

Dear CHaSS Colleagues,

The CHaSS Equity and Diversity Committee was launched in 2016 under the leadership of Christy Glass. Over the last few years, members have included Tammy Proctor, Kristina Scharp, myself, Derrik Tollefson, Mollie Murphy, Jeannie Sur, Chris Gonzalez, Keri Holt, and most recently John Gamber and Yesola Kweon. As a committee, we have worked on a wide range of equity issues like policy advocacy for gender-affirming medical coverage, gender pay-gap analyses, role statement revisions that recognize efforts in diversity and inclusion, classroom and staff climate assessments, diversity in general education, and much more. We are grateful for the Dean's support as we move this work forward and for all of you, whose work in the college and in our community makes us proud to be your colleagues.

We have recently renamed the Equity & Diversity Committee in order to more accurately convey the work and focus of the committee. The newly renamed CHaSS Anti-Oppression Committee has been brainstorming ways we can take meaningful action in our campus community and beyond in light of the ongoing struggle for racial justice in America. We are thrilled to announce the launch of our CHaSS Anti-Oppression Toolkit. Some of you may have seen USU Libraries recently published, "[Resources for Racial Justice](#)." The idea for the CHaSS A-O Toolkit is grounded in the same purpose: **to serve as a resource for our campus community that will promote positive change, shed light on difficult-to-understand topics, and curate expertise from all of you, our insightful colleagues.**

We know that many of you are thinking of action steps you can take to move the system needle toward racial justice in the academy and in your community. We invite you to consider contributing to the CHaSS A-O Toolkit as one avenue for taking action.

We also know that many of you, particularly our colleagues of color, have long been deeply invested in this work, and the emotional labor of carrying your colleagues is real. We see you. We know that putting an open call out can feel like a requirement. Please know it is not.

**We are proposing three ways you can contribute to the CHaSS A-O Toolkit:**

- (1) Submit an already **published article** that addresses systemic oppression/liberation in some manner. Please provide a 2-3 sentence summary of the article and what someone will learn by reading it.
- (2) Submit a **learning resource** that addresses systemic oppression/liberation in some manner (e.g., Assignment Description, published article, syllabus, experiential activity, etc.). Please provide a 2-3 sentence summary of the learning resource and its learning objective.
- (3) Submit a **5-7 minute video lecturette** on your bread and butter area of expertise related to systemic oppression/liberation. In recognition of your effort, there is a small stipend for submitted video lecturettes (\$250). If you are interested in submitting a 5-7 minute video lecturette, please fill out [this form](#) and indicate your topic and availability.

- (4) Submit a **discipline-specific link** to an already curated list of resources for racial justice. For example, the field of political science has curated a [resource list](#) on systemic racism and social justice.

You can submit your published paper, learning resource, or discipline-specific link by email: [jessica.lucero@usu.edu](mailto:jessica.lucero@usu.edu) with a subject line: Anti-Oppression Toolkit. The committee will communicate with individuals interested in submitting a video lecturette on how to submit their video.

The CHaSS Anti-Oppression Committee will work to organize submitted content and build the A-O Toolkit into a tab on CHaSS's homepage. We envision this curated content will be used in our classrooms (in-person and online) and shared in the campus and wider community for the purpose of raising our collective consciousness in our struggle toward social justice.

In Solidarity,

The CHaSS Anti-Oppression Committee

Jess Lucero  
Mollie Murphy  
Jeannie Sur  
Keri Holt  
John Gamber  
Yesola Kweon  
Derrick Tollefson (Department Head Liaison)