



## **Clemson Undergraduate Student Government 2020** **Diversity, Equity, and Inclusion Strategic Plan**

Through dialogue with multicultural student leaders, frank conversations with members of Clemson Undergraduate Student Government during structured Diversity and Inclusion meetings, and based upon those tasked with leading Diversity, Equity, and Inclusion efforts within Clemson Undergraduate Student Government, the preparers of this strategic plan outline actions, paths forward, and reform necessary to ensure Clemson Undergraduate Student Government serves all students with diligence and care.

The preparers of this strategic plan respectfully suggest the following actions in an effort to connect CUSG at large with a wider array of undergraduate students, to reform CUSG as a fierce advocate for marginalized communities, and to better serve underrepresented groups within our own organization. We anticipate that some, if not many, of the enclosed proposals shall exceed the capacity of a single term, and so suggest a prioritization based upon urgency, anticipated scheduling, and the general capacity of student leaders. We also propose this strategic plan not as a definitive agenda, but as a potential path forward for Clemson Undergraduate Student Government. The agenda therein shall be considered individual items.

## ***Part One: Extending Clemson Undergraduate Student Government to All Students***

A throughline of exclusion emerges throughout all conversations with underrepresented, multicultural, or otherwise marginalized students. Such exclusion may not be voluntary, and we contend that most emerges from a history of Clemson University, and by extension the Undergraduate Student Government, as predominantly white, cisgendered, heterosexual, male, and able-bodied. In an effort to more closely fulfill our promise to serve “As the chief student advocate on campus, Student Government is dedicated to the service of all Clemson students and the enhancement of the Clemson experience”, the preparers of this strategic plan do suggest the following actions.

### **Recruitment**

1. Clemson Undergraduate Student Government shall provide interview preparation workshops for all recruitment cycles that require an interview as a portion of such recruitment. Clemson Undergraduate Student Government may collaborate with the Career Services Center.
2. Clemson Undergraduate Student Government shall offer an informational meeting to the entire undergraduate student body that describes the structure, organization, and recruitment efforts of the government prior to the first application deadline of the respective cycle. Special attention shall be paid to informing multicultural, underrepresented, or otherwise marginalized students and communities of such an event.
3. All members of Clemson Undergraduate Student Government who intend to conduct interviews with the purpose of recruitment shall undergo bias training, as prescribed by their respective branch, prior to conducting any interviews.
4. All branches, groups, or entities not listed who intend to conduct interviews with the purpose of recruitment shall develop a list of criteria prior to the commencement of interviews, and such lists shall be available to interviewees prior to their interview.
5. Clemson Undergraduate Student Government shall make a concerted, good faith effort to inform multicultural, underrepresented, and otherwise marginalized individuals and communities about recruitment opportunities, including elections, during each recruitment cycle, through events, direct engagement, and other not listed activities.

### **Engagement**

6. Clemson Undergraduate Student Government shall furnish a general feedback form for all students to communicate questions, concerns, ideas, and other communications not listed. The Legislative Steering Committee and the Executive Cabinet Committee shall review such a feedback form regularly, and no less than once a month. Such a feedback form must, at least, reside on the Clemson Undergraduate Student Government website, mycusg.com, and any social media accounts. We encourage Clemson Undergraduate Student Government to include such a feedback form in all communications, including emails.

7. Clemson Undergraduate Student Government shall furnish a specific feedback form targeted towards multicultural, underrepresented, and otherwise marginalized individuals and communities to communicate questions, concerns, ideas, and other communications not listed. The feedback form shall also furnish guidance about Bias Incident Reporting. The lead Diversity, Equity, and Inclusion officials within Clemson Undergraduate Student Government, as defined by our government, shall review such a feedback form regularly, and no less than once a month. Such a feedback form must, at least, reside on the Clemson Undergraduate Student Government website, mycusg.com, and any social media accounts. We encourage Clemson Undergraduate Student Government to include such a feedback form in all communications, including emails.
8. Clemson Undergraduate Student Government shall host a town hall dedicated to Diversity, Equity, and Inclusion semesterly. At such a town hall, Clemson Undergraduate Student Government shall invite the University President, University Provost, University Vice-President of Student Affairs, University Vice-President of Housing and Dining, the Clemson University Chief of Police, and the University Vice-President of Inclusion and Equity. Clemson Undergraduate Government must present the Student Body President, Student Body Vice-President, Attorney General, Senate President, Council of Diversity Affairs Director, Inclusion and Equity Senate Chair, and LGBTQIA+ Engagement Committee Director.
9. Clemson Undergraduate Student Government shall connect with multicultural student organizations annually in the fall. The Student Body President, Student Body Vice-President, Senate President, Attorney General, Inclusion and Equity Senate Chair, Council of Diversity Affairs Director, or their designee, shall endeavor to meet with all multicultural student organizations found within TigerQuest or as recommended by the Harvey and Gantt Multicultural Center in an effort to meet multicultural student leaders, acquaint diverse organizations with the mission and advocacy of Clemson Undergraduate Student Government, and to advocate for multicultural student organizations and the students therein.

### ***Part Two: Making Clemson Undergraduate Student Government More Equitable and Inclusive***

Clemson Undergraduate Student Government must ensure that we not only promote Inclusion and Equity, but practice it within our government. In order to retain the diverse individuals that we recruit, we understand our obligation to prioritize their safety and belongingness within the government. The recommendations below represent the preliminary steps towards a more inclusive and equitable environment. We believe each recommendation is essential to laying the groundwork of this initiative.

#### **Accountability**

1. Clemson Undergraduate Student Government shall consider adopting a uniform non-discrimination policy that includes discrimination on the basis of religion, national origin, race, genetic information, color, marital status, sex, sexual orientation, gender

identity, gender expression, disability, age, and/or qualified veteran's status, as provided by law and/or University policy.

