TFRE ——————

JAMES MADISON UNIVERSITY®

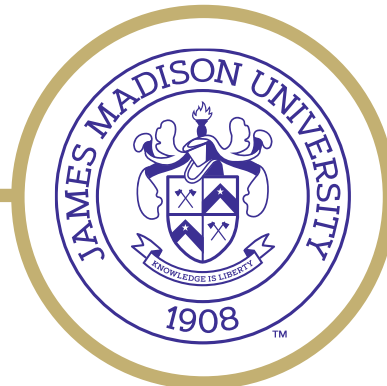Cynthia Bauerle, Interim Vice Provost for Faculty and Curriculum

Arthur Dean, Executive Director for Access and Inclusion

Brent Lewis, Associate Vice President for DEI Student Affairs

Rudy Molina, Vice Provost for Student Academic Success

Jennifer PeeksMease, Associate Professor of Communication Studies

Deborah Tompkins Johnson, Board of Visitors

April 2022

Membership of the Task Force

250+ Nominated. 182 Seated. 128 Worked thru Spring Semester 2022

Students (SRBOV, Black Student Alliance, Latinx Student Association, SGA, Black Student Leadership Coalition, and Student Athletes)

Faculty: (Faculty Senate, Every Academic College, and Self nominated Faculty)

Administrative and Professional Faculty, Classified Staff

JMU Departments: Every Division, Athletics, Talent Development, Campus Safety, Human Resources, Office of Equal Opportunity, Title IX and Centennial Scholars

Alumni: Black Alumni Chapter, Ole School Alumni Scholarship Group, First Black Graduate, DEI Bank Executive, Marketing CEO, NCIS Special Agent, Various College Representatives

Community: Mayor, Police Chief, Sentara Medical, Northeast Neighborhood, Black and Latino/a/x Leaders of Harrisonburg

Parents Council, Alumni Association Board, and Vice Rector of the BOV

Donors

Recommendation Worksheet Template

Title

Problem Statement

Recommendation

Rationale

Success Measures

ADMINISTRATIVE & PROFESSIONAL FACULTY PROFESSIONAL DEVELOPMENT
WORKING GROUP MEMBERS:

Ireti Akinola - Recruitment Specialist
Deija A. Bowden-Hurt - Student
A. D. Gabriel Driver - Graduate Student, CSPA
Natasha Simone DuMerville - Alumna
Jessica Hopkins - Financial Aid & Scholarships
Mia Larsen - Student
Gail Napora - Director of Talent Development
Trent Pace - Admissions
Jeffrey Tang - Associate Dean, College of Integrated Science and Engineering
Valencia Faye Tate - Alumnus, VP-DEI, CoBank (Denver CO)
Felix Wang - Director of Center for Global Engagement

WORKING GROUP CO-CHAMPION
Gail Napora, naporagp@jmu.edu

TITLE: (Lack of a) Centralized DEI Events Website

PROBLEM STATEMENT/ISSUE:
JMU staff, faculty, and students cannot easily locate diversity, equity, and inclusion (DEI) focused professional development and other events. Specifically, the **Events** tabs on the JMU home page and the JMU Faculty and Staff home page do not consistently feature DEI events.

RECOMMENDATION:
This recommendation includes 3 separate actions: tagging; visibility; and a centralized webpage. The assumption is that event tags, whether input to Cascade or the Event Management System (EMS), are accessed by the jmu.edu website.

RATIONALE:
This recommendation is low cost if existing staffing is used, and provides immediate increased visibility for Diversity, Equity, and Inclusion (DEI) focused professional development events. With awareness of available events and resources, there is a greater likelihood of understanding and growth toward a more inclusive culture.

SUCCESS:
Some metrics that would evidence success:
1. Events tab on JMU home page and Faculty and Staff page show DEI events sourced from across campus.
1. Website data metrics indicate steady use of DEI tags applied to events from all key areas
3. Website data metrics show increased traffic to a centralized webpage.

