

Canisius College
Strategic Plan on Racial Equity
2019-2024

I. Community

- 1. Create, increase and deepen opportunities to build cross-racial relationships at Canisius College and in the greater Buffalo community.**

II. Curriculum & Academic Initiatives

- 1. Ensure that race and ethnicity are being taken up concretely across the college curriculum.**
- 2. Develop the intellectual and academic culture of the institution with respect to different ways of knowing (e.g., personal narrative and experience, visual and performative arts, spiritual and Indigenous knowledge).**

III. Educational Programs

- 1. Develop intersectional education programs and opportunities by promoting collaboration among student organizations and college departments.**

IV. Intersectionality

- 1. Incorporate knowledge, experiences, and perspectives that address issues of race and its intersections with age, class, disability, ethnicity, gender, nationality, religion, sexual orientation, etc.**

V. Recruitment & Retention

- 1. Build talented teams by proactively recruiting and retaining faculty, staff, and students from diverse racial and ethnic backgrounds.**
- 2. Implement inclusive and equitable hiring practices.**

VI. Training & Skill Building

- 1. Develop a comprehensive campus-wide training initiatives that addresses racial equity and anti-racism.**