ArtCenter College of Design Diversity, Equity and Inclusion Action Plan

Our Goal

Transform the culture of ArtCenter College of Design by accelerating our commitment to diversity, equity and inclusion.

Our Aspiration

Diversity, equity and inclusion must be deeply woven into the fabric of ArtCenter. We collectively recognize that the history of our own campus journey reflects many of the challenges of the turbulent past of our country, and we know that change is imperative. We are dedicated to moving forward in a just, inclusive and equitable manner.

Our Commitment

ArtCenter is fully committed to fostering a diverse, equitable and inclusive campus community, not only in vision but in practice. This plan outlines a path forward and is predicated on our belief that multiple points of view, life experiences, ethnicities, cultures and belief systems are essential to academic and creative excellence. We strive to learn more about difference while respecting the rich diversity in our world, attending to important questions about racial injustice and decolonizing our curriculum. Our campus environment must be vigilant in supporting the full participation of students, faculty, and staff of every race, color, ethnicity, sex, gender, gender identity or expression, marital status, religion, sexual orientation, age, disability, veteran status, socioeconomic status and political viewpoint.

Our Process

We approach the challenge of meaningful change not as a single initiative or moment in time. Rather, we commit to a sustained effort across the full range of our strategic priorities, undertaken with the complete support and involvement of College leadership, including our board of trustees, executive cabinet, department chairs and student leaders.

As part of our process, we've taken into account the concerns of students, faculty, staff and alumni that have been voiced over the years. And, going forward, we will continue to seek input from our shared governance groups and individual community members, however we realize that decision making and action from senior leadership is essential in reconsidering and restructuring our approach to these important issues.

We have created a separate spreadsheet to that outlines the offices and departments responsible for implementation of each initiative, a clearly stated timeline, a resource requirements (where applicable), and an articulation of milestones to indicate our progress. We will also develop clear benchmarks and, together, utilize the DEI action plan as a springboard to articulate and deepen our institutional commitment to our core values.

Definitions

Diversity

Within the ArtCenter community, diversity refers to all aspects of human difference, social identities, and social group differences, including, but not limited to race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, military/veteran status, political perspective and associational preferences. Innovation, creative problem solving and team effectiveness are closely linked to the diversity of the team.

Equity

Equity refers to fair and just practices and policies that ensure all campus community members can thrive. ArtCenter is dedicated to access and equitable learning opportunities for all students. Equity is different from equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities—historic and current—which advantage some and disadvantage others. Equal treatment results in equity only if everyone starts with equal access to opportunities.

Inclusion

Inclusion refers to a campus community where all members are and feel respected, have a sense of belonging, and are able to participate and achieve their potential. While diversity is essential, it is not sufficient. An institution can be both diverse and non-inclusive at the same time, thus a sustained practice of creating inclusive environments is necessary for success. ArtCenter is committed to maintaining an environment where everyone has a sense of belonging. It is our collective responsibility to ensure everyone is valued for their unique lived experiences, identities and creative perspectives. It is paramount that we are stewards of safe spaces for learning and collaboration where everyone can share, create, and thrive.

Our Plan

These initiatives demonstrate our determination to address disparities within our system, strengthen the rich diversity of our community and improve the climate in which we work and learn. There is much more to do.

Student Recruitment

Contextual Summary

Every year, the Admissions Department conducts a comprehensive analysis of its recruitment programs and messaging, and has progressively expanded the College's outreach efforts to underrepresented students. This includes increasing the number of diverse schools visited through our School Visit Program, which brings ArtCenter Representatives into more than 400 classrooms each year. It also includes the development of programmatic partnerships with community arts organizations across Southern California, such as Inner-City Arts, Heart of Los Angeles (HOLA), Ryman Arts and many more. Our School Visit Program engages gifted young creatives from a variety of backgrounds and introduces them to ArtCenter and a variety of creative careers through hands-on workshops, campus tours and individual portfolio feedback. The Center for DEI has also established collaborations with additional organizations on the local and national level, launching a series of free workshops designed to introduce historically underrepresented students to careers in art and design. These culturally responsive workshops and summits are designed to guide diverse middle and high school students and their families to ArtCenter. Themes include Women in Design, Native American Skate Science, Sneaker Science and Product Design, Latinx Identity in Film, Afrofuturism, Disability, Design and Animation, and many more.

