

JAMES MADISON UNIVERSITY

TASK FORCE ON RACIAL EQUITY

AWARENESS & COMMUNICATIONS WORKING GROUP

WORKING GROUP MEMBERS:

Cheryl Beverly - Learning, Technology & Leadership Education, College of Ed.

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Barbara Hetzel - Associate Director, Title IX Office

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Co-Champion: Khalil Garriott, garriokp@jmu.edu

Recommendation Title: Racial Equity Statement

Problem Statement/Issue:

Based on a preliminary search of JMU web pages and other materials, there does not appear to be a publicly available, succinct (not boilerplate), university-wide stance/statement on our definition and commitments to racial equity.

Recommendation:

To establish a public-facing, university-wide statement/stance, we recommend an inclusive process be undertaken to craft such definitions and commitments. (I.e., representatives from all affected constituencies—alumni and friends, current students and their families, faculty, staff, administration, community—should contribute to crafting this. Specific process can be determined by those who are charged with implementing.) We suggest, rather than starting from nothing, to share existing definitions for consideration and adaptation. We also suggest that the definitions and commitment be completed and distributed in the short term to anchor future work of the university. We further recommend that this be revisited and re-viewed annually.

Rationale:

This will help all our constituents understand/see/know our agreed-upon guiding principles on racial equity. Several academic departments have drafted statements on DEI commitments, and a unifying statement specifically addressing racial equity for the whole university is needed.

Success:

A concise, memorable, widely agreed upon articulation of our definitions for and commitments to racial equity are adopted and promoted. This is widely broadcast, perhaps at the upcoming JMU Diversity Conference, which begins March 15, 2021. By August 1, 2021, public-facing communications and marketing materials feature the new statement in some way, and it is incorporated into the new/updated strategic plan.

WORKING GROUP LEADERSHIP



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