**Diversity Task Force Initiatives for 2013-2014**

1. **Expansion and Support of the Intergroup Dialogue Program: (Art Dean)**
   a. Create steering committee comprised of faculty and staff members:
   b. Establish the committee’s Five Focus areas: (Structure, Capacity/Training, Curriculum, Branding and Marketing and Assessment).
   c. Develop a new strategic plan (completed by spring 2014).

2. **HR/Search Committee: (James Robinson and Diane Yerian)**
   a. Develop standards and best practices for recruitment, selection, hiring and mentoring of new faculty and staff.
   b. Create training for Chairs of search committee (timing and content).
   c. Develop exit interviews best practices.
   d. Make recommendations of the resources needed in HR for a university advertising plan for positions (not determined by each department).
   e. Establish a Committee to develop this information composed of Diane Yerian, James Robinson, Jack Knight Jennifer Kester, Casey Carter and Michael Stoloff.
   f. Submit Recommendations to the Senior Leadership Team in spring 2014.

3. **Communication and Marketing: (Andy Perrine and Art Dean)**
   a. Create partnership with University Marketing (Andy Perrine) and the Special Assistants to the President for Diversity.
   b. Develop University standards/suggestions for print and web promotion of Diversity. (Proper images for aspirational and current status).

4. **Diversity Council Chairs: (David Owusu-Ansah and Art Dean)**
   a. Work with each VP to determine the appropriate representation on the Diversity Councils.
   b. Assist with the formalization, purpose and mission of each diversity council.

5. **Area Studies: (Dr. AJ Morey and Provost’s Diversity Advisory Committee, “PDAC”)**
   a. Dr. AJ Morey is chairing the PDAC to do the following:
      i. Review Area study minors that could be moved into majors.
      ii. Review vibrancy of our current minors.
      iii. Review the marketing of our current majors/minors that offer content/pedagogy around diverse topics/interests.
      iv. Research curricular opportunities to respond to needs within the Commonwealth of Virginia (ex. provide a Major in Latino Studies).
   b. Add a member of the Faculty Senate to the PDAC.
   c. Casey Carter from the Diversity Task Force will also join the PDAC.
   d. PDAC will report back to the Provost May 2014.

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6. **Curriculum Conversations:** (David Owusu-Ansah, Bob Kolvoord, and PDAC)
   a. Dr. David Owusu-Ansah will have ongoing conversations with CFI about the creation of workshops on how to enhance diversity content in the curriculum.
   b. Recommendations will be forwarded to PDAC.

7. **Expansion and Elevation of Diversity Resources:** (Christie Liu and Art Dean)
   a. Develop a list of resources to be added to the Library's collection for faculty to access for teaching and scholarship.
   b. Develop ways to promote these resources created by JMU Libraries in CFI, CIT and academic units and departments.
   c. Create a process for faculty to submit new recommendations to the Libraries and Educational Technologies.
   d. Promote the existing websites located in CFI and L&ET that provide support for scholarship and teaching.

8. **Provost Diversity Scholarship Excellence Award:** (Bob Kolvoord, David Owusu-Ansah and the Provost Leadership Team)
   a. Provide a modest amount of money to support a Provost’s Award for Diversity Scholarship. This would encourage diversity scholarship among faculty and raise the profile of diversity scholarship on campus. Those selected would receive a $1,000 stipend and be required to present their work during the next Noftsinger Celebration of Madison Scholarship. (Provost’s Leadership Team).

9. **Diversity Scholarship Capacity Building Grant:** (Bob Kolvoord, David Owusu-Ansah and the Provost Leadership Team)
   a. Establish capacity building grants for Instructional and AP Faculty to create networks of JMU and external researchers to pursue diversity related scholarship.

10. ** Classified Staff Apprenticeship Program:** (Rick Larson and James Robinson)
    a. Review the model developed in Facilities Management and Public Safety to determine if the program can be replicated in other divisions.

11. **JMU Research Scholars Program:** (Bob Kolvoord, David Owusu-Ansah, Art Dean and the Provost Leadership Team)
    a. Explore the creation of a JMU Scholars Program designed to prepare under-represented undergraduate students for careers in the professorate at JMU and other institutions.
    b. Review and explore the ability to leverage JMU and state institutional relationships to create access.
12. Accessibility: (James Robinson, Art Dean, Towana Moore, Valerie Schoolcraft, and Casey Carter)
   a. Ensure information and resources are available to all constituents of the University (website, new employee orientation, key access points).
   b. Establish and maintain accommodations and support for faculty, staff, students, and the broader JMU community including visitors and guests.
   c. Conduct a review of buildings, accessible entry points to the University and develop a plan to determine the high priority areas, the cost and a timeframe to continue upgrading the accessibility of the campus.

13. Training: (Bob Kolvoord, Art Dean, David Owusu-Ansah, Jennifer Campfield, Carol Hurney, and Valarie Ghant)
   a. Develop peer to peer student trainers.
   b. Develop a team of faculty/staff trainers for all types of diversity workshops.
   c. Coordinate workshops and training opportunities through Center for Faculty Innovation and Training and Development with a goal of creating sustainable and coordinated opportunities in advancing all efforts/aspects of diversity.

14. Partnerships with school districts and organizations: (Donna Harper, David Owusu-Ansah, Michael Walsh, Art Dean, and Bob Kolvoord)
   a. Research and build connections with Commonwealth programs that serve large numbers of low SES and first-generation students.
   b. Connect with JMU alumni involved in these efforts.

15. International Programs: (Bob Kolvoord, David Owusu-Ansah and the Office of International Programs)
   a. Expand the Fulbright and International Scholars program.
   b. Assess transitions, academic persistence and scholarships for international students.

16. General education: (Bob Kolvoord, David Owusu-Ansah, PDAC and University Studies)
   a. Continue to review and enhance diversity in the curriculum.
   b. Determine what resources and support are needed to continue to enhance diversity within General Education.

17. GLBTQ: (James Robinson, Art Dean, Rob Alexander and Beau Dooley)
   a. Continue conversation with students, faculty and staff to reinforce current support and determine needs and resources for additional support.

18. Expansion of the Diversity Conference Local Partnership: (James Robinson and Art Dean)
   a. Explore partnerships within our local community; (e.g. Merck, Miller Coors, Local School systems, Bridgewater, EMU and BRCC).

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