      The Admissions department also supports prospective students from a variety of backgrounds through free portfolio review sessions and counseling, meeting one-on-one with more than 1,200 prospective students each year to offer application guidance and portfolio feedback. These sessions are highly successful in preparing qualified applicants for our degree programs. This portfolio review program is assessed annually, informing approaches for strengthening and expanding the reach of these efforts.

Scholarship and Financial Aid

ArtCenter is committed to allocating our institutional scholarship funds to support our commitment to diversity, equity and inclusion. We awarded a total of $20 million in institutional funds to our total student body this past academic year (2019–20) as well as $2.5 million in donor scholarship funds and $900,000 in endowed scholarship funds. From these funding sources, the College awarded to diverse and historically underrepresented students $5.5 million in institutional funds, $335,000 in donor scholarship funds, and $650,000 in endowed scholarship funds.

Initiative 1   **We will be offering an additional $1.5 million in institutional scholarship funds in the upcoming academic year (2020–21) to diverse and historically underrepresented students. This is in addition to our existing annual commitment of $5.5 million, for a total of $7 million annually. Moving forward, we remain committed to awarding at least one-third of our institutional scholarship resources to support recruitment and retention of diverse students while simultaneously working to secure additional donor scholarships dedicated to diversity.**

Culturally Responsive Recruitment Materials

Our recruitment materials are intended to help the College attract and admit students from various backgrounds and experiences. This is achieved, in part, by representing an active and diverse student body and showcasing our commitment to creating a welcoming and inclusive environment.

Initiative 2   **This Fall, the Center for DEI will create new, culturally responsive recruitment materials, including a dedicated website, and produce a series of video shorts featuring alumni who participated in the *Impact 90/300* documentary.**

Portfolio Review Criteria

In recent years, the Admissions department collaborated with the Chairs Council to examine our established portfolio assessment criteria, looking for ways to identify expressions of creativity and potential that reach beyond the skill sets and aesthetics upon which we traditionally focused. In addition to broadening the lens through which we view applicants' creative work, this dialogue resulted in the inclusion of a video or audio essay in the College's portfolio requirements, providing applicants an avenue to creatively present a critical assessment of a piece of their own work.

Initiative 3   **We will continue to broaden our approach to the review process, looking with fresh eyes at all of our portfolio requirements to ensure their framework allows for various types of creative expression that reflect different lived experiences, points-of-view, and degrees of access. This work will be completed by Fall 2021.**

Culturally Responsive Recruitment Events

Working in partnership, the Center for DEI and the Admissions department have piloted an annual program for admitted students that is culturally responsive and articulates the College's current efforts and future vision for creating a diverse, equitable and inclusive community. To date, these events have served as an important springboard for students to build community and ask questions specifically related to their identities and lived experiences.

Initiative 4   **We will expand our current event offerings for admitted and prospective students, with the goal of hosting four to five culturally responsive events a year, beginning in Spring 2021.**

Student Retention

Reducing Tuition Dependency

Over the last two years, ArtCenter has been developing alternative revenue models and multiple ways to access an ArtCenter education with the strategic aim of leveraging these new revenue streams to reduce the burden of tuition dependency carried by our degree program students. This effort is called "The Third Horizon." The Third Horizon initiatives include executive education, international and domestic "hubs and pods," and online education. The success of these programs will not only help in mitigating the need for perennial tuition increases but will increase accessibility

Initiative 5   **The first phase of Third Horizon projects will be launched in 2021 with the goal of reducing tuition dependency by 8%–10% in the next three years.**

Scholarship Transparency

Providing scholarship is one of the most effective mechanisms we have in recruiting and retaining a diverse student body at the College, but students are confused by the process and what is available to them.

Initiative 6   **We will streamline and create greater transparency around the scholarship process, publishing a list of scholarship opportunities and criteria available to diverse students beginning this Fall. We will also begin exploring methods for improving the continuing scholarship process and better communicating the overall impact scholarships have in diversifying our community.**

Academic Advising

A robust Academic Advising program ensures students' success and reduces the overall time it takes for students to receive their degrees.

Initiative 7 **The Center for Academic Advising and The Center for Educational Effectiveness, working in partnership with the Enrollment Management Committee, is launching a mandatory academic advising pilot for new students in Entertainment Design and Illustration in the Fall 2020 and planning for strategic expansion and refinement of the program for all disciplines in Fall 2021.**

Community Building and Safe Spaces

The Center for DEI hosts open virtual office hours every week, on Wednesdays from 10 a.m. to 12 noon. The Center has also begun hosting small group discussions to provide an open and safe forum for students to build a sense of community, express any ongoing concerns and ask questions. These open round-tables are hosted biweekly and are typically organized around a variety of themes related to diversity, equity and inclusion.

