

JMU Fall 2020 Racial Equity and Presidential Task Force on Racial Equity Update

Arthur Dean, Executive Director for Access and Inclusion
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Rudy Molina, Vice Provost for Student Academic Success
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Fall 2020

- Climate Survey
- Review and enhancement of Discrimination Policy 1302
 - JMU Non-Discrimination policy reviewed/completed
 - Aligned with Federal Statutes Title 6, 7 and 9 (non-discrimination, non-harassment and retaliation)
- Began review and enhancements to University Policies
 - Policy 1324 (Umbrella policy to guide adjudication process)



Fall 2020 Continued

- **Employee Compliance Education on Discrimination and Harassment:**
 - launched (October 2020) Focuses on Titles 6, 7 and 9: Education, Employment and Gender Discrimination and Harassment
- **Pre and Post-Election support and engagement**
 - Communication within the University, Safety Measures, Workshops, Support and Resources provided to the JMU community
 - Campus Resources: www.jmu.edu/civic



Task Force on Racial Equity

DRAFT--Work in Progress

■ Mission:

- Build upon previous JMU efforts related to access, diversity, equity and inclusion with new research and dialogue to create meaningful, structural, and noticeable racial equity transformation at JMU and in our world.

■ Vision:

- Empowering JMU and its extended communities, both individually and collectively, to ensure equity by building tangible access and success opportunities for Black/African American, Hispanic, Chicano/a, LatinX, Asian American, Hawaiian Native, Pacific Islander, Indigenous (American Indian/Alaskan Native), and other under-represented persons.



Project Timeline

- **Phase One: Laying Foundations for Success**
 - Present - January 2021
- **Phase Two: Designing Racial Equity**
 - January 2021 – January 2022
- **Phase Three: Tracking our Impact**
 - March 2021 – May 2022



Finalizing Project Membership

- **TFRE Leadership**
 - TF Co-chairs and Leadership Council
 - Consultants
 - Dr. Jennifer PeeksMease, Associate Professor, SCOM
 - Dr. Tia McNair, Vice President for Diversity, Equity and Student Success, AAC&U
 - Administrative support people
 - Kim Moubray, Office of Access and Inclusion
 - Janina Peachey, Office of the Vice Provost for Faculty and Curriculum
 - Intern
 - Ms. Aaliyah McLean, SMAD'20

- **Working groups**
 - 11 Working Groups (added Economic Engagement & Business Relationships WG)
 - 26 WG co-chairs
 - 131 WG members (incl. students, faculty, staff, alumni, community leaders)



Community organization and communication

- Connectivity
 - All external members provided with affiliate email accounts
 - Project listserv
- Access to shared work
 - Collaborative team workspaces in Microsoft Teams
- TF updates and communication
 - WG liaison role for Leadership Council members
 - Regular meeting and reporting schedule
 - Electronic updates and recommendations
- Project visibility
 - Managing the project website
 - Regular reporting (BOV, President Alger, campus constituents)



Task Force on Racial Equity Online Recommendations Form

- Review of On-line Recommendation Form

<https://forms.office.com/Pages/ResponsePage.aspx?id=Izwz6cfK9EKZiVzuPUp5w0BTfa3DRVNIvVioRtw65ghUMkxHNUpZODcxUDBHRzhNOVFWMUIOVkRDN C4u>



Working Groups

- Administrative and Professional Faculty Professional Development
- Advocacy, Support and Public Safety
- Alumni Engagement
- Athletics
- Awareness and Communication
- Classified Staff Professional Development
- Economic Engagement and Business Relationships
- Instructional Faculty and Professional Development
- PreK-12 Engagement
- Student Academic Success
- Student Co-Curricular Life