



# INDIANA CLASSICAL CONFERENCE

## ACTION PLAN FOR DIVERSITY, EQUITY, AND INCLUSION

### Background

According to Article 1, Section 1, of the Indiana Classical Conference constitution, the mission of this Conference is: “the improvement and extension of classical scholarship and education in Indiana as well as the appreciation and promotion of the common interests of its members.”

One of these common interests is the creation of a diverse, welcoming, equitable, inclusive organization for all constituent members across divides of difference. In the summer of 2020, we stood with SCS, ACL, ACTFL, AIA, CAMWS in acknowledging the history of exclusion in our disciplines and in the US more broadly, and the need for intentional, sustainable diversity, equity, and inclusion planning across the discipline of Classics in furtherance of our commitment to anti-racism, anti-bigotry, our shared humanity, and the belonging of all persons in this professional community (read the statements here: [SCS Statement](#), [CAMWS Statement](#) | [Juneteenth Statement](#), [ACL Statement](#), [AIA Statement](#), [ACTFL Statement](#)).

Following on this commitment, we led our annual IFLTA constituent workshop on *Tough Topics in Classics*, which focused on identity and the need for Classics intentionally include underrepresented members of our communities. Second, we have appointed a 2<sup>nd</sup> Vice President for Outreach and Inclusion to lead our continued DEI efforts.

In furtherance of these aims, we adopt this future-oriented, repeatable, and sustainable action plan.

### Plan

We commit to engage in a continual process of growth and improvement in diversity, equity, and inclusion within our organization. The blueprint below for the next 4 years may be repeated every four-year cycle and may be adapted according to the specific DEI needs of a particular year.

We have adopted the INVESTIGATE, INTERROGATE, ACTIVATE, EVALUATE 4-step plan (adapted from the Office of Equity and Human Rights, City of Portland). The 2<sup>nd</sup> Vice President, along with the President and 1<sup>st</sup> Vice President, will work together to realize each of these items on an administrative level. Each member of ICC, however, should commit to participation in some element of the programming below. It takes the energy and commitment of an entire organization to foster inclusion and belonging for all.

*Adopted* 2.6.21

## ICC DEI PLAN 2021-2024

The four steps of our sustainable, repeatable DEI action plan are as follows (*italics represent specific initiatives for the ICC for the next 4 years*):

### Year 1 Investigate

- **Understand historical implications** – Facilitate e-reading groups on Inclusion and Classics; initial report to be released via email and at IFLTA Fall 2021
- **Listen to experiences** – Conduct an initial Climate Survey across ICC members and encourage members to conduct an ICC Climate Survey in their home Classics programs; summary report to be released via email and at IFLTA Fall 2021
- **Study societal barriers and marginalization** – Create an Ad Hoc Diversity and Inclusion Task Force of the ICC which can study these barriers in education and report at 2021 IFLTA ICC constituent workshop

### Year 2 Interrogate

- **Identify potential barriers within your organization (and constituent schools)** – Identify barriers and areas for improvement from the 2021 Climate Surveys (ICC Ad Hoc Diversity and Inclusion Task Force in conjunction with the ICC Administration).
- **Understand how schools can perpetuate societal marginalization** – Facilitate e-reading groups on societal marginalization and stigmatization in the US more broadly.
- **Collect and analyze data** – Perform more targeted Climate Surveys, conduct historical research into exclusion within the organization and across constituent schools.
- **Engage impacted/excluded populations** – Engage in intentional outreach to students, young professionals, parents/guardians, faculty members, schools, universities, and programs not in our Conference (who may not have any Classics programming) and solicit feedback on what kinds of Classics outreach programming would be of interest to them, and what could engage younger student populations in Classics outreach. Collect first-hand accounts from impacted/excluded populations on what would draw them to Classics/Latin/Greek education.

### Year 3 Activate

- **Develop vision to address potential inequities** – Craft a vision document that answers the question, “How do we correct for past and present exclusion in order to form a more welcoming, inclusive Classics for the next generation?”
- **Generate buy-in across constituents** – Draft a shared DEI Charter at the 2023 Spring Annual Meeting which can be signed by all willing members attending.
- **Enact sustainable plan** – Revisit the 4-year plan with an eye toward the next 4 years.
- **Launch a specific initiative** – Launch a Classics Access Initiative in Indiana with an aim toward sustainable growth of said initiative across the state (e.g., after-school programs, Classical Receptions events, e-clubs, publicity events, student-led volunteerism, etc.).

### Year 4 Evaluate

- **Evaluate results** – Work with an outside DEI Administrator to perform an organizational DEI review.

- **Share broadly with community** – Share these results and recommendations at the ICC Annual Meeting to inform our next 4-year cycle.

## RESOURCES - ANTIRACISM AND INCLUSIVE CLASSICS

### [SCS Antiracist Resources: Links and Lists](#)

#### Multiculturalism, Race & Ethnicity in Classics Consortium (MRECC) Resources

- [Antiracism Bibliography](#) - Topics Include:
  - Anti/Racism
  - Antiracist Teaching Outside Classics
  - Teaching About Race & Racism Outside Classics
  - Fictional Works On Race & Racism Outside Classics
  - Personal Narratives From Classics Scholars
  - Antiracist Teaching & Research In Classics
  - White Supremacy & Classics
- [Antiracist Teaching Guide](#)

### [Mountaintop Coalition Links and Resources](#)

[Black-Centered Resources for Ancient Mediterranean Studies](#) - compiled by graduate students

### [Black Lives Matter – CAMWSgrads](#)

[Intentional Action Cycle For Antiracism In Classics](#) - Kelly Dugan

### [Eidolon](#)

- [Fight or Die - How to Move from Statements to Actions](#)

[Res Difficiles | Difficult conversations in classics | #resdiff](#)

[Our Voices | Our Voices for Inclusive Classics Pedagogy](#)

[The Sportula: Microgrants for Classics Students – Working Class/icist Power](#)

[Eos Africana](#)

[Pharos - Doing Justice to the Classics](#)

[Classics and Social Justice | Outreach that brings classics out of the academy.](#)

### **Professional Organization Statements**

[SCS Statement](#)

[CAMWS Statement](#) | [Juneteenth Statement](#)

[ACL Statement](#)

[AIA Statement](#)

[ACTFL Statement](#)