



In accordance with our University of St. Thomas mission of advancing the common good and convictions of dignity and diversity, we seek to create and sustain a diverse, equitable and inclusive community. As such, the university is committed to this Action Plan to Combat Racism. The action plan will be layered to reach faculty, staff and students. Some actions will be implemented as soon as possible, with current students in mind. Other actions will begin now, with a longer timeline.

We will continually build on this list of actions and incorporate additional ideas from students and our community in the days and weeks to come. The implementation details for many of these actions require further work, and we will do this together.

The current action steps include, but are not limited to:

We cancelled classes and held a campus-wide conversation on October 31 that marked the beginning of our collective commitment to a new action plan to combat racism at St. Thomas. More than 5,000 students, faculty and staff attended. The event had educational and healing components and a commitment to action. We will offer additional education and healing throughout the year on campus, including smaller-scale, deeper discussion opportunities.

Information was sent to faculty on Monday, October 22, to encourage direct and culturally-sensitive conversations in the classroom that acknowledge the Brady Hall incident and provide an opportunity for conversation. Additional training and communications tools for faculty are being developed to help them with these conversations. We will also develop an opportunity for student feedback to better track how these conversations are perceived.

We will prominently, visibly, unabashedly and on an on-going basis display symbols and messages throughout our campus that hate is not welcome here. We started by producing door hangers and buttons using the Anti-Racism Coalition graphic, "Racism Stops with Me." Residence Life also produced signage in residence halls with the message "Hate is not Welcome Here."

We have hired a counselor to begin to provide trauma resources for students and others on campus, with a particular focus on our population of color. We will increase the diversity of our counseling staff.

A team has been launched and is meeting on November 7 to plan our course of action to provide anti-bias training by the end of the academic year to every St. Thomas student, staff and faculty. This training will include bystander training to broaden the number of allies on campus.



We will educate our community about Minnesota's hate crime laws so all better understand how hate crimes are investigated, prosecuted and penalized. We will encourage students, faculty and staff to report hate crimes and bias incidents and provide clear guidance for and ease of reporting on our website. In addition, the university will be transparent regarding reports of bias-motivated incidents in the residence halls, including action steps and response.

Residence Life will work closely with senior leadership to provide learning opportunities to residential students to improve climate and safety in the residence halls.

We will contract with an external group to comprehensively assess and make recommendations about 1.) our campus climate; 2.) student outcomes related to diversity, equity, and success (e.g., graduation/success and retention rates); and 3.) employee outcomes related to diversity and equity (compensation and retention rates).

We will devote resources to the Office of Diversity, Equity and Inclusion to implement these specific action steps.

Student leaders are gathering feedback from students about the creation of a space in Anderson Student Center and its potential programming. The Administration has agreed to continue to work with students on this project.



We will assess our marketing and branding messages to ensure we are marketing St. Thomas with integrity. This effort will have input from students, faculty and staff.

: A centralized hub has been created on OneStThomas to provide key resources and updates on our plan of action. We will send regular progress updates to the community and hold our leadership team and all members of our community accountable for these actions.