Initiative 8 **We remain committed to providing safe spaces on campus for students to share their thoughts and concerns without fear of retribution and will launch a physical space (pending resolution of the pandemic) for the Center for Diversity, Equity and Inclusion in Spring 2021, as well as increased opportunities for virtual gatherings going forward.**

DEI Programming

Beginning in Spring 2019, the Center for DEI has developed a strong portfolio of inclusive events. Most recently, in Summer 2020, DEI launched "Live with 5" an Instagram series that showcases a unique spectrum of diverse industry thought leaders as they discuss their identities and perspectives. Other ongoing DEI programs include Disability & Accessibility, Allyship Workshops, Brother 2 Brother roundtable discussions, Sister 2 Sister roundtable discussions, and DEI & Your Job Search in partnership with Career and Professional Development (CPD).

Initiative 9 **The Center for DEI will partner with the Registrar and the Enrollment Management group to create a co-curricular transcript that provides students credit for participating in these programs beginning in Fall 2021.**

International Student Engagement

We recognize that ArtCenter is a global community and we need to address any disparate needs among U.S. domestic students, students who are undocumented, and international students who choose to be at ArtCenter despite challenges of cross-border and cross-national identities. The Center for the Student Experience (CSE) will continue to provide education, outreach and support for all degree-program students who are not U.S. citizens to understand the obligations and conditions of their student visa status; and continue to collaborate with the Center for DEI to celebrate the vast multicultural community that enriches our campus with educational and social opportunities.

Initiative 10
The Center for DEI and CSE will expand on these offerings in Summer 2020 to develop a comprehensive suite of programs to support a greater understanding of DEI and race relations and identity in the U.S of our international students. We will provide programs that celebrate international student identities and other activities that build communities across diverse cultures.

Accessibility of Online Learning

We strive to make learning experiences and services accessible to all as part of our ArtCenter Online initiative. We have used Web Content Accessibility Guidelines (WCAG 2.1) standards when building our initial non-degree granting online courses, resulting in written course content that is accessible and clear to a wide variety of learners, course content that can be read by screen readers, closed captioned videos with volume controls, images and videos with corresponding audio description, and style sheets that ensure readability and provide color variances.

Initiative 11
We will launch our first series of accessible online courses with WCAG 2.1 standards in Transportation Design this Fall and will expand into Advertising, Graphic Design and other non-degree program offerings in Spring 2021. These courses will inform the scaling of WCAG 2.1 standards into all ArtCenter courses.

The Collective

This Fall, through the collaborative efforts of the Center for DEI and the Film Department, The Collective will provide the next generation of historically underrepresented filmmakers and storytellers with the skills, funding and culturally affirming support to become tomorrow's leaders in the global entertainment industry. The Collective serves as an important recruitment and retention tool by providing an essential sense of belonging through a wide spectrum of activities and classes. In addition to experiencing regular sessions with industry mentors, the participants have access to internships, research opportunities, state-of-the-art equipment, facilities, and the latest production and post-production tools. The Collective is dedicated to creating equitable learning and career pathways to the creative economy. Guided by an award-winning advisory group of film and media thought leaders, the Collective assists in providing funding, access and wisdom to tomorrow's creative storytellers.

Initiative 12
The Collective will launch this Fall with a small cohort to pilot the program. Our goal is to tap into the resources of our advisory group and host a Collective Summit in Summer 2021.

Black Student Exchange Program

DEI is developing exchange and learning opportunities in collaboration with high schools, colleges and universities, including Historically Black Colleges and Universities (HBCUs), to expand our network and share our resources.

Initiative 13   **Working with the Exchange and Study Away team, we hope to welcome our first cohort of students in Summer 2021 coinciding with the Collective Summit.**

Economic Response Team (ERT)

Established in Summer 2019, the Economic Response Team (ERT) is designed to help assist students who are experiencing severe economic hardship on a case by case basis with a focus on food and housing insecurity. Finances used to support ERT are provided by philanthropic efforts—not tuition dollars. The ERT membership includes leadership from Financial Aid; the Center for Diversity, Equity and Inclusion (DEI) and the Center for the Student Experience (CSE).

