

## PreK-12 Pre-college Outreach Working Group Recommendation:

### Increase Participation of BIPOC Youth in Existing Programming

#### PROBLEM (Full description of the problem that needs to be addressed.)

Several barriers prevent PreK-12 students of color from participating in pre-college outreach programs currently offered at, by, and through JMU. JMU has a range of PreK-12 pre-college programs but based on the experience of all committee members there is a lack of BIPOC participation in the programs.

#### RECOMMENDATION (Full description of the recommendation that addresses the problem.)

JMU PreK-12 pre-college programming should intentionally increase our outreach to and inclusion of PreK-12 BIPOC students. Specifically, we recommend the university issue a statement by April 30, 2021 encouraging all campus-based, pre-college programs for PreK-12 youth to review their diversity statements, identify and remove potential barriers preventing BIPOC youth participation, and develop a plan to increase recruitment of PreK-12 BIPOC students. Also, all current JMU pre-college programs for PreK-12 conduct an initial program evaluation of their current percentage of BIPOC student participation.

#### RATIONALE (Full description of why this recommendation is the most appropriate.)

James Madison University currently offers various pre-college, campus-based programs across academic, athletic, and performing arts areas that specifically engage the PreK-12 population. While the PreK-12 Working Group develops medium and long-range recommendations that promote further outreach to PreK-12 BIPOC students, we believe JMU should utilize current programming to strengthen this outreach and increase participation among underrepresented groups. The PreK-12 Working Group thinks the first step in this process should come from a university's statement encouraging existing pre-college programs to identify and address potential barriers to outreach and inclusion and requesting all programs submit their current percentage of BIPOC participation and an active plan for increasing their numbers by 5%.

#### SUCCESS (Full description of the specific measures of success.)

For this specific recommendation, success will primarily rely on the various organizations that offer outreach programs for PreK-12 students. It will be demonstrated by at least a 5% increase in participation among PreK-12 BIPOC students, tracked through registration and attendance data. A spreadsheet that follows each program's progress with this recommendation would offer a simple way to measure success and report this information out to the public. As the various programs fulfill the university's request, the diversity statements and progress can then be easily shared through their respective JMU websites as well as through our Working Group's recommended Pre-college PreK-12 Program website (should that recommendation be approved).