

Allies for Racial Equity Training

***Stage One: Emerging** – At this stage, the campus is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a campus wide constituency for the effort.

****Stage Two: Developing** – At this stage, the campus is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion in equity effort.

*****Stage Three: Transforming** – At this stage, the campus has fully institutionalized diversity, inclusion and equity into the fabric of its institution, and continues to assess its effort to ensure progress and sustainability.

This rubric should be viewed as only one assessment tool for determining the status of diversity, inclusion and equity institutionalization. Other indicators should also be observed and documented to ensure that JMU's effort to advance diversity on campus is conducted systematically and comprehensively.

Legend: Emerging (*), Developing (**), Transforming (***)

Create a list of focused community events (and other resources) for people who want to enhance their knowledge, skill and abilities as an ally

Code opportunities for allyship (a legend?)

LOVE that the recommendation included training!!!!

Allies sometimes have a lot of up-front energy. Are there follow-up activities to check-in with training attendees? (eg they write a postcard to themselves, which is mailed 3 months later

<<<<< THIS IS AN AWESOME IDEA!!!

JMU has so many events that could bolster this work that happens on a rotation each year - I think there are some overlays too in justice work (LGBT, Veterans/Military)

I would think that a hybrid approach between HR/DEI would help continue this. An advisory group may be good.

Status Explanation:

- Active:** the recommendation is currently being worked on by university
- Completed:** Work on the recommendation has finished and all deliverables/tasks have been completed
- Merged:** The recommendation has been merged with a related recommendation or current university initiative for implementation and alignment

How has the anti-DEI legislations impacted the progress of this Task Force?

JMU's new Inclusion Hub website - <https://www.jmu.edu/inclusion/index.shtml> --- This early TFRE effort gave rise to the HUB

Working group was the A&P Faculty professional development working group

Status is "active" and aligns with JMU Strategic Priority #2

Another way to learn more about the recommendation and continual feedback process <https://www.jmu.edu/president/racial-equity/recommendations.shtml>

This tour is a good way of keeping the TFRE & SpeakUpDukes discussions relevant to new people

Is this session still being offered to employees? Can student employees get involved?

What kinds of community events are envisioned?

<https://www.jmu.edu/president/racial-equity/recommendations.shtml> <<<Task Force on Racial Equity Recommendations