

# **Presidential Task Force on Racial Equity and DEI February 2021 Update**

Cynthia Bauerle, Interim Vice Provost for Faculty and Curriculum

Arthur Dean, Executive Director for Access and Inclusion

Rudy Molina, Vice Provost for Student Academic Success & Enrollment Management

Deborah Tompkins Johnson, Vice Rector





# Highlighting DEI Engagement

**BRINGING ALL VOICES TO THE TABLE**

Thursday February 4th, 2021 | 7 PM  
 JOIN EVENT: [zoom.us/my/jmucal](https://zoom.us/my/jmucal)

Sponsored by CAL African, African American, and Diaspora (AAAD) Studies & The Office of The Provost

For more information, contact Karina Kline-Gabel, CAL Faculty Diversity Liaison [kklinegk@jmu.edu](mailto:kklinegk@jmu.edu)

**JMU** College of Business **DIVERSITY COUNCIL SPEAKER SERIES**

**Creating a Culture of Belonging, Part I**

Live Zoom (recorded) Panel Discussion  
 Thursday, January 28, 2021, 6:30 - 8:00 p.m.

Moderated by **Dr. Demetria Henderson**  
 Director of Diversity, Equity, and Inclusion, JMU College of Business



## PANEL PARTICIPANTS



**Brian Reaves**  
 SVP, Chief Diversity & Inclusion Officer, Dell Technology



**Rachel Schnorr**  
 SVP Americas, DEI and Social Impact, Dentsu International



**Tina Trumbo**  
 Head of Communities for Customer Success, Google



**Randall Tucker**  
 Chief Inclusion Officer, Mastercard

## PRE-REGISTRATION REQUIRED



# Infusing Into Our New Efforts



Gain valuable insights through a customized, [adaptive report](#) that includes thoughtful data segmentation out of the box.



Benchmark your faculty's experience of the academic workplace within both internal and national contexts.



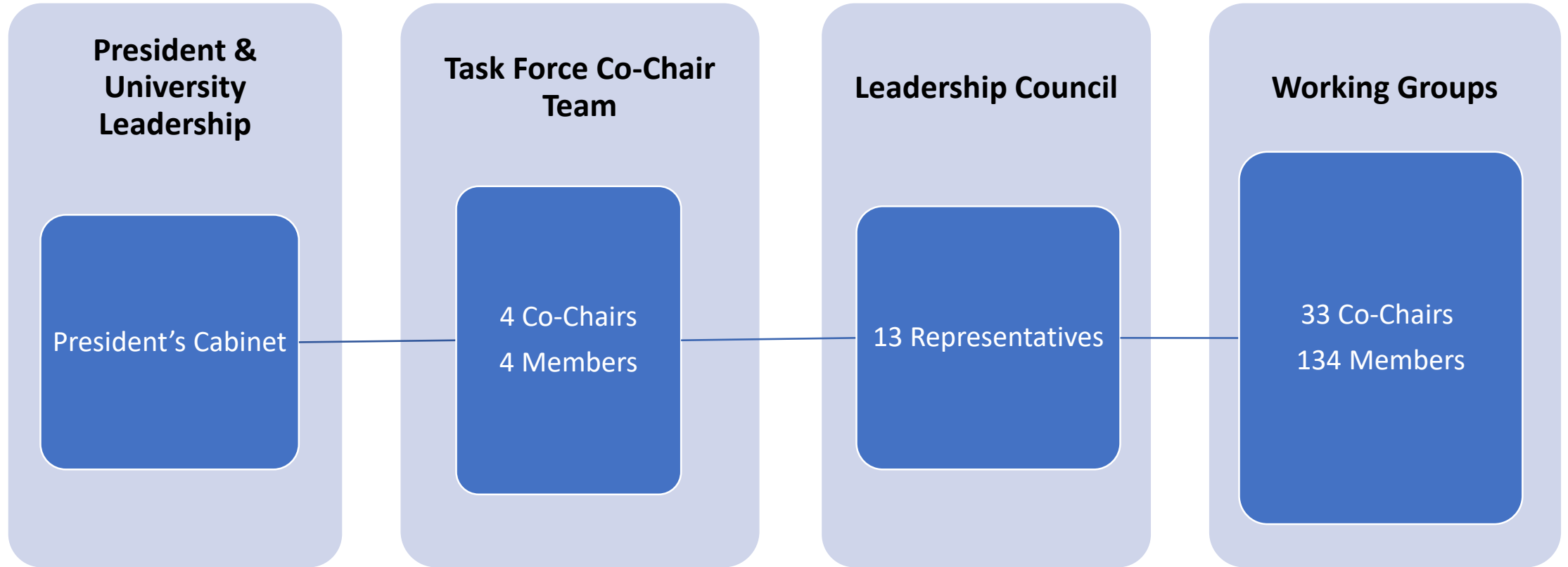
Compare your data against a self-selected group of [peer institutions](#), as well as our pool of national results.

