Rutgers University – Newark

Draft Action Plan

1. Organizational/Administrative
   1. Goal: Create TRHT working group/advisory committee with cross-disciplinary, cross-function capacity
      1. Purpose: To engage multiple stakeholders across the institution and with our TRHT and non-TRHT community partners in the planning and execution of the TRHT Center initiatives
      2. Outcome: The RU-N advisory committee is comprised of representatives from the Chancellor’s Office, Office of Communications, the RU-N LGBTQ & Intercultural Resource Center, Rutgers School of Public Affairs & Administration, Rutgers Law School, the Honors Living Learning Community @ RU-N, the Newark Public Library, the NJ Institute for Social Justice, and the NJ Performing Arts Center (NJPAC).
      3. Status: Completed.
2. Racial Healing and Relationship Building: Programming
   1. Goal: Initiate/Foster ongoing campus activities utilizing dialogue and dialogic techniques around issues of truth and racial healing
      1. Purpose: To center dialogic technique as a conversation catalyst and healing tool for narrative change
      2. Intended Outcomes: Increased campus and community engagement around the power of dialogue
         1. We have co-hosted two dialogues around racial justice and belonging:
            1. Sept. 13, 2017: A Conversation, ‘After Charlottesville’ – A campus dialogue about public memorials honoring racial violence and exclusion
            2. Oct. 26, 2017: A Conversation on Mass Incarceration and Over-Policing – A campus dialogue on dialogue among community organizers, artists, faith leaders, entrepreneurs, designers, and lawyers on how communities affected by violence conceive of public safety and how our local policies and budgets can reflect community-driven solutions that look beyond policing and incarceration.
         2. We hosted a daylong commemoration of the National Day of Racial Healing (Jan. 16, 2018)
            1. Interactive poster board sessions: “My Racial Healing Looks Like”
            2. Social Media Campaign
            3. “A Night of Speaking Truth Through Poetry, Prose, and Music,” featuring multi-generational and multi-ethnic artists
         3. In collaboration with the RU-N P3 Collaboratory for Pedagogy, Professional Development, and Publicly-Engaged Scholarship, we have established a “Difficult Dialogues” learning community for faculty and graduate student instructors to use dialogue to bridge difference in the classroom for maximum pedagogical impact
         4. Healing Circles: We are incorporating healing circles into event planning
      3. Status: Ongoing
      4. Evaluation Strategy: quantity and quality of in-person and digital participation; number of shares, retweets, and hashtags; recording and preserving of individual participant reflections (surveys, anonymous reflection cards, etc.)
3. Narrative Change About Newark
   1. Goal: Increase Positive Narratives About Newark
      1. Purpose: Highlight positive narratives of Newark through a collaboration with our TRHT community partner, the Newark Public Library (“telling and retelling Newark’s story)
         1. Cast/Recast the city of Newark in the public narrative with asset-based (not deficit-based) language
      2. Intermediate Action Steps:
         1. Develop classroom project around media narratives in Newark for Fall 2018
         2. Creation of collaborative arts projects in and around Newark
      3. Evaluation Strategy: quantity and quality of in-person and digital participation; number of shares, retweets, and hashtags; recording and preserving of individual participant reflections (surveys, anonymous reflection cards, etc.); scale survey on self-perception of city residents as a priority or access for the City of Newark; comparative study of Newark narratives in traditional and social media
4. Racial Healing and Relationship Building: Poverty Reduction & Economic Development
   1. Goal: Decrease **separation** andincrease access and equity at RU-N for Newark Residents to “reduce poverty and unemployment and strengthen the city's economy by the beginning of the next decade.”[[1]](#footnote-1)
      1. Increase Newark resident college participation at RU-N and our partner institutions
         1. Honors Living Learning Community
         2. RUN to the Top
      2. Increase rates of employment in Newark of Newark residents
      3. Increase university procurement $$ spent with Newark suppliers
         1. Goal: RU-N has committed to increase procurement of Newark-based suppliers by 20% by 2025 (milestone).
      4. Partnering w/TRHT partner NK Institute of Social Justice on felon voting and juvenile justice initiatives
      5. Broad and continued marketing of such initiatives with greater Newark community
         1. Participate in planning for 50-year-commemoration of the “Conklin Hall Takeover” & the founding of the Minority Students Program at Rutgers Law School
         2. Engagement with UndocuRutgers initiative (for undocumented community members)
         3. Programming around theme: “The Colors of Displacement”
   2. Evaluation Strategy: quantity and quality of in-person and digital participation; number of shares, retweets, and hashtags on social media; recording and preserving of individual participant reflections (surveys, anonymous reflection cards, etc.); comparative study of pre-TRHT economic outcomes and post-launch economic outcomes
5. RU-N Self Study (“mirror mirror”)
   1. Goals: Increase engagement, attendant, college admission rates, and positive perceptions of RU-N
   2. Year 1: Campus Climate Assessment (in collaboration with Commission on Diversity)
   3. Year 2: Institutional Equity Self-Study
   4. Campaigns: Arts, Culture, Media; Podcast; Citywide Book Club
6. Sustainability
   1. Increase resources in library and other community partners
      1. Collaborate on submission of ALA grant application
      2. Newark Public Library will conduct a needs assessment for its branches
      3. ???
   2. Invest in research collaborations at RU-N around racial healing
      1. Purpose: Involve faculty and students in data gathering and analysis around racial healing and access
      2. The Initiative for Humanities, Arts, And Social Sciences Research Teams (IHASSRT) at RU-N has announced a $50K grant tosupport research/scholarship focusing on addressing challenges emerging and intensifying locally, nationally, and internationally related to intergroup animus, especially instances of race-based hatred (“Racial Healing and Equal Economic and Educational Opportunity: Achieving Transformational and Sustainable Change”)
   3. Chancellor’s Matching Grant ($30K)
   4. Engagement Plan & Communication Strategy (incl. website; social media listening)
   5. External Corporate / Grant Funding
   6. Physical Space for TRHT Center (both on and off-campus)
7. Potential Barriers to Accomplishment
   1. Low turnout to events
   2. Resentment of university / university initiatives
   3. Generational divide (divergent values and priorities)
8. Campus

1. “A 2020 Vision of Newark: Rutgers-Newark Joins Other Anchors Making Hire.Buy.Live.Newark Commitments,” July 5, 2017. [↑](#footnote-ref-1)