

## **ACCJC Policy on Social Justice June 2021**

The ACCJC Policy on Social Justice emphasizes the moral obligation to promote equity, diversity, and inclusion in higher education. Recognizing the historical and systemic racism that has disadvantaged people of color, the Commission commits to dismantling these structures and eradicating educational inequities. They aim to revise their standards, recruit more colleagues of color, and incorporate anti-racism discussions into professional development programs.

The Commission expects all representatives to uphold this commitment and work effectively with diverse individuals and perspectives. For member institutions, the Accreditation Standards outline principles and requirements to improve equity, diversity, and inclusion, such as addressing historical inequities, using data to identify and address performance gaps, and fostering a sense of inclusion and belonging.

The Commission is dedicated to supporting institutions in their pursuit of educational excellence while respecting the diversity of their unique missions. The following breaks down the policy:

1. Introduction to ACCJC Policy on Social Justice
  - a. Moral obligation to promote equity, diversity, and inclusion
  - b. Focus on dismantling historical and systemic racism
2. Commission Commitment
  - a. Revision of Standards for equity-minded approach
  - b. Recruiting more colleagues of color
  - c. Infusing anti-racism discussions in professional development programs
3. Expectations for Representatives of the Commission
  - a. Embrace and carry forward commitment to social justice
  - b. Work effectively with diverse backgrounds and perspectives
  - c. Respect multiple perspectives to support educational quality
4. Commission Expectations for Member Institutions
  - a. Uphold standards addressing historical inequities
  - b. Use data to inform practices and improve equity
  - c. Foster a sense of inclusion and belonging among stakeholders
5. Key Principles and Requirements for Institutions
  - a. Mission and goals reflecting commitment to student needs
  - b. Data-driven strategies to mitigate performance gaps
  - c. Equitable access to comprehensive and reliable services
  - d. Policies supporting diverse personnel and employment equity
6. Supporting Institutions in their Pursuit of Excellence
  - a. Respecting the unique mission and diversity of each institution
  - b. Encouraging data and evidence-based decision-making
  - c. Collaboration and sharing of best practices
7. Conclusion and Call to Action
  - a. Reinforce the importance of social justice in higher education
  - b. Encourage EODAC members to actively engage in equity efforts
  - c. Foster an ongoing dialogue to address challenges and celebrate successes