## Collaborative On Academic Careers in Higher Education (COACHE)

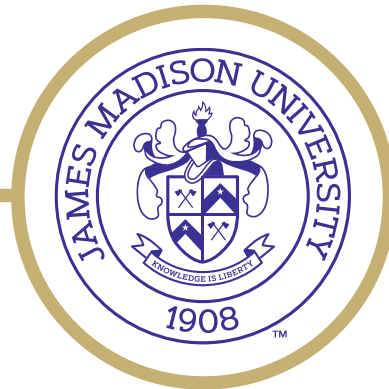




# Task Force Membership



# **Recommendations In Action**



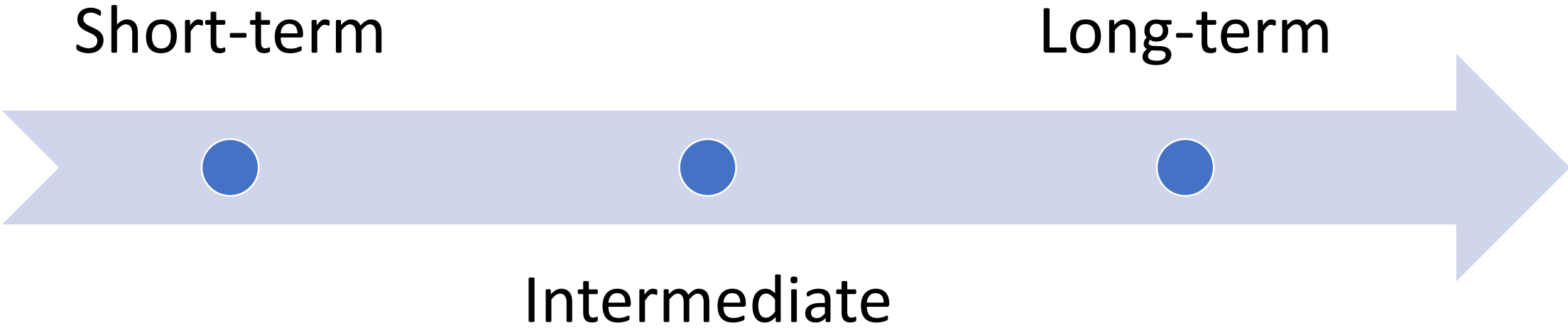


# Recommendation Life-cycle





# Three Types of Recommendations





# Current Status of Recommendations



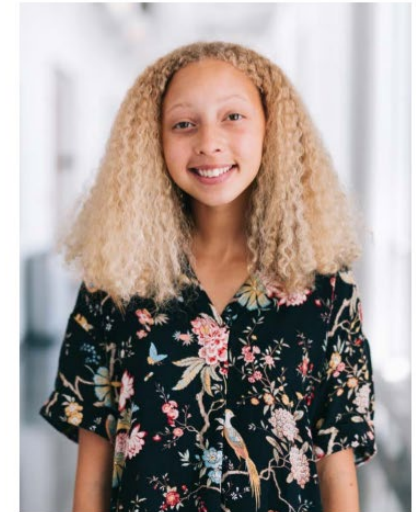
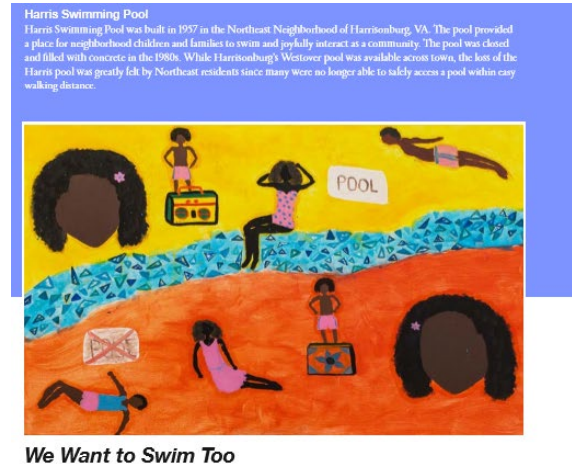


