

**LEADERSHIP COUNCIL MEMBERS**

- Carrie Combs, Director, Alumni Relations; Executive Director, JMU Alumni Association
- Mike Davis, Executive Advisor to the President
- Chuck Flick, Director-Ofc. Of Human Resources
- Joanne Gabbin, Executive Director-Furious Flower Poetry Center, Professor of English
- Norman Jones, III, Alumnus, Immediate Past Student Representative to BoV
- Karina Kline-Gabel, Asst. Dean-Foreign Languages, Lit. & Cultures
- Rick Larson, Associate VP of HR, Training and Performance
- Hakseon Lee, Professor of Political Science
- Daerenz Lyons, Diversity, Equity, and Inclusion Engagement Fellow
- Charles T. May, Ole School Alumni Group, President & CEO of C&M, LLC, Inc.
- Towana H. Moore, Associate Vice President for Business Services
- Besi Muhonja, Associate Vice Provost Scholarship, DEI
- David Owusu-Ansah, Associate Provost for Diversity & Professor of History
- Allahjah Smith, Diversity, Equity, and Inclusion Engagement Fellow

**TITLE: TFRE Response-Advisory Team**

The work of the Task Force on Racial Equity is significant to the future culture of our university. We, in the Leadership Council, entered this work with a clear vision of those we were bound to serve, the students. Knowing that we share that commitment with so many across the campus and our expanded community, we want to be a vehicle for helping to shape critical responses to the issues of diversity, racial equity, and inclusion in a way that values and respects that commitment. We want to learn from the network of experts that we have in TFRE and transfer that expertise to senior leadership in a way that supports and strengthens its mission. In that spirit we propose that an advisory committee of representatives from the TFRE leadership be empowered to build a relationship with senior leadership that will promote an environment for our students that is transparent, productive and welcoming.

Communication and responses to issues of racial equity, diversity and inclusion must be a collaborative effort. Diversity champions, such as those on the TFRE Leadership Council, are quickly able to access input and feedback from DEI colleagues and student leaders that can provide context to messages that represent our university. An advisory group of representatives from TFRE would help ensure that critical responses or messaging from senior leadership are transparent, cohesive, and, most importantly, protect and elevate the student experience at James Madison University.

**RATIONALE:**

In a spirit of collaboration and to further support the work of the president, the advisory group could provide insight and guidance on racial equity issues that require an appropriate and immediate response. During the past year the Task Force on Racial Equity leadership council has provided expertise and insight to the work of championing and furthering diversity, equity, and inclusion work on campus as well as the communication around these issues. With the TFRE set to disband in 2022, this smaller advisory group could continue to provide support and expertise.

**RECOMMENDATION  
CO-CHAMPS**



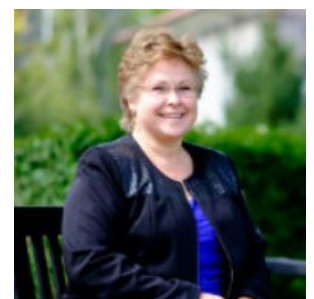
Joanne Gabbin, Leadership Council



Karina Kline-Gabel, Leadership Council



Amy Sirocky-Meck, Advocacy, Working Group Co-Chair, Advocacy, Support & Public Safety



Kathy Lubkowski, Working Group Co-Chair, Classified Staff Professional Development

**SUCCESS:**

Success can be measured in a variety of ways. The advisory group will:

- represent communities that may not be represented in senior leadership
- support transparency by holding senior leadership accountable
- participate in better decision making with accuracy and speed
- point out blind spots and strengths
- ensure that messaging is well-informed, cohesive, and transparent
- support the mission, vision and values of the university