Initiative 14   **We are committed to increasing available resources (endowed and expendable) for students facing economic hardship arising from material and general living expenses (beyond tuition).**

Employee Recruitment and Retention

Enhanced Search Processes

Ensuring diversity within our faculty and staff, both current and new employees, is a priority of the College. In June 2018, Human Resources (HR) implemented new recruitment guidelines to ensure every search we conduct demonstrates that it has consciously and purposefully sought out diverse talent, and that candidates will demonstrate competencies in diversity, equity and inclusion.

Initiative 15   **HR is in the process of updating our recruitment guidelines and procedures to ensure all search committees actively demonstrate that an effective, objective and fair process has been implemented to increase the diversity of College employees.**

Diverse Faculty Initiative

In addition to conducting enhanced searches to fill available faculty and staff positions, visiting faculty, workshop facilitators and guest speakers afford us the opportunity to increase the diversity of our academic community on an immediate basis and cultivate collaborations that lead to future, long term faculty appointments. We will implement diversity and inclusion in the classroom, in part, by increasing faculty diversity.

Initiative 16   **Beginning in the current academic year (2020–21), ArtCenter will allocate $1 million in salary dedicated exclusively to the recruitment and retention of new diverse faculty hires identified through enhanced search processes and by engaging underrepresented artists, designers, educators and industry leaders as workshop facilitators and guest speakers.**

Employee Resource Groups

In partnership with Human Resources, DEI has launched Employee Resource Groups (ERGs) to foster a greater sense of belonging for faculty and staff. These groups are also valuable in supporting our diversity recruitment, retention, wellness and community engagement efforts. While participation is voluntary, all ArtCenter employees are encouraged to complete an interest form on Inside ArtCenter to join or create a group.

Initiative 17   **Under the leadership of the Center for DEI, in partnership with Human Resources, we will launch the first ERGs in Fall 2020 with accompanying policies. Based on shared interests, identities or life experience, the first ERGs include but are not limited to Caretakers/Parents of Young Children, African American/Black Employees, LGBTQIA+ Employees, Latinx Employees, Veteran Employees, ArtCenter Employee Cooking Club, ArtCenter (Board or Video) Gamers, Asian Employees, Employees with Disabilities or Disabled Loved Ones, and Women Employees.**

Employee Learning and Professional Development

Mandatory Employee Learning

We will implement mandatory programs for all employees on an annual basis, or as needed, to address discrimination, harassment and unconscious bias. The Executive Cabinet has scheduled a mandatory program for itself in the coming weeks.

Initiative 18   **This Fall, we will begin to implement mandatory programs for all full- and part-time staff and faculty, with the goal of 100% compliance by Fall 2021.**

Ongoing Professional Development

In addition to mandatory programs, we will continue to enhance College-wide learning opportunities open to all faculty and staff to promote diversity and inclusion. Offered by Human Resources, Faculty Affairs and the Center for DEI, among others, topics include but are not limited to; inclusive curriculum design, intercultural communications, implicit bias, gender equity in art and design, indigenous culture, art and design, LGBTQ+ ally training, disability ally programming, and DEI experiential service learning.

Initiative 19   **We will promote, facilitate and monitor employee participation in DEI lifelong learning activities at ArtCenter in conjunction with our existing performance evaluation process.** *(Also see Staff and Faculty Review Process below.)*

Staff and Faculty Review Process

Assessing individual commitments to DEI-related practices reaffirms the notion that it is the collective responsibility of all employees to work toward diversity, equity and inclusion throughout our community.

Initiative 20   **DEI practices were incorporated into annual staff reviews beginning in 2019 and will be incorporated into faculty and department chair reviews for the review cycle beginning in Fall 2020.**

Faculty Initiatives

DEI Faculty Liaisons

Each academic department is creating a DEI faculty liaison to assist with establishing an inclusive environment with their department. They will work closely with their department chair to establish and update strategic departmental goals related to DEI professional development and educational programming.

Initiative 21   **We will structure the DEI Faculty Liaison role and allocate resources for these positions in Fall 2020, with the first cohort announced in Spring 2021.**

Curriculum and Pedagogy Development

Academic Advisory Team

We will form a DEI academic advisory team to work directly with chairs and faculty on curriculum, pedagogy and academic programming around issues of diversity. The team will be drawn from a diverse group of external and internal artists, designers, industry leaders, thought leaders and experts in DEI to build out a range of required and elective classes, exploring issues and ideas related to diversity in all disciplines.

