

Racial Equity at JMU

Arthur Dean, Executive Director for Access and Inclusion
Cynthia Bauerle, Interim Vice Provost for Faculty and Curriculum
Rudy Molina, Vice Provost for Student Academic Success
Deborah Tompkins Johnson, Vice Rector





Ongoing commitment

- Build on previous work of Diversity Task Forces and Task Force on Inclusion
- Build on and enhance progress in diversity of students and faculty/staff
- Climate Survey (spring 2021; recommendation from the Task Force on Inclusion)
- Recruitment, Selection, and Retention training for search committees (expanded to all divisions 2019-2020)
- Review and enhancement of Discrimination Policy 1324 (Summer 2020)

Ongoing commitment continued



- THRIVE: Graduate Student Initiative (2019-2020)
- Suggested Language for Syllabi to address all forms of discrimination





Ongoing commitment continued

- Academic Student Organizations focused on Inclusion
 - Minority Programmers Association
 - Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)
 - National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE)
 - Chemistry Department Student Inclusion Task Force
 - Biology Students of Color (BIOSCOC)
 - JMU Chapter of National Society for Black Engineers
 - Diversity and Inclusion in Global Security
 - Future Teachers of Color
 - National Society of Minorities in Hospitality
- Student Diversity Summit



Ongoing commitment continued

- Governor's Equity Report (May 2020)
- Alumni Engagement:
 - Exploration of Boards and Service Opportunities
- New Leaders:
 - Associate Vice President for Multicultural Awareness for Student Affairs
 - Vice Provost for Student Academic Success and Enrollment Management
- Employee Training on Discrimination and Harassment



JMU: Summer 2020

- JMU March for our Lives (June 12th)
- Town Halls and Conversations
- Elevation of the African, African American, and Diaspora Studies Center
- Various workshops: Anti-Racism, Social Justice, Exploring our own Identity and understanding how did we get here
- BOV: Approves the renaming of Jackson, Maury and Ashby Halls





JMU Response to Racial Equity

- Beacon Newsletter: August Edition
- Tiger Team
 - Has met weekly since July to identify needs and recommend next steps
 - Meeting every other week with students as well
- Liaison/Diversity Champion in every academic college
- Campus Safety underwent Anti-Bias Training



Task Force on Racial Equity

- Has already begun its work
 - Includes faculty, staff, students, alumni and community members
- Timeline:
 - August 7th: Announced the creation of the Task Force and announced the Co-Chairs, Leadership Council Members and Working Group Co-Chairs
 - This Fall: working groups will make recommendations for short, medium, and long term
 - Bi-weekly recommendations to the President



Task Force on Racial Equity



Working Groups:

1. Student Academic Success
2. Student Co-curricular Life
3. Instructional Faculty Professional Development
4. Administrative and Professional Faculty Professional Development
5. Classified Staff Professional Development
6. Awareness/Communication
7. PreK-12 Engagement
8. Athletics
9. Advocacy and Support
10. Alumni Engagement

Questions and Thoughts



- What points or areas do you want to be sure we address?
- Are there creative ideas you want to share from your organizations?