

JAMES MADISON UNIVERSITY

TASK FORCE ON RACIAL EQUITY

STUDENT ACADEMIC SUCCESS WORKING GROUP

WORKING GROUP MEMBERS:

Mahogany Baker - Student
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Tyson Brown - Alumnus
Chrissy Donald - Student
Wilson Friend - Alumnus, Parents Council
Vesna Hart - Director-International Cooperation, Ctr. for Global Engagement
Demetria Henderson - Visiting Assistant Professor, College of Business
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Working Group Co-Champ Hakseon Lee

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TITLE: Strengthening DEI Within the General Education Program

PROBLEM:

- Students do not fully understand the importance of DEI in our society.
- In the current General Education program, there is no designated category or courses that covers DEI.
- General Education program could not successfully expand its coverage on DEI education without an influx of additional funding. In order for students to be prepared for the changing demographics within the state of Virginia and within the United States they need to have an in-depth understanding of the social and cultural forces that impact current policies.

RECOMMENDATION:

- We recommend the General Education program to review the program and install a designated category (e.g., in Cluster Two or Four), where courses specifically cover values of DEI.
- Creating a new cluster (i.e., Cluster Six) for DEI courses can be another option.

RATIONALE:

- The goal of building racially equitable society begins with setting values of DEI in our society.
- Students complete their own value system in their early 20s as they take various general education courses at JMU.
- This is a mid to long term solution to counter racial discrimination and racism in general.
- Students who understand the values of DEI will be more likely to resist and reject racism and unfair/unequitable treatment of racially minority groups in our society for the rest of their lives.
- JMU Students will be the change makers of the future, their understanding of DEI will allow them to be part of a broader national and international dialogue.

See following page for Success Measures

WORKING GROUP LEADERSHIP



Hakseon Lee,
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SUCCESS:

- Implementation of a new category/cluster in Gen Ed program, which covers specifically DEI related issues/topics.
- Students are required to take DEI related course(s) for Gen Ed fulfillment.
- By the end of the semester, a standardized survey can be implemented to measure how students' understanding of DEI values has improved.
- A similar campus-wide survey can be also implemented (e.g., from freshmen to senior years).