Initiative 22   **Academic Advisory Team members will be identified during the Fall Term and the team will officially convene in Spring 2021 to begin collaborating on curricular and pedagogical developments for implementation in Fall 2021.**

Faculty Expertise

We will expand our current practice of bringing alumni and industry leaders into the classroom and continue to grow a cadre of faculty members who are prepared to incorporate critical, socially relevant topics of our time into the curriculum as such topics inform and alter the future of art and design practices. *(Also see Employee Recruitment and Retention)*

Initiative 23   **Diverse guest lecturers have been integrated into Summer 2020 courses and will continue to be a priority in future terms to expand our network of diverse professionals entering the ArtCenter classrooms, ideally becoming candidates for faculty positions.**

New Culturally Responsive Course Offerings and Workshops

We will develop new culturally responsive courses and workshops that support the representation, cultural perspectives and contributions of historically underserved communities. Examples of courses and workshops being offered this Fall include: *Re-Presentation*, an Illustration course focused on creating new concepts around diverse images of the figure and body; a Graduate Art seminar on *The Invention of Whiteness*; *Design Atlas*, a project in Graphic Design to create and curate an online resource with examples and definitions of design forms and concepts inclusive of non-traditional Western European perspectives; *Powerful Black Voices in Film*, which will analyze the artistry and cultural significance of the work of notable Black filmmakers inside and outside the mainstream industry; *Community Design*, a Product Design transdisciplinary studio (TDS) wherein students will work with local, minority-owned companies to advance the growth and impact of their business; and a Sponsored Project in Transportation Design with FCA (Fiat Chrysler Automobiles) that will focus on corporate responsibility, diversity, global awareness and environmental impact.

Initiative 24   **Our goal is to see a College-wide increase of non-White, non-Eurocentric, non-heteronormative studio courses and workshops by Fall 2022. Academic departments will utilize the ongoing program review and assessment process to measure progress and evolution of curriculum.**

Diversifying the H&S Curriculum

In Humanities and Sciences, over the past two years, we have removed the *Intro to Modernism* requirement so that students may choose from a more diverse array of historical and critical contexts. New courses include *Material Design in China*, *Latin American Art*, *Chinese Ceramics*, *Cultures of Technology*, *Race and Technology* and *History and Theory of Media*. Continuing courses such as *Rethinking Feminism*, *The Heroine*, *Magical Realisms*, *The Gender Project* and *Queer Voices* among others allow students an array of cultural perspectives. We continue to offer *Race and Racism* and *Different Tomorrows* in the Social Sciences. Classes in urban studies and theory including *Urban Studies*, *Urban Leviathans* and *Crowds and Power* help students consider the political and social implications of urban life. We have also been developing new foundation courses, including *Introduction to Design Studies*, which analyzes design history through decolonial and anti-racist frameworks.

Initiative 25 **Piloted in 2020–21, we expect *Introduction to Design Studies* to anchor new requirements in Humanities and Sciences for students in Fall 2021. Similar to the studio courses, we will utilize the ongoing program review and assessment process to measure progress and evolution of the H&S curriculum.**

Class Deliverables Analysis and Materials Cost Reduction

We are committed to the ongoing work to determine expanded definitions of excellence in deliverables and outcomes in each department, with the goal of reducing costs of materials and reflecting shifts in industry practices. This also includes the idea of "bundling" similar making classes, either by term or by sequence, to reduce costs.

Initiative 26 **We will complete our deliverables analysis in Spring 2021 with the goal of implementing new cost-saving measures prior to Fall 2021.**

Earlier Access to Syllabi/First Year "Start-up Costs"

Each academic department will complete a summary of the first three terms of costs for all required studio classes. This information can then be reviewed with each accepted student so they can better understand what their overall expenses will be for the first year.

Initiative 27 **In tandem with the class deliverables analysis and materials cost reduction measures, the calculation of all student start-up costs will be completed by Spring 2021 and published prior to Fall 2021.**

Forging Connections

Academic Department Meetings

Each academic department will continue hosting ongoing and frequent town halls/listening sessions to open lines of regular communication. This includes student-centric and faculty-centric topics and conversations, not just top-down operational meetings. These meetings will influence department DEI initiatives with action and accountability.

Initiative 28   **Beginning in Fall 2020, we are committed to offering one department-wide meeting each term on DEI and department/College climate, with an additional faculty-specific meeting held each term.**

Shared Governance

We will strengthen collaboration between constituent-based shared governance groups—Student Government, Faculty Council, Staff Council and Chairs Council. These groups will work together in an effort to increase communication and awareness of College-wide issues, and ensure broad representation in the research and development of projects and initiatives, and recommendations for informed decision making.

