

Diversity, Equity, and Inclusion Pursuits

**The OEO:
"Where we
have been and
where we are
headed."**

The Office of Equal Opportunity (OEO)
>>>>Presenter chooses "developing" >>>>>

https://nadohe.memberclicks.net/assets/2020SPPI/_NADOHE%20SPP2.0_200131_FinalFormatted.pdf

***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 (***)

What has happened with the University Accessibility Committee? I believe it may have only convened once last year

Please see the JMU Notice of Non-Discrimination and Equal Opportunity to learn about protected classes related to the work and support of OEO

<https://www.veanea.org/wp-content/uploads/2022/04/ONEVirginiaPlan-HigherEd-OnlineDoc-031921.pdf>

We have talked a lot about disability, but how are we increasing awareness and education to proactively support those who experience discrimination based on race/gender

Malika Carter-Hoyt leaving this note. The co-chairs (Towana Moore, Tim Miller, myself) of the Accessibility Committee are scheduled to meet soon.

Report Accessibility Barriers:
<https://www.jmu.edu/accessibility/report-barriers.shtml#:~:text=If%20this%20is%20an%20emergency,at%20540%2D568%2D6911.>

Thank you for embracing the shared institutional responsibility!!

This is great information. I like that you talked about examples of partnerships.

Policy 1302; 1330; 1324; 1331 - what partners does OEO work with to create and change policies?

what happens when a college or individual does not comply with state and federal laws and regulations related to equal opportunity and affirmative action?

What type of required education exists for employees and/or students addresses discrimination, harassment?

What type of partnerships would be great in building capacity?



JAMES MADISON UNIVERSITY.