

Engage with Institutional Heritage

How the institution acknowledges and redresses its role in historical and ongoing oppression in partnership with its local community to safeguard against continued harm.





Foundational Guidance for Success

[15 Must-Ask Questions Before Addressing a Racist Symbol on Campus](#)

Ensure your work achieves and sustains strategic and transformative outcomes.

Have additional questions or want to know more about how EAB can help you in this area? Reach out to your institution's Strategic Leader.

EAB's Path to Progress

Levels 1-3	Resources	Experiences
	<ul style="list-style-type: none">• Develop an intentional process for reviewing controversial artifacts of historical and ongoing legacies of oppression.• Investigate and share your institution's historical racial legacies with these guiding questions and examples.	 We Removed the Statue. Now What? Listen to an excerpted discussion about how universities across Canada and the United States are reckoning with historical ties to oppression. <i>Partner Time Commitment: 30-minutes</i>
Levels 4-5	Resources	Experiences
	<ul style="list-style-type: none">• Establish an action plan that identifies near- and long-term priorities to redress historical harm, like Davidson College.• Evaluate the state of relations between the institution and harmed communities.• Develop sustained educational programming on historical legacies of harm, like Villanova University.	 Racial Flashpoint Post-Mortem Analysis Investigate and connect current issues to their historical origins to accurately identify and address the root causes of racial flashpoints. <i>Partner Time Commitment: Institution Dependent</i>

Source: EAB interviews and analysis.