Initiative 29   **We will reinvigorate our shared governance groups in Fall 2020 by defining a clear recommendation process and membership structure.**

Community Outreach and Partnerships

Forging connections in the community is essential in preparing students to become creative problem solvers in a highly diverse and globalized workforce. The goal is to create both a deep awareness and sensitivity to a variety of communities and the realities of the disparities they face regarding the availability of social, economic, educational, environmental and health resources, and the institutions and power structures that limit access. DEI will continue to offer collaborative programming to engage students, faculty and staff in addressing issues of social justice.

Initiative 30   **We will publish a list of partners in Fall 2020 and continue to expand our DEI programming network with organizations serving historically underserved communities throughout the year.**

Industry Engagement

Professional Education and Industry Engagement will continue to work with industry, educational and community partners to provide programming that promotes the value of design across a wide range of industries and business contexts. Upcoming DEI-related programs include a workshop with IBM focused on inclusive artificial intelligence, a partnership with SAP and IBM on creating culture in organizations and education, a workshop with spatiaLabs to demystify design and emerging tech targeting communities on color in Los Angeles, and a partnership with Valence to unlock the power of Black professionals aimed at creating economic and social progress.

Initiative 31   **This series of DEI-related workshops and lectures, launching in Fall 2020, will continue to expand in 2021 with a specific focus on curricular change and expansion of design and cultural achievements that are non-White, non-Eurocentric and non-heteronormative.**

Foster Relationships with Indigenous Communities

ArtCenter will foster relationships with the Hahamog'na/Gabrieliño/Tongva and other indigenous communities, to offer proper land acknowledgements, explore curricular and programmatic partnerships, and to cultivate an appreciation for indigenous culture and history.

Initiative 32   **Initial outreach and cultivation of these important partnerships will begin in Fall 2020. In partnership with local indigenous communities, DEI will launch a land acknowledgment page on our website in Spring 2021 and maintain links to additional educational resources related to indigenous culture, history and their intersection with art and design.**

Pasadena Educational Foundation

ArtCenter Extension (ACX) has collaborated with the Pasadena Educational Foundation to set up five to eight scholarships for Pasadena Unified School District (PUSD) teachers to enroll in the ACX course *Design 360*. PUSD serves significant numbers of underrepresented students in the local community. Teachers will be engaged as inaugural ArtCenter "Fellows" and asked to consider ways to integrate art and design disciplines into their curriculum and will pilot ways that ACX can better reach PUSD families.

Initiative 33   **These ACX scholarships will be available to PUSD teachers beginning this Fall with efforts to expand outreach and resources in the coming years.**

Business and Campus Services

Housing Resources

Plans to develop on-campus student housing are currently on hold. Instead, ArtCenter will invest in and offer more comprehensive housing services in the Center for the Student Experience to support students in finding off-campus housing, navigating housing-related issues and building a sense of community off-campus.

Initiative 34   **A comprehensive search for ArtCenter's first-ever Housing Coordinator will be conducted by CSE beginning in Spring 2021.**

Food Services

Food service not only provides students, faculty and staff an opportunity to take meal breaks, but also creates a shared sense of community and comradery. Increasingly, food service provided at school campuses across the nation also provides students with their only dependable source of nutrition.

Initiative 35   **Beginning in Fall 2020, we will explore new food service options at both campuses while maintaining a commitment to accessibility, affordability, sustainability and providing an array of dietary options.**

Ongoing Accessibility Upgrades

In recent years, more than 30 projects that improve accessibility have been completed across both campuses. From braille signage and updated door handles to widening doorways and adjusting counter heights, these improvements are oftentimes imperceptible to most users but help to create a welcoming and inclusive environment for all.

Initiative 36   **Central to our ongoing accessibility upgrades is the renovation of the Ahmanson Auditorium. With major support from The Ahmanson Foundation, The Fletcher Jones Foundation, and alumnus and Trustee Zack Snyder, the Ahmanson Auditorium at Hillside Campus will undergo a $4.55 million renovation, including improved accessibility to the auditorium's doorways, ramps, seating and audio/visual equipment. Construction is scheduled to be completed in Spring 2022.**

Initiative 37   **As of Fall 2020, nearly 20 more accessibility projects will be in the planning or construction phase.**

Supplier Diversity

Business and Campus Services will expand on its practices in supplier diversity by conducting a review of its current vendors to determine ArtCenter's baseline activity in this area. A comprehensive supplier diversity plan and policies will be developed and will include diverse vendor outreach and online professional development modules for employees responsible for purchasing and initiating major business contracts.

