

CAPCSD
Diversity, Equity, and Inclusion Committee

Background:

The death of George Floyd triggered nationwide protests against police brutality and racism. It also put a renewed spotlight on systemic racism within our institutions, including our institutions of higher education. In response, on June 10, 2020, CAPCSD posted the following statement on the website:

It is difficult to put into words how the tragic murders of Black Americans like George Floyd and the protests of racial injustice taking place around the world have affected us each individually. CAPCSD is firm in its position that systemic racism and inequality have no place in our society or in our academic and scientific communities. We are united that Black lives matter and oppose the racial oppression and inequalities that our colleagues, students, families, and friends in Black and other communities of color have endured for far too long. We need things to change and we need them to change now. CAPCSD is committed to diversity, inclusion, and equality for all member programs and the professions that we support. There is much work ahead of us. CAPCSD is planning webinars to help programs in the areas of student diversity through holistic admissions, recruitment of underrepresented students, and LGBTQIA+ in CSD education, offering content and tools to support colleagues, students, and clients. The solutions to racial injustice and inequality are complex and multi-faceted but we are a community of listeners and problem solvers and are ready to work. We invite our members to join with us as we strive to make a positive difference in our communities.

CAPCSD Board of Directors

Purpose Statement:

The Diversity, Equity, and Inclusion Committee is the next step in changing the systemic racism and the implicit and explicit biases that exist in our admissions and education practices. The committee will partner with the CAPCSD Board in identifying needed changes to promote equity and inclusion of BIPOC, low-income, first generation learners and other under-represented groups in CSD.

Areas to be address include, but are not limited to:

1. Compile a list of accepted terminologies and definitions to facilitate communication among constituency groups.
2. Provide input to CSDCAS on the development of fair and ethical admission practices that will enhance recruitment and successful application to programs in CSD.

3. Conduct a review of CAPCSD's current policies, procedures, bylaws and communication venues (including the website) in order to identify needed changes to promote equity and inclusion of BIPOC, low-income, first generation learners and other under-represented groups in CSD.
4. Identify evidence-based resources that will support our member programs in identifying implicit and explicit biases, creating a positive and support work environment for all faculty and developing resources (i.e., mentorship programs) to ensure success of BIPOC, low-income, first generation learners and other under-represented groups in CSD.

The Diversity, Equity, and Inclusion Committee Addresses CAPCSD's Core Values:

ACADEMIC EXCELLENCE: We uphold, advance, and support the highest standards of academic excellence and aim to enhance the educational quality of all member programs.

VISIONARY LEADERSHIP: We are on the cutting-edge of our academic discipline in leadership training and development, institutional advancement, and member support, forging the way for sustainable growth of the field.

COLLABORATION: We work together to provide solution-centered support for the immediate and enduring problems, creative opportunities, and innovative aspirations of member institutions and our academic discipline as a whole.

The Diversity, Equity, and Inclusion Committee addresses the following Strategic Initiatives:

Strategic Priority 2: Providing resources to assist programs in supporting faculty;
Strategic Priority 4: Increasing CAPCSD's visibility and member access;
Strategic Priority 5: Strengthening CAPCSD's innovation and leadership.