



## ARTF Listen, Learn, Educate Subcommittee

### Final Recommendations

#### Listen

- Promote closer proximity between senior leaders and faculty/staff (e.g. flatten bureaucratic structure)
  - Seek faculty and staff voices, as well as student voices, and learn from their experiences, involve them in decision making
- Effectively operationalize Drexel's stated values and listen to and acknowledge contributions of lower ranked personnel and students
- Promote trust in senior leadership since lack of trust stunts communication from people proximate to the problem
- Create ways to facilitate true empathy when Black and brown racialized colleagues share their experiences
- Enhance empathetic listening skills – we need to focus on “soft skills” as much as technical skills in order to effectively perform our jobs

#### Learn

- Enhance racial literacy
- Antiracism training for individuals at all levels/roles of the organization.
- Conduct and publish an annual climate survey to assess progress towards antiracism, diversity and inclusion
- Enhance understanding of racial trauma
- Senior leaders must understand racism in the historical context in higher education and how/why it remains deeply rooted at Drexel

#### Lead

- Antiracist leadership retreats
- Increase Black student enrollment
- Demonstrate sustained courage and vulnerability
- Develop and implement internal and external antiracism advisory council