

**Texas Lutheran University
Action Plan for Racial Justice
June 11, 2020**

The President’s Cabinet at Texas Lutheran University is committed to initiating and leading meaningful change and tangible actions to address racial justice on our campus.

Like the national movement taking place before our very eyes, TLU’s plan requires ongoing commitment and attention, beginning immediately. It will be revised and grow as needed. It will intersect with our University’s forthcoming Strategic Plan for 2020-25 and the TLU Diversity Committee’s Strategic Plan for Diversity, Equity, and Inclusion. Driven by a moral rather than political imperative, our work will be organized in three main categories.

Category 1: Community Engagement and Conversation

- Initiate a Presidential Podcast series with weekly topics and guests representing a variety of insights and expertise on racial justice across our community. By featuring current students, faculty, staff, alumni, scholars, and local community leaders, we will provide an outlet for ideas to be discussed in a thoughtful, civil way that promotes understanding, education, and empathy for others.
- Use TLU’s established communication channels—website, Twitter, Instagram, Facebook, YouTube—to share and highlight our conversations and educate our community on the important work of racial justice initiatives; on our opposition to racially motivated police violence, systemic racism, and the disregard of Black lives; and our support for all members of the TLU community.
- Create ongoing dialogues to engage our students and alumni and ensure that their voices and concerns are heard by TLU leadership.

Category 2: Changes in Institutional Structure and Leadership

- Hire a Vice President for Diversity, Equity, and Inclusion who will serve on the President’s Cabinet and provide leadership for institutional change related to racial justice and equity.
- Institute further hiring procedures and policies to create an employee base that is reflective of the diversity of our student body.
- Increase diversity on all TLU boards.
- In our forthcoming strategic plan, incorporate a goal of “embracing and celebrating a culture of diversity, equity, and inclusion” and utilize the Diversity Committee’s DEI Strategic Plan in this process.

Category 3: Focused Education and Programming

- Initiate racial justice conversations sponsored by Student Life & Learning.
- Establish regular dialogue with campus police and the Seguin Police Department to discuss and share non-violent police protocols that honor equality and safety and address how we will protect our students from violence and discrimination on our campus and in our community.
- Offer fall lunch discussion series for faculty, staff, and students focused on podcasts and readings on systemic racism (sponsored by President's Office and run through Center for Teaching and Learning).
- Encourage participation in the Social Justice and Inclusion short course offered by the Center for Teaching and Learning this year.
- Explore how racial justice issues can be woven into the curriculum, utilizing our African-American Studies Program, Mexican-American Studies Program, General Education curriculum, and other appropriate areas.
- Ensure that TLU Athletics incorporates racial justice principles in their work with student athletes.
- Invite speakers to campus and share videos of past TLU speakers (Michelle Alexander, Bryan Stevenson, for example) or other external speakers (Shaun Harper, Beverly Daniel Tatum, for example) on a regular basis with the TLU community.
- Create Action Plan for Racial Justice page on our website to house content related to TLU's racial justice efforts and actions.
- Provide mental health resources to our community, including those that address issues of trauma.
- Prioritize time for TLU's senior leadership team to participate in readings and discussions focused on race so that, as the institution's leaders, we are informed and engaged when discussing racial justice.

Debbie Cottrell, President

Annette Citzler, Vice President for Academic Affairs (outgoing)

Sarah Ferguson, Vice President for Academic Affairs (incoming)

Kristi Quiros, Vice President for Student Life and Learning and Dean of Students

Renee Rehfeld, Vice President for Development and Alumni Relations

Edie Richardson, Interim Vice President for Finance

Susan Rinn, Executive Assistant to the President

Bill Senter, Interim Vice President for Administration

Sarah Story, Vice President for Admissions, Marketing, and Communications