2. Clemson Undergraduate Student Government's Leadership, including but not limited to Cabinet, Senate's Driving Committee, Senate's Steering Committee, and Judicial Leadership, are required to complete the Intercultural Development Inventory (IDI) and undergo the first round of Ally Training.
3. Clemson Undergraduate Student Government shall require Diversity, Equity, and Inclusion advising for Cabinet Committees, Senate Committees, and the Judicial Branch at the commencement of each leader's term conducted by the Diversity, Equity, and Inclusion officials within Clemson Undergraduate Student Government, as defined by our government. These leaders shall provide recommendations to each advisee to ensure a diverse, inclusive, and equitable environment. The advisee will then create tangible goals to promote Diversity, Equity, and Inclusion in their operations.
4. Clemson Undergraduate Student Government shall include a diversity and inclusion component to the annual Clemson Undergraduate Student Government Retreat. Senate's Driving Committee shall collaborate with the Diversity, Equity, and Inclusion officials within Clemson Undergraduate Student Government, as defined by our government, to create the subject matter and content.
5. Each branch of Clemson Undergraduate Student Government shall work toward engaging their respective members in community service with the intent to further Clemson Undergraduate Student Government's engagement with the local community.
6. Any entity, committee, or group within Clemson Undergraduate Student Government that plans or executes events shall consult with Diversity, Equity, and Inclusion leaders within Clemson Undergraduate Student Government in methods to ensure event accessibility.

### **Culture.**

7. Clemson Undergraduate Student Government shall conduct a Sense of Belonging survey dedicated to ensuring an inclusive environment within student government. The survey shall commence no earlier than the second week of November and no later than the first week of December. The Diversity, Equity, and Inclusion officials within Clemson Undergraduate Student Government, as defined by our government, shall review the results of the survey and compile a list of recommendations based on the responses.
8. Clemson Undergraduate Student Government shall consider an addition of a commitment to diversity and inclusion to the Clemson Undergraduate Student Government's Constitution.
9. Clemson Undergraduate Student Senate shall consider resolutions acknowledging monumental quest for social justice in Clemson Undergraduate Student Government history. These resolutions include, but are not limited to, the creation of Minority Council, the approval of the Lambda Society, the addition of the LGBTQIA+ Engagement Committee within the President's cabinet, and the addition of the Inclusion and Equity Committee within Senate.
10. Clemson Undergraduate Student Government shall include pronouns in all written and oral communication. CUSG Leadership's name tags shall include pronouns below the

name portion of the name tag. At the commencement of CUSG-led events, speakers are encouraged to include their pronouns in their introductions.

### ***Part Three: Prioritizing Diversity, Equity, and Inclusion within Clemson Undergraduate Student Government's Mission***

As representatives of the student body, it is important for CUSG to be advocating for the Clemson experience to be inclusive and equitable for all undergraduate students. These changes and additions will ensure that Diversity, Equity, and Inclusion are at the center of CUSG's mission and to more accurately reflect the needs and interests of ALL Clemson undergraduate students.

1. Clemson Undergraduate Student Government shall formulate and propose a means to further fund recognized multicultural student organizations, regardless of designation.
2. The Clemson Undergraduate Student Government Senate shall consider legislation requiring the Inclusion and Equity Chair to appoint a member of the Black Student Coalition to the Commission on the Black Experience. Such legislation would allow the Chair of Inclusion and Equity discretion beyond said restriction.
3. The following resolutions shall be presented to the Undergraduate Student Senate:
  - a. Re-author the Bias Incident Resolution with priority to Diversity, Equity, and Inclusion. This resolution shall call for a resolute response mechanic to bias incidents on and off campus.
  - b. Resolution calling for Clemson Undergraduate Student Government to revoke the Board of Trustees' promise of a one time exemption of the Heritage Act, and subsequent renaming of the Strom Thurmond Center.
  - c. Resolution calling for a 50% expansion of gender-neutral restrooms across campus, with a focus on residence halls and high-volume common buildings.
  - d. Resolution to rewrite Clemson Core Values of "Honesty, Integrity, Respect" to include "Diversity, Equity."
  - e. Resolution calling for a new, permanent location for the Gantt Center to be promised and prioritized by May 2021.
4. Clemson Undergraduate Student Government shall create a President's Social Justice Council on Executive Branch, composed of the Inclusion and Equity Chair, Council of Diversity Affairs Director, Public Safety Advisory Board Director, LGBTQIA+ Engagement Committee Director, Military Affairs Director, and Campus Advancement Director. The President's Social Justice Council shall directly advise the Clemson Undergraduate Student Government on Diversity, Inclusion, Equity matters. The President's Social Justice Council shall replace "the Diversity, Equity, and Inclusion officials within Clemson Undergraduate Student Government, as defined by our government" found above. The Social Justice Council shall hold at least two meetings a semester.

## **Part Four: Action**

Clemson Undergraduate Student Government shall, upon delivery of this strategic plan, consider the priority of individual items. Once under consensus, the preparers of the strategic plan shall prepare suggestions for action, including but not limited to, scheduling, project teams, and methods of implementation not enumerated within the strategic plan. No individual item found herein, whether agreed upon informally or formally by any member(s) of the Clemson Undergraduate Student Government, shall be considered official or policy until it receives due process and approval as set forth by the current Clemson Undergraduate Student Government Constitution, Bylaws, and Senate Handbook.

### **Schedule of Action**

The preparers of this strategic plan shall present it to the Clemson Undergraduate Student Government Student Body President, Vice-President, Attorney General, and Senate President upon completion. Those priorly mentioned shall ask questions, make recommendations, and work with the preparers until all may agree on a final Strategic Plan. Once all parties agree, individual items will begin implementation.