WORKING   GROUP LEADERSHIP

Rick Larson,
Leadership Council
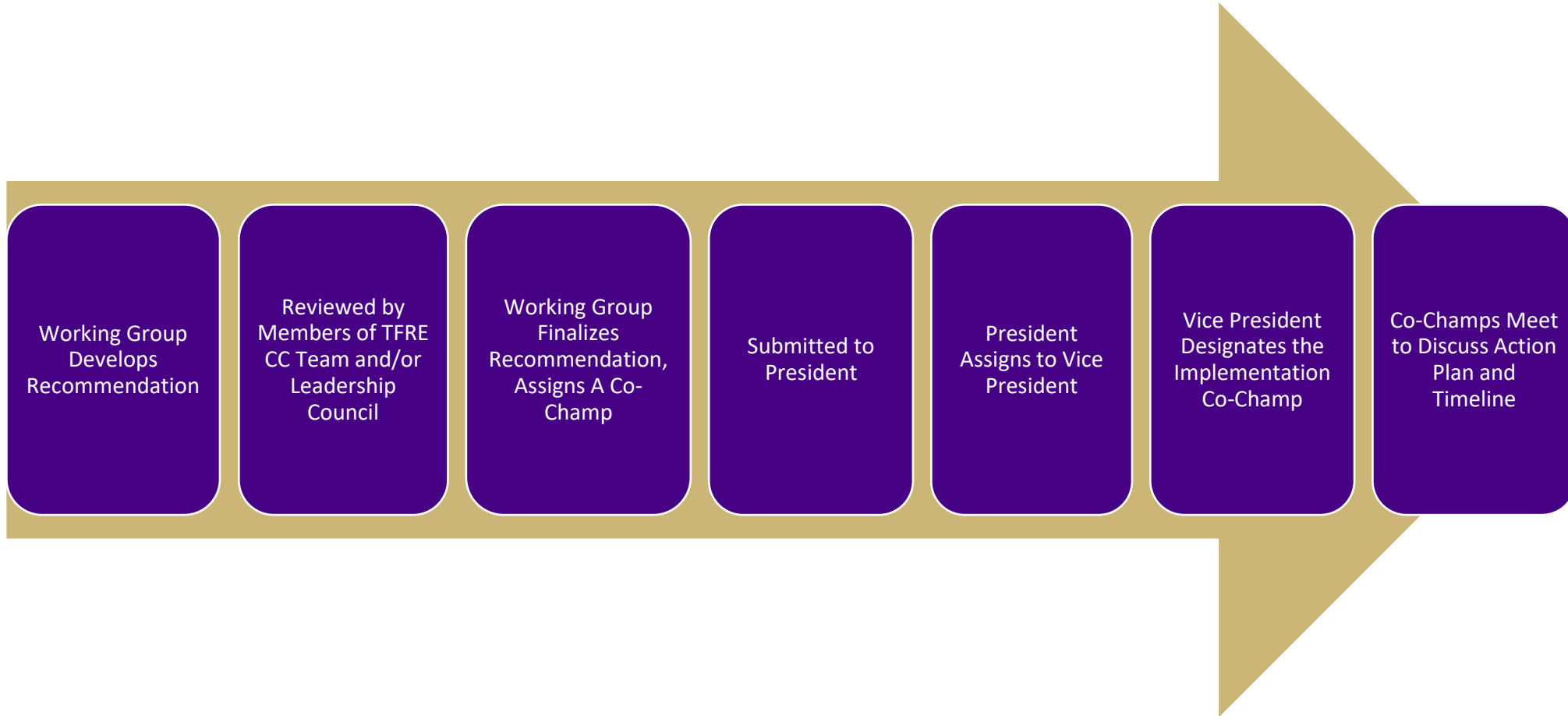

Cannie Campbell
Working Group-Co-Chair

Venus Miller, WG CC

Chervon Moore, WG CC

Recommendation Life Cycle

Working Group Develops Recommendation

Reviewed by Members of TFRE CC Team and/or Leadership Council

Working Group Finalizes Recommendation, Assigns A Co-Champ

Submitted to President

President Assigns to Vice President

Vice President Designates the Implementation Co-Champ

Co-Champs Meet to Discuss Action Plan and Timeline

Recommendation Completed List/Themes

Academic Excellence and Experience (10)

- Training and Resources for Faculty
- Classroom experience and impact (bias in evaluations)
- Resources that address early alerts and concerns (retention)

Communications (5)

- Web presence
- DEI personnel and resources
- Racial Equity Statement

Spaces & Community (9)

- Creating safe spaces
- Ensuring positive experiences by racial groups
- Economic Engagement (expanding relationships and engagement)

Perspective on the Narrative

Touchstone to JMU's DEI Strategic Initiative

Curates Experience Shared by 200+ Participants

Living Document, Open to Additional Voices

Acknowledges Both Shortcomings and Opportunities

Narrative Structure

Theme Statements

Aspirations

Student, Faculty and Staff Experiences

Current, Past and Emerging Initiatives

Appendix

Narrative Mapping

Encourage Sustainability and Accountability

- Aspirations ...what we hope to see in the future to improve accountability, sustainability, and communication of DEI efforts A comprehensive DEI strategy is in place.

- Efforts are supported by the entire population including white people.

- Senior leaders are aware of outcomes, measure results, and expect action to ensure the achievement of the outcomes on a timely basis.

Website

- Diversity Website
- (Lack of a) DEI Centralized Event Website
- Online DEI Personnel Org Chart

Communicating Commitment

- Leadership Messaging/ Visibility of Expectation
- Required Faculty Syllabus Statement on Diversity, Equity, and Access
- Developing a Racial Equity Statement

Creating Sustainable Structures

- Staff Community Resource Connections
- Planning – Beyond the Task Force on Racial Equity
- Task Force on Racial Equity Advisory Group
- Marketing and Education Program

Collection, Transparency, and use of Data

- Data Collection, Analysis and Transparency
- ACWG Reporting Dashboard
- Data as a Tool to Enhance the Success of Minoritized Students

Best Practices & Outcomes

Named a National Advisor (American Association of Colleges and Universities)

From Equity Talk to Equity Walk Sessions and Webinar

(JMU Talent Development)

University/Executive Leadership Involvement

Co-Champion Model

Meeting Structures
- Building Community through Working Groups
- Monthly Schedule
- Full Task Force
- President's Active Participation

Curating a Narrative

(JMU Institute for Constructive Advocacy and Dialogue)

DEI Strategy Sessions for Cabinet, TFRE Co-Chairs

Elevated DEI Conversation Throughout the University

Accountability Phase

WG CO-Champ =>

President & SLT =>

Implementation Co-Champ =>

Monthly Surveys =>

Communication with Implementation Co-Champ =>

WG Co-Champ

Transitioning the Task Force on Racial Equity

Prepare and Share Compilation of Work

Summer Transition Team

Two Co-Chairs on Climate Survey Implementation Team

Collaboration with New VP DEI/CDO

Enhance Communications