## Did not meet goals				
10					## Medium	## Medium			## Ongoing		## Met goals				
11					## Low	## Long-Term			## In Progress		## Exceeded goals				
12					<b>Notes:</b>				## Complete	<b>Notes:</b>					
13					## High	## Short-Term			## Not Yet Begun		## Did not meet goals				
14					## Medium	## Medium			## Ongoing		## Met goals				
15					## Low	## Long-Term			## In Progress		## Exceeded goals				
16					<b>Notes:</b>				## Complete	<b>Notes:</b>					
17					## High	## Short-Term			## Not Yet Begun		## Did not meet goals				
18					## Medium	## Medium			## Ongoing		## Met goals				
19					## Low	## Long-Term			## In Progress		## Exceeded goals				
20					<b>Notes:</b>				## Complete	<b>Notes:</b>					
22	<b>Goal.</b>														
23	Performance Measures.														
24	<b>Objective 1.</b>														

# I. Cabinet Level Priorities

Successful elimination of racism within an organization's policies and practices must always begin at the top. If the Wilder School is truly to be successful in the elimination of racism within its purview of control it must set course to restructure the organizational practices to truly advance equity.

## Measuring Progress

Success of this action area will be measured by increased attention to the hiring, promotion and retention of faculty and staff and the recruitment, retention and graduation of students.

1

GOAL

Operationalize racial equity in faculty and staff recruitment and retention

2

GOAL

Promote racial equity in student recruitment and retention

3

GOAL

Strengthen partnerships with Historically Black Colleges and Universities

4

GOAL

Create diversity plans for non-accredited Wilder School programs

5

GOAL

Ensure racial equity through equitable communication

6

GOAL

Increase Internal Awards and Recognition Opportunities

## II. Student Support

Broadening outreach efforts strategically and intentionally to more diverse student groups, considering resources and access will provide students needed with the support they need to successfully engage opportunities available to them within the Wilder school and VCU at large.

1

**GOAL**

**Enhance racial equity through a comprehensive student engagement strategy**



2

**GOAL**

**Enhance racial equity through high-impact educational practices (non-curriculum)**

### Measuring Progress

Success of this action area will be measured by tracking the diversity of applications, retention and graduation rates of minority students.

## III. Teaching and Curriculum



Implicit and unconscious biases affect not only the material that we select to teach and what we exclude, but also how we interact among each other as faculty and with students. Expanding the influence of anti racist teaching across our programs and courses will create improved opportunities for student learning as well as increase faculty awareness, self-reflection, growth, and expertise.

### Measuring Progress

Success in this action area will be measured by active commitment to combat racism in the classroom, increased integration of anti-racist frameworks and approaches, and greater reflection of racial and ethnic diversity in the pedagogy, techniques, and resources employed by faculty in their teaching methods.

## IV. Research and Scholarship

Multiple disciplines are now critically reflecting on how institutional and systemic racism is perpetuated through “hidden” practices, such as the conflation of the flawed demographic category of race with root causes of inequality, in particular racism. Given the Wilder School’s focus on racial equity as a key component of social equity, it is important that our research community meaningfully engage with, learn from, and incorporate into our research these critical conversations.



### Measuring Progress

Success in this area will be evidence by increased output and dissemination of racial equity scholarship.

## V. Community and Alumni Engagement

Community Engagement is a significant component of VCU's strategic agenda and of great significance to the Wilder School's public service mission. It is important that our efforts contribute to increasing the capacity of citizens to demand change regarding social justice and racial equity.