# Intermediate Recommendation

AAC&U's Truth, Racial Healing, and Transformation Initiative

## Stage 4

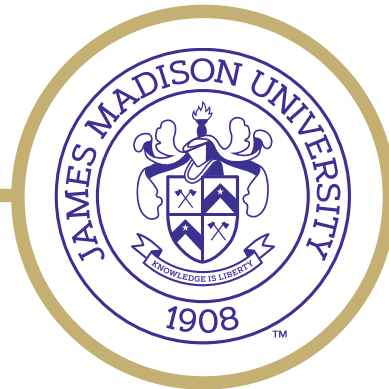
- Strengthens bond with local Harrisonburg community
- Reinforces work already established with faculty at JMU
- Integrates history and art from the valley specific to the African American experience
- JMU will apply to be a designated TRHT Campus Center



"After the opening of Westover, a pool that was easily accessible to African Americans was closed. Westover was way across town away from the neighborhoods that were primarily African American. This is one of many situations where these people were excluded from normal activities that others had at their fingertips."

– Jade Shull, age 15

# Sharing News and Creating Community



[RacialEquityTaskForce@jmu.edu](mailto:RacialEquityTaskForce@jmu.edu)

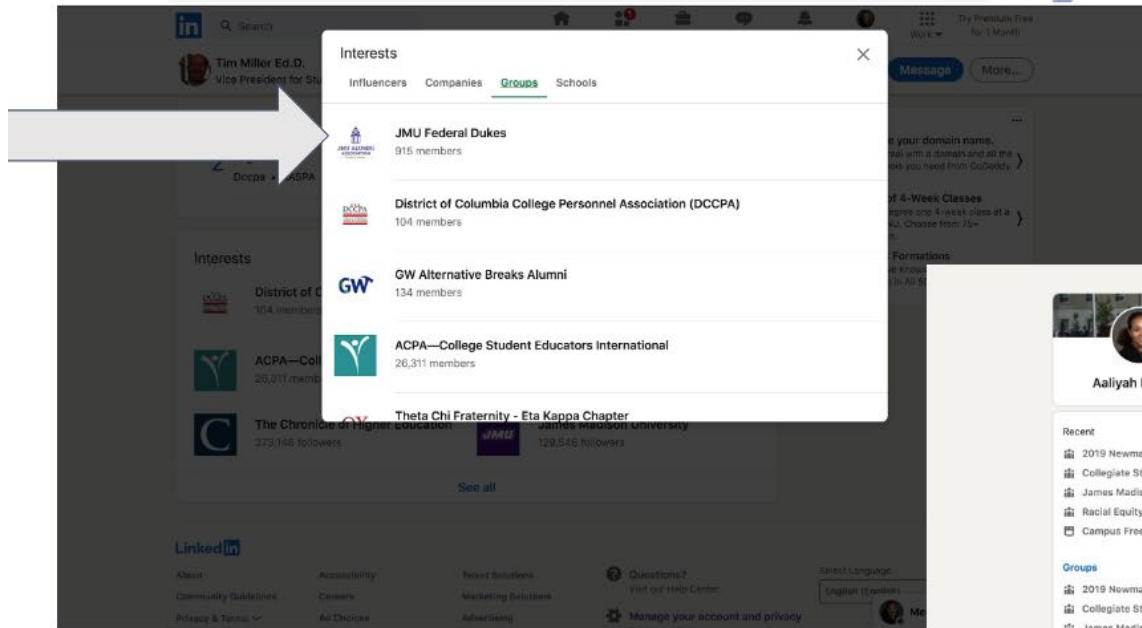


# Microsoft Teams

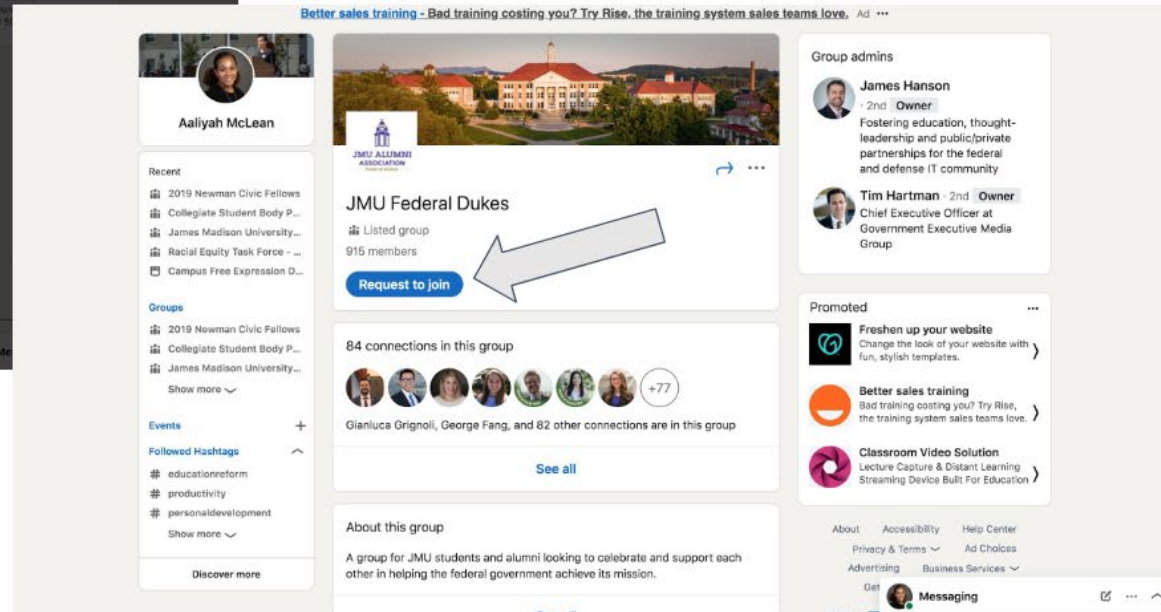




# LinkedIn



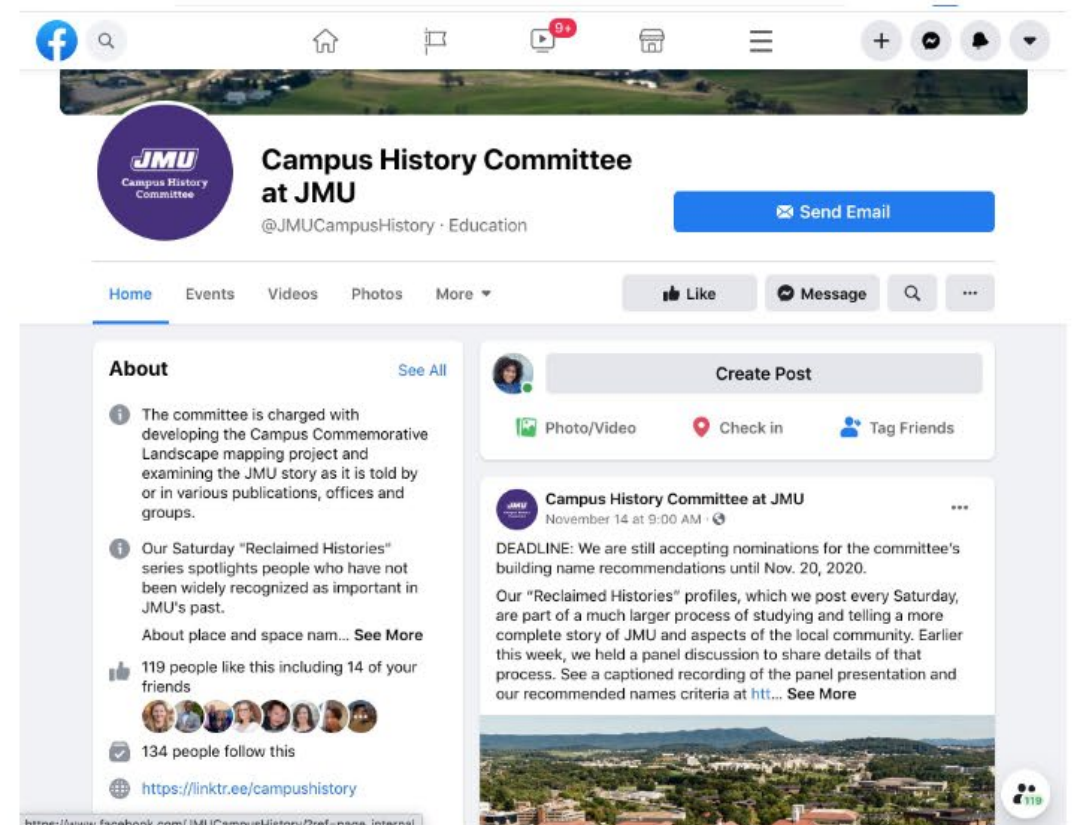
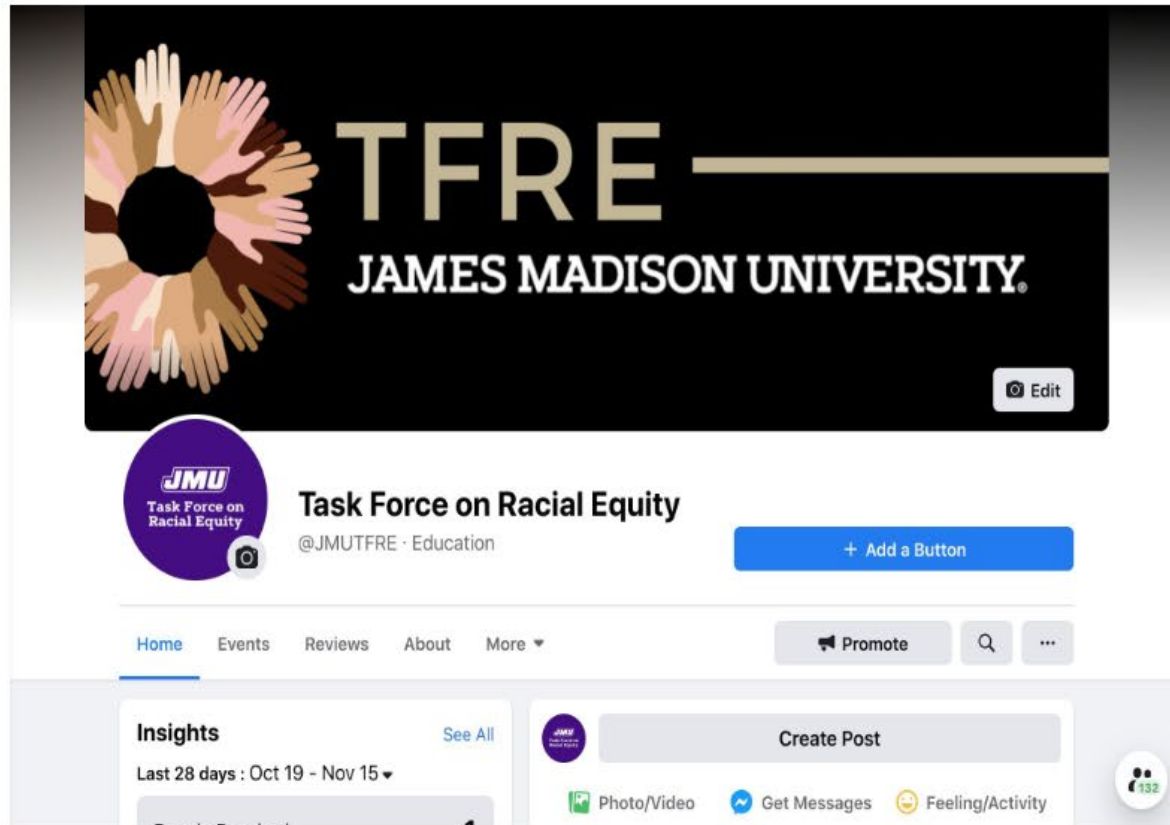
Employers/people are able to see what groups you are in, how many members are in the group, and what the group is about.







# Facebook



## BOARD OF VISITORS