

# R

## REFLECT

We will provide opportunities to talk, reflect to enhance our awareness and understanding of the ways we have been complicit in racist practices and failing to address racism with a greater sense of urgency individually and as a college.

### Representative Activities

- Develop series of anti-racism forums and listening sessions
- Develop guides and tool kits, including a template for conversation sessions

# O

## ORGANIZE

We will organize our time, talent, and resources to enact lasting change to who we are, what we do, and the impact we have in advancing racial justice.

### Representative Activities

- Create unit and departmental action plans and programming devoted to anti-racist efforts to provide systematic and systemic change
- Create RJE Task force and ad-hoc committees

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## TRANSFORM

We will transform practices and policies making anti-racism efforts a foundational and pervasive part of our college policies and practices to achieve lasting changes to college culture and climate.

### Representative Activities

- Create and disseminate an Anti-Racism Statement
- Develop Unit Diversity Plans
- Develop college policies and frameworks on diversity and anti-racist efforts in hiring, promotion and search committees

# A

## ACCOUNT

We will develop supporting structures to report issues and hold others accountable for racist behavior and create innovative ways to suggest ideas, evaluate and review our efforts to create accountability in teaching, research, service, and leadership for administrators, faculty, staff, and students.

### Representative Activities

- Conduct college reviews of climate
- Create input and feedback mechanisms for issues; i.e. SEI-IC, Advising
- Create annual anti-racism audit and report

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## TEACH

We provide our faculty, staff, students, and communities with opportunities to teach and learn and arm them with tools, resources and research that promote anti-racist pedagogies and practices.

### Representative Activities

- Develop mentoring pathways
- Create an anti-racist learning environment by creating or enhancing curricula
- Provide grant funding for research on racial justice and equity

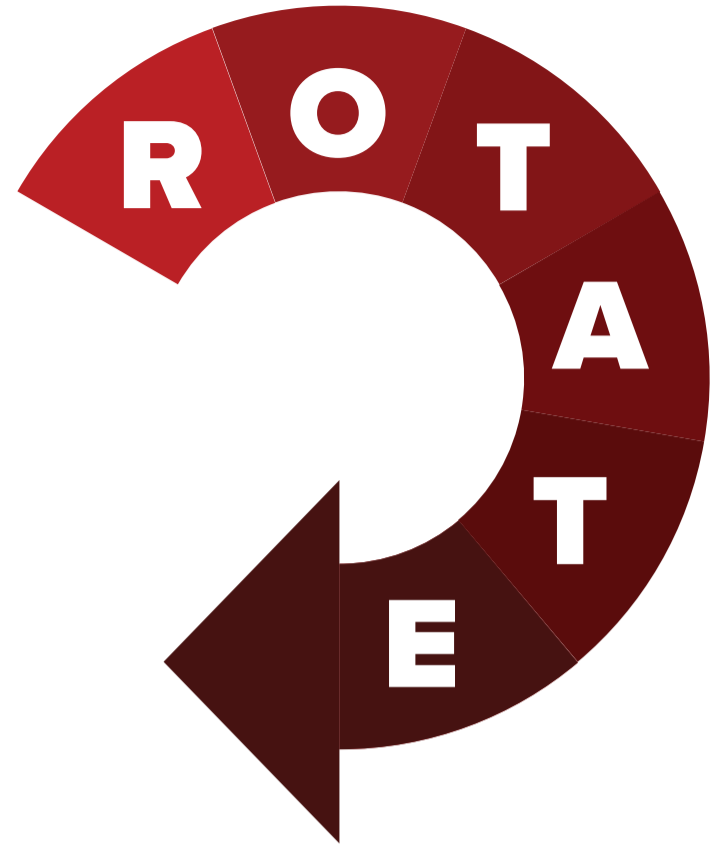
# E

## ENGAGE

We will engage and participate in anti-racism efforts through high-quality research, teaching, professional development and lifelong learning.

### Representative Activities

- Create a RJE Resource Repository that includes external and EHE-developed resources related to racial justice and equity
- Create and deliver webinars, professional development
- Collaborate with and support community organizations that have taken actions against racism



THE OHIO STATE UNIVERSITY

COLLEGE OF  
EDUCATION AND HUMAN ECOLOGY

## ROTATE @ EHE Racial Justice and Equity Action Plan

The ROTATE @ EHE: Racial Justice and Equity Action Plan signifies EHE's commitment to rotate our culture, climate, policies and practices to one that honors and supports the rich diversities and arrays of excellence, intellect, and talent in our college. In EHE, we recognize our efforts are constantly rotating, and we are constantly moving in our quest to be more inclusive. For those who experience racism, they are constantly rotating in it. Our action plan honors the fact that some might need to rotate out, to step out to care for themselves and heal. Others need to rotate in and exhibit new forms of advocacy and anti-racist efforts. In EHE, we commit to rotating from complacency to urgency and focus our attention on certain areas when events in society call for it. We are rotating from the individual to the collective by recognizing that each of us is responsible for addressing racism.