

## **RIDGEWATER COLLEGE COMMITMENT TO ANTI-RACISM**

---

### **CORE STATEMENT:**

Ridgewater College fully commits to opposing racism, bigotry and all forms of exclusion and unjust bias based on personal identity. We view such actions as critical threats to the health and well-being of our College and the communities we serve.

### **SUPPORT STATEMENT:**

As an institution of higher learning, Ridgewater College has a moral and social responsibility to combat systemic racism and hatred of difference in our nation and in our community. The College will actively seek ways to work with community partners to oppose racism and hatred and strive to achieve a truly inclusive and equitable society. We expect every member of our College to embrace a combination of humble reflection to recognize our own individual need to change while courageously extending outward to help address the inequities experienced daily by many people in our College and surrounding communities, particularly Black, Indigenous, and Persons of Color (BIPOC).

We recognize that systemic racism is deeply rooted in our society, throughout our history and across our country and communities. We realize the unique experiences of BIPOC students, employees, alumni, and the community at large often differ from the experiences of white people. We also acknowledge the impact on BIPOC communities of historic and current trauma from marginalizing, tokenizing, silencing and other harmful social practices, and especially from recurring incidents of brutal killings and hate crimes.

To carry out our antiracism commitment, Ridgewater College will take purposeful action to influence positive changes on our campuses and in our surrounding communities, including:

- We will actively monitor racism and social justice issues on and off campus and prepare proactive responses to incidents and situations in the college and in the community.
- We will be positive in our activities, focusing on who and what we are as a College and avoiding negative attacks on individuals or groups that may conflict with our institutional beliefs and values.
- We will base our actions on the College's Guiding Principles.
- We will have institutional policies in place that position us to address situations and incidents of racism, bias and hate that may occur on our campuses.
- We will establish a Bias Incident Response Protocol to ensure an internal process is in place to respond to racism and hate incidents on our campuses and in the community.
- We will communicate with our students to engage them and keep them informed on College and community issues and activities.
- We will increase efforts to ensure our campuses are welcoming and inclusive environments that provide a sense of community and belonging for every student, employee and visitor.
- We will strategically bring community partners into the College, including the classroom and student clubs and organizations, to encourage learning and dialogue on critical social issues.
- We will reach out to other communities and colleges to learn from their experiences and model our work on their best practices.