



**“Critical consciousness is an active and persistent curiosity and awareness that examines beliefs, practices, assumptions, and norms to detect how power and privilege operate to contribute to inequality and oppression” (Freire, 2000)**





# BobCAT IDEAs Strategic Framework

## Bobcat Brilliance

Office of EDI's Vision	What It Means	How We Do It
<p><b>People first. Anti-oppression &amp; liberation for all:</b> Equity requires the ability to recognize and analyze systems of inequality and the commitment to take actions against these systems, which include understanding the root causes of injustice. It is in our collective understanding and commitment to eradication of these systems that we work towards these goals in both local and global contexts.</p>	<ul style="list-style-type: none"> <li>• Dismantling systemic &amp; structural inequality</li> <li>• Developing transformative practitioners &amp; advocates</li> <li>• Acknowledging privilege &amp; power</li> <li>• Developing shared &amp; accessible knowledge</li> </ul>	<p><b>Critical consciousness &amp; collaboration:</b> Continuous awareness of how power and privilege shape our institution and an intersectional development of practices and practitioners that work towards our collective freedom.</p>
How We Get There		
<p>We believe that <b>community, access, transparency, inclusion, diversity, equity, and accountability</b> (BobCAT IDEA) are key enablers and critical components to accomplishing our office's vision. BobCAT IDEA(s) unlock knowledge, produce equity-minded practitioners, and drive meaningful impact and outcomes.</p>		
Thus, We Aim To		
<ul style="list-style-type: none"> <li>• Develop shared and accessible knowledge</li> <li>• Recognize that community extends beyond campus and create active engagement of our local and global environments (<b>community</b>)</li> <li>• Strive to provide equal and equitable opportunities for all to thrive (<b>access</b>)</li> <li>• Establish public-facing communication that is clear, consistent, and self-evaluative (<b>transparency</b>)</li> <li>• Create an environment that cultivates a sense of belonging (<b>inclusion</b>)</li> <li>• Engage all people and perspectives in recognition of our collective excellence (<b>diversity</b>)</li> <li>• Ensure access to opportunities for all through the removal of structural barriers (<b>equity</b>)</li> <li>• Acknowledge and own our progress and areas of improvement to create a culture of trust and responsibility (<b>accountability</b>)</li> </ul>		



# BobCAT IDEAs are put in action through our three pillars:



## OUR PEOPLE

What is the student, staff, and faculty experience at UCM?

How do we engage with our community and what is our reputation?



## OUR CAMPUS

What are our policies, procedures, & programs? How do we run our institution? What is the classroom, lab, and office experience?



## OUR BRILLIANCE

Whose knowledge is recognized and prioritized? How is information shared and created equitably with all and by all?