

Academic and Career Advising Center

AY 2020/2024 JEDI (Justice, Equity, Diversity, Inclusion) Strategic Plan

GOAL: To deepen and demonstrate our commitment to justice, equity, diversity, and inclusion in all aspects of ACAC policies, publications, and services.

A: THE CENTER/WEBSITE/HOW WE REPRESENT OURSELVES: Our center and our website welcomes people of all identities, beliefs, and backgrounds.	AY 20/21	AY 21/22	AY 22/23	AY 23/24
1. Prioritize and implement the things that we can do in our center that are nonverbally demonstrating our commitment to JEDI (Justice, Equity, Diversity, Inclusion) .		X		
2. Infuse our commitment to JEDI throughout the website.	X			
3. Evaluate policies, procedures and practices for pluralism and opportunities to dismantle white supremacy.		X		
4. Actively denounce white supremacy and racism in all forms.	X			

B: COMMUNICATION/HOW DO WE REACH OUT: ACAC communications (emails/workshops) to constituents will be inclusive and demonstrate our values of honoring our audience's identities, and lived experiences.	AY 20/21	AY 21/22	AY 22/23	AY 23/24
1. Communicate using a universal design approach.				
a. Materials			X	
b. Presentations/workshops			X	
c. Advising			X	
2. Review materials and presentations for the most inclusive language.		X		
3. Evaluate ACAC policies, procedures and practices for pluralism and opportunities to dismantle white supremacy.				X

4. Seek student input on JEDI practices.			X	
a. Add question to Point Of Service survey.		X		
b. Seek input from our student staff.	X			

C: SERVICES/WHAT WE DO: Offer services and opportunities for constituents of all identities and abilities, using a strengths-based approach.	AY 20/21	AY 21/22	AY 22/23	AY 23/24
1. Work with SDRC so that accommodations can be made for our events or presentations.		X		
2. Build identity based workshops/curriculum/resources to help students navigate the graduate school, internship and job search process.				
a. Workshops		x		
b. Curriculum			x	
c. Resources	x			
3. Build identity based curriculum and resources to help students navigate their educational experience				
a. Curriculum			x	
b. Resources		x		
4. Actively participate in bringing a JEDI focus to campus and community events (through presentations, planning committee involvement, etc.).			X	
5. Utilize/explore resources to expand services and access to opportunities, workshops, and fairs.				X
6. Build and promote workshops/curriculum specific to UnDACAmended students to support them in their career goals.				

a. Workshops			X	
b. Curriculum				X

D: HOW WE LEARN: Actively engage in learning and seeking out resources and opportunities for learning	AY 20/21	AY 21/22	AY 22/23	AY 23/24
1. Recognize and confront our own biases through personal and professional exploration and development.		X		
2. Learn about and take accountability for our role in the ways that our institution furthers colonization and settler colonialism; unlearn and imagine a future that is decolonized.				
a. Learn/unlearn			X	
b. Take accountability for our role in colonization and settler colonialism; take action to imagine a future that is decolonized				X
3. Engage in critical analysis around language of academia, privilege, and systemic racism in the educational system and in communities.			X	
4. Learn about and honor the diverse cultures of the communities in which we live and of the students who attend HSU.		X		
5. Involve our student staff as active participants and knowers through professional development and training.			X	
6. Staff identify and attend at least one JEDI focused professional development opportunity per semester.			X	