The Social Justice & Equity Task Group proposes to make equity, diversity, and inclusion (EDI) central to CBE’s mission in the area of research, teaching and outreach. This Task Group will begin the process of centering EDI and social justice by engaging the other task groups to ensure that EDI values remain central to the development of CBE’s new strategic plan. Ultimately, our goal with this effort is to identify structural problems and disrupt systemic biases around power and privilege to make CBE truly committed to EDI values and a more welcoming environment to all its members.

In that regard we aim to: (1) define a shared philosophy and values around EDI and social justice while embracing and enhancing a diversity of views and values; (2) to identify a useful theory of change to articulate and pursue; and (3) to understand our best potential for positive impact.

We plan to work with the theory of “positive deviance” (PD; Pascal et al, 2010) which seeks to draw innovation and inspiration from looking at issues from diverse perspectives. The aim of the PD process is to draw out the collective potential of the college to apply it to specific problems requiring intercultural competence, behavior or social change.

We will begin by defining key concepts - equity, diversity, inclusion and social justice, drawing on the ongoing efforts already underway in the College. However, we intend to push beyond relational demographics to further our goals around EDI and to achieve meaningful outcomes. We therefore seek to gather data on various ongoing research, teaching and outreach efforts related to EDI as a baseline to then identify specific areas for greater growth and the advancement of new initiatives.