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.