Initiative 38   **After an internal review, a new supplier plan and policies will be announced in Fall 2020. ArtCenter will develop a proactive business model that encourages the use of minority-owned, women owned, veteran owned, LGBT-owned, service-disabled veteran owned and historically underutilized businesses.**

Rights, Responsibilities and Reporting

ArtCenter reaffirms its commitment to maintain an environment that is free of all forms of discrimination and harassment.

The College prohibits discrimination and harassment on the basis of race, religion, creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, transgender identity, gender expression, age, sexual orientation, or military and veteran status of any person, or any other characteristic protected by federal, state or local law.

ArtCenter takes seriously all allegations of discrimination, harassment, or retaliation based on protected status. The College's administrative policies and procedures are designed to provide a prompt, fair, and impartial process to address alleged policy violations. ArtCenter values and upholds the equal dignity of all members of its community and strives to balance the rights of all parties involved in an informal or formal grievance process. Anonymous reports will be reviewed, but anonymity of a person making a report may greatly limit the College's ability to fully address the allegations.

ArtCenter offers supportive measures to those who report alleged misconduct, but when a report is received anonymously, the College is not able to offer such resources.

Title IX

Title IX is a federal civil rights law that prohibits discrimination on the basis of sex, including sexual harassment, in education programs and activities. A new director of Title IX compliance and programs was hired in January 2020. New federal Title IX regulations were announced in May 2020, with an implementation deadline in August 2020. Accordingly, ArtCenter is adopting a new set of processes and procedures, which will be published to the community at the end of Summer Term. The newly established Title IX office is focused on compliance with latest legal updates and best practices, community outreach and education, campus surveys, and prevention training.

ArtCenter's director of Title IX compliance and programs oversees campus-wide compliance with Title IX. Any person may report sex discrimination, sexual harassment, or other sexual misconduct to the director of Title IX regardless of whether or not the reporting person is the recipient of the alleged behavior. Anyone wishing to make a report and all employees mandated to make a report of sexual misconduct may do so at any time, including outside of business hours, to kristen.entringer@ artcenter.edu.

Discrimination, Harassment and Retaliation (DHR)

Outside of Title IX, policies prohibiting discrimination and harassment on the basis of protected class statuses other than sex and gender are defined in the Student Handbook and the Employee Handbook.

1 Incidents of sex and gender discrimination should be reported to Kristen Entringer, our Title IX director, at kristen.entringer@artcenter.edu

2 Incidents of discrimination, harassment and retaliation (DHR), other than sex and gender, involving staff should be reported to Lisa Sanchez, the vice president of Human Resources, at vphr@artcenter.edu

3 Students with DHR complaints about other students should make a report to Jessica Krause, our associate director for student equity in the Center for the Student Experience, at jessica.krause@artcenter.edu

4 Incidents of DHR involving faculty should be reported to Ted Young, the dean of Faculty Affairs, at ted.young@artcenter.edu

Additionally, DEI remains a neutral and safe space for individuals to report concerns and find support. *(See Community Building and Safe Spaces)*

Initiative 39 **In the next two fiscal years, ArtCenter will continue to expand and invest in the Title IX office, Center for DEI, and Human Resources—all toward the goal of removing the scourge of all forms of discrimination and harassment.**

Evolution of the Action Plan

Our DEI action plan sets concrete objectives that effectively move the College from words to action. This plan of action outlines a number of specific initiatives driven by College leadership that also holds all members of our community accountable. Through this work, we fully intend to realize our deepest commitment to an ArtCenter that is truly—and systemically—diverse, equitable, and inclusive.

We are taking immediate action on this plan. We are also committed to improving it and seeing it evolve through community review. The hope is that through the constructive contributions of our shared governance groups and the broader campus community, we will collectively develop and enhance the version presented today.

The Board of Trustees will also play a significant role overseeing the development and implementation of this plan through its newly constituted DEI Task Force, and we intend to follow the schedule of their meetings during the upcoming year as we integrate community input. The first set of revisions, therefore, will be presented to the Board at its October 2020 meeting; the second at the February 2021 meeting; and the final set of revisions at the June 2021 meeting in conjunction with the approval of the next comprehensive strategic agenda.