1

### GOAL

Become a hub for Anti-Racist Advocacy, Partnerships and Programming

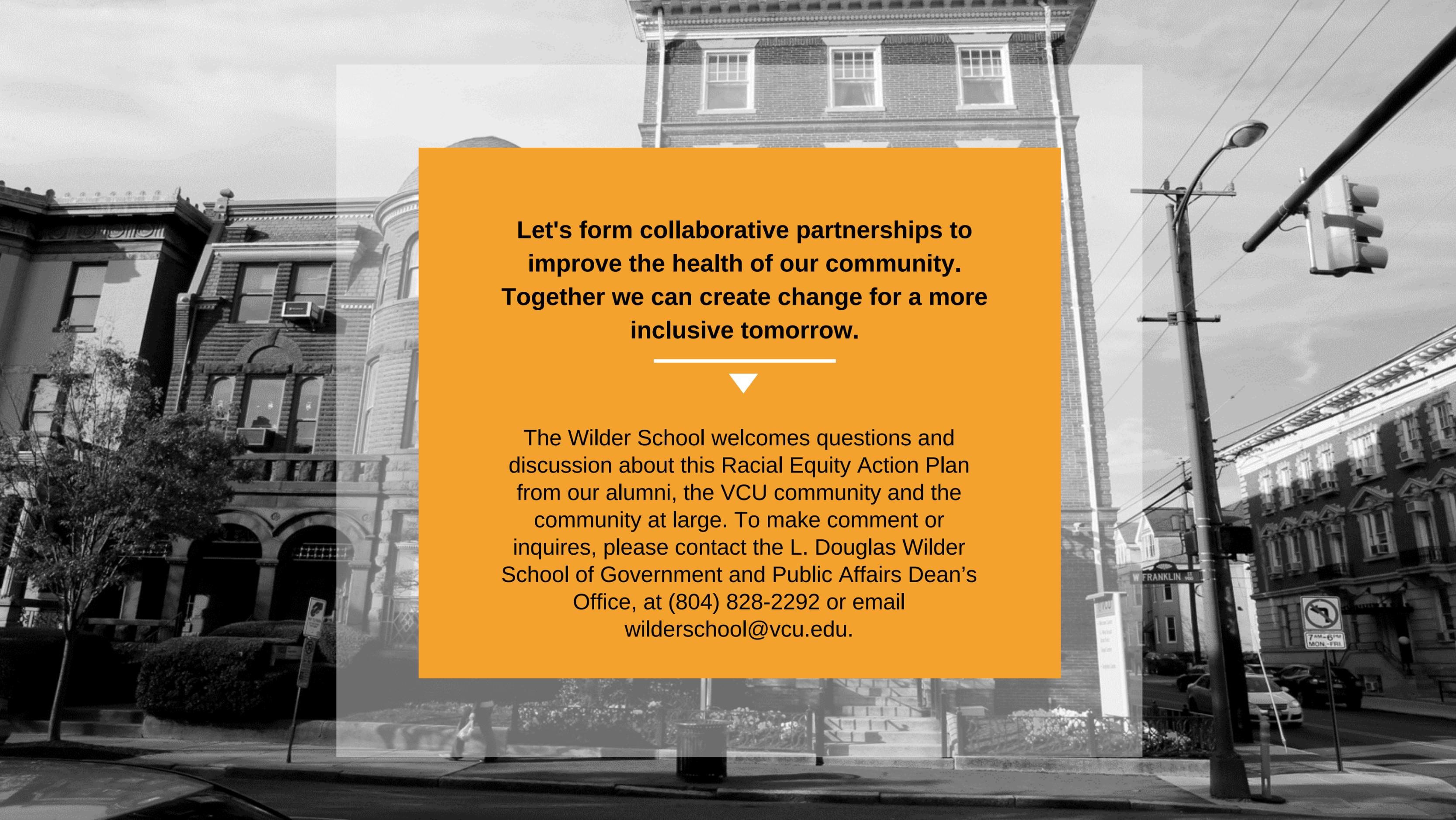
2

### GOAL

Leverage Alumni to Enhance Support for Black, Indigenous, and People Color (BIPOC) & First Generation, Low Income (FGLI) students

### Measuring Progress

Success in this core area will be measured by the creation of accessible resources and an increase in outreach efforts.



**Let's form collaborative partnerships to  
improve the health of our community.  
Together we can create change for a more  
inclusive tomorrow.**

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The Wilder School welcomes questions and discussion about this Racial Equity Action Plan from our alumni, the VCU community and the community at large. To make comment or inquires, please contact the L. Douglas Wilder School of Government and Public Affairs Dean's Office, at (804) 828-2292 or email [wilderschool@vcu.edu](mailto:wilderschool@vcu.edu).



# RACIAL EQUITY ACTION PLAN

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