



## First Generation Initiatives Anti-Racist Commitments

2020-2021

Developed by: Audrey Twigg, Divine Quezada, Jose Puente Puente, Arielle Newman, Samantha Borrego

What are we currently doing that we will continue?

- We already have a diverse staff in terms of race and other identities. We will continue to hire diverse students especially those who are students of color.
- By having a diverse staff we better serve first generation students since about 60% are students of color.
- We will continue being anti-racist and not “nonracist”. We try to be aware of what type of programming we offer, who is highlighted and represented at those events/workshops, etc., what is said, and how we conduct ourselves. We try to bring relevant topics to our students.
- We are always researching topics related to equity and inclusion. We are open to learning.
- Anti-racism is a big part of our office and the CESA area overall. We interrupt patterns of prejudice against other racial groups by participating in CESA trainings on identity, prejudice, microaggressions, racism, etc.
- We will maintain our office mission and purpose because we intentionally serve marginalized students and our workshops and programming attracts students of color.
- We try to be aware of programming from other offices and build on their knowledge.
- We understand that first generation students are intersectional and many topics we discuss overlap with race and other identities.
- We talk about relevant issues and explore them.
- We consistently think of how we can better serve our students.
- We created programming to specifically address topics around race and inequality. We are not afraid to talk about difficult topics. We make safe space to talk about topics and make it part of the check-in/daily conversations in our office. We make it okay to talk about difficult things and be open about it.
- We ask difficult questions to open each other up.
- We practice healthy emotional support. We are committed to supporting each other's experience, background, perspective, and identity.
- When hiring a student staff member, we ask diversity and inclusion questions during interviews and make it a requirement on our job descriptions.
- We work with Immigrant Services, Equity Peer Leaders, etc. Who have a similar mission and serve students we do.

What ideas do we have? What are we not doing but should be?

- More trainings on race and identity throughout the year
- Connecting and collaborating with other first-gen university programs at other institutions
- Connecting and collaborating with other departments at MSU Denver
- Attend other CESA events as a team and bring back knowledge to the team. Level up our knowledge power!

- Ongoing readings and discussions maybe make them at the same time/align with the “Let’s Talks Series.”
- Bring together groups from CESA to talk openly about issues. Also give the opportunity to talk about what CESA as a whole and individual offices can improve.
- Hold each other accountable, be more intentional, and playful 😊.
- Be open to feedback!
- Hiring process, incorporating more questions around diversity. Hire people who are open minded and want to learn.
  - Ask the question: In our office, one of the things we are committed to is not being complacent or neutral. How are you anti-racist?
  - How would you handle a co-worker that made an inappropriate joke about someone’s identity?
- Use inclusive language