

TASK FORCE ON RACIAL EQUITY PRESIDENT'S CABINET



2-15-2021: Art, Cynthia, Deborah, Jennifer and Rudy

PURPOSE AND HOPE

- The group is advisory and will make recommendations to the senior administration.
- Guide the Task Force to think about short, medium, and long-term ideas (and the resources associated with them)
- Action-oriented
- Bring a true national lens to these issues.
- Things the task force might do:
 - Help us to engage with different constituencies (outreach, town halls, etc. – with an action-oriented agenda and specific topics for discussion) – to get more people involved.
 - Panels to showcase diverse alums; foster intergenerational connections; etc.
- Process matters; relationship-building has a lot of good byproducts. (I hope we can model civil, respectful discourse even as we deal with difficult topics and history.)





CO-CHAIRS & ADMIN TEAM ROLE

- **Build Community**

- Bring over 180 people together for a two-year engagement
- Support the President's vision that attention needs to be brought to racial equity within the larger DEI initiatives
- Creating a system to support tiers of leadership
- Ongoing Communication
- Create Framework for Recommendations to be brought forward from Working Groups (support these efforts)

- **Mechanisms of support**

- Microsoft Teams
- Facilitated consistent meetings
- Data/Research
- Who or what else needed to be added

- **Recommendation process**

- Rudy will address this topic later

PRESIDENT, VP, CABINET ROLE

Receive the recommendations

Opportunity for the following:

- Education
- Partnership
- Research/Examination
- Create Understanding

Key outcomes:

- Transparency and Accountability (tracking and decision process on each recommendation)
- Implementation/Support



RECOMMENDATION PROCESS/WORK FLOW

- **Recommendation Workflow**

Stage 1:

- Identify problem & propose solutions

Stage 2:

- Feedback & Endorse

Stage 3:

- Review & Approve

Stage 4:

- Alignment & Accountability