Initiative 40 **The current action plan will go through a process of evolution and refinement through the contributions of shared governance groups and community participation with the goal of presenting a complete plan to the Board of Trustees at its June 2021 meeting. The process to improve the plan over the year will not delay any of the substantive initiatives currently underway or ready for action now. The process will simply serve to refine and complete the whole and to articulate new initiatives not covered in this version.**

Philanthropic Efforts and Support

In support of all these endeavors, the College pledges its commitment to systematically and enthusiastically fundraise to support the resources needed for DEI scholarships, programs, initiatives and required resources. Building on its successful track record and aided by College leadership and The Board of Trustees, the Development staff will continue to undertake the active pursuit of securing philanthropic funds from foundations, corporations and individual donors.

Note: This plan addresses issues related to diversity, equity and inclusion, many of which involve the Center for Diversity, Equity and Inclusion (DEI). Use of the acronym throughout this document refers to the Department or will otherwise be clarified within a given context.

Executive Summary

ArtCenter's Diversity, Equity and Inclusion Action Plan not only articulates several important commitments for fundamental and systemic change but includes, as well, detail on the individuals/offices responsible for implementation of each initiative, a clearly stated timeline and an articulation of milestones to mark change. Our plan includes 40 specific initiatives and expands on the diversity-related themes of our strategic plan, Create Change 2.0 that, though critical and well-intended, are too limited for the needs and urgency of the moment and for the pressing issues of racial injustice that require attention now.

ArtCenter College of Design **Diversity, Equity and Inclusion Action Plan**

Student Recruitment

1 **Scholarship and Financial Aid** (Admissions/Enrollment Management)
2 **Culturally Responsive Recruitment Materials** (Center for DEI)
3 **Portfolio Review Criteria** (Admissions/Enrollment Management)
4 **Culturally Responsive Recruitment Events** (Admissions/Enrollment Management)

Student Retention

5 **Reducing Tuition Dependency** (Executive/President)
6 **Scholarship Transparency** (Admissions/Enrollment Management)
7 **Academic Advising** (Education/Provost)
8 **Community Building and Safe Spaces** (Center for DEI)
9 **DEI Programming** (Center for DEI)
10 **International Student Engagement** (Education/Provost)
11 **Accessibility of Online Learning** (Education/Provost)
12 **The Collective** (Center for DEI)
13 **Black Student Exchange Program** (Center for DEI)
14 **Economic Response Team (ERT)** (Admissions/Enrollment Management)

**Employee Recruitment
& Retention**

15 **Enhanced Search Processes** (Finance/Administration)
16 **Diverse Faculty Initiative** (Education/Provost)
17 **Employee Resource Groups** (Center for DEI)

**Employee Training
& Professional Development**

18 **Mandatory Employee Learning** (Center for DEI)
19 **Ongoing Professional Development** (Finance/Administration)
20 **Staff and Faculty Review Process** (Finance/Administration)

Faculty Initiatives

21 **DEI Faculty Liaisons** (Center for DEI)

**Curriculum & Pedagogy
Development**

22 **Academic Advisory Team** (Education/Provost)
23 **Faculty Expertise** (Education/Provost)
24 **New Culturally Responsive Course Offerings and Workshops** (Education/Provost)
25 **Diversifying the H&S Curriculum** (Education/Provost)
26 **Class Deliverables Analysis and Materials Cost Reduction** (Education/Provost)
27 **Earlier Access to Syllabi/First Year "Start-up Costs"** (Education/Provost)

Forging Connections

28 **Academic Department Meetings** (Education/Provost)
29 **Shared Governance** (Education/Provost)
30 **Community Outreach and Partnerships** (Center for DEI)
31 **Industry Engagement** (Education/Provost)
32 **Foster Relationships with Indigenous Communities** (Center for DEI)
33 **Pasadena Educational Foundation** (Education/Provost)

Business & Campus Services

34 **Housing Resources** (Education/Provost)
35 **Food Services** (Finance/Administration)
36 **Ongoing Accessibility Upgrades (Ahmanson)** (Finance/Administration)
37 **Ongoing Accessibility Upgrades** (Finance/Administration)
38 **Supplier Diversity** (Finance/Administration)

Rights, Responsibilities & Reporting

39 **Title IX and DHR** (Finance/Administration)

Evolution of the Action Plan

40 **Evolution of the Action Plan** (Executive/President)