



Initial action steps for better serving our students of color, promoting inclusivity in our spaces, and better educating ourselves and all our students moving forward:

1. Commit to better highlighting BIPOC artists, directors, producers, and writers in the Boseman Art Gallery, Lumina Theater film programming, the Leadership Lecture Series, and all Campus Life programming efforts.
2. Foster even stronger partnerships with the three OIDI centers we are fortunate to call neighbors and find more ways to amplify the programs and educational messaging that emanate from these centers.
3. Prioritize diversity and anti-racism training for Campus Life professional staff and incorporate these opportunities into student employment and student organization leadership trainings.
4. Strengthen our current efforts in recruitment of people of color for professional and student positions. We must redouble our efforts in this area so that our staff is representative of the diversity of the State; we must become more creative and lean into our professional networks to build stronger applicant pools and diversify our team.
5. Create standing areas in Hawk eNews and WaveLink program advertising spaces and leverage social media platforms to highlight and amplify diversity and anti-racism programs and initiatives on campus and in the greater Wilmington community.
6. Add a student representative from each of the OIDI centers—Upperman African American Cultural Center, Centro Hispano, and LGBTQIA Resource Center—to the current Union Advisory Board in order to capture a broader spectrum of student voices.