

30+30 AWARENESS TO ACTION INCLUSIVE FUTURE TOUR PRESENTATIONS: FALL 2023

Kickoff - 30+30: Awareness to Action Inclusive Future Tour

Date	Division	Target Audience	Related to
09/05/2023	DEI	Faculty, Staff & Students	General DEI, Accessibility or Belonging Activity/Initiative

"Get ready to embark on a dynamic journey towards a more inclusive and equitable community! Join us for an exciting kickoff event that sets the stage for positive transformation across three key areas:

(a) Task Force on Racial Equity

Discover the transformative recommendations put forth by our Task Force on Racial Equity. Gain insights into our actionable steps to address systemic disparities, promote justice, and enhance diversity across our community. Learn how these recommendations shape our ongoing initiatives and support our collective journey towards a more equitable future.

(b) Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB)

Explore the broader landscape of Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB) efforts within our institution. Delve into the strategies and programs we're implementing to create a welcoming environment for individuals of all backgrounds, identities, and abilities. Learn how DEIAB principles are integrated into our policies, practices, and everyday interactions.

(c) Climate Study: Speak Up, Dukes!

Uncover the insights gleaned from our recent Climate Study, Speak Up, Dukes! Gain a comprehensive understanding of the experiences and perceptions shared by members of our community. Discover how the study's findings inform our ongoing initiatives, provide direction for improvement, and contribute to our commitment to fostering an environment where everyone's voice is valued and respected.

Through this virtual presentation, we aim to strengthen our collective understanding of these crucial aspects and reinforce our dedication to building a more inclusive, equitable, and united community. Your engagement and participation are vital as we work together to shape a brighter future for all. We hope to see you there!"

The importance of space: CMSS Cultural & Affinity Spaces

Date	Division	Target Audience	Related to
09/06/2023	Student Affairs	Faculty, Staff & Students	General DEI, Accessibility or Belonging Activity/Initiative

Space is important on campuses, but even more so for students to feel like they can belong. In the Center for Multicultural Student Services we have 4 lounges that represent just a few of the cultures we have on our campus. The Black Student Lounge, the Asian Pacific Islander Desi American Lounge, the Latinx Lounge and the Intersectionality Lounge. We will discuss the data we collected from students and changes.

Making Faculty Award Processes and Decisions Inclusive and Equitable

Date	Division	Target Audience	Related to
09/12/2023	Academic Affairs	Faculty & Other	Task Force on Racial Equity Recommendation, General DEI, Accessibility or Belonging Activity/Initiative

This presentation showcases the methodology by which Academic Affairs is seeking to make faculty awards—as well as the system within which awards are conceptualized, valued, granted, and celebrated—more transparent, inclusive, and equitable. Implementation co-champions (Drs. Cara Meixner and Besi Muhonja) will detail the 3-year history and arc of the project, the rubric developed to guide equitable renewal of awards, and the workshop held with Academic Affairs awards managers in May 2023. Attention will focus on reviewing the final rubric (shepherded by assessment expert Christopher Patterson, Ph.D.), which considers 26 criteria across 11 major areas in the awards process—from beginning to end of the awards cycle. Attendees will consider ways to utilize the rubric locally (e.g., for specific department- and college-level awards) and cross-divisionally (e.g., in divisions other than Academic Affairs).

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

Date	Division	Target Audience	Related to
09/13/2023	DEI	Faculty, Staff & Students	General DEI, Accessibility or Belonging Activity/Initiative

The OEO will be presenting on the new team, its oversight, and its collaborative efforts. The goal is to continue raising awareness to compliance and regulatory requirements that promote equal opportunity for all highlighting the value of diversity and inclusion at JMU.

VA Native Nations Higher Education Summit – Recap

Date	Division	Target Audience	Related to
09/19/2023	Academic Affairs	Faculty, Staff & Students	Task Force on Racial Equity Recommendation, Climate Study Results Implementation (Speak Up, Dukes!), General DEI, Accessibility or Belonging Activity/Initiative

JMU is committed to participation in the Virginia Indigenous Nations in Higher Education Collective, an organization of representatives from 20 universities and 11 Tribal Nations. VINHE grew out of the first Virginia Native Nations Higher Education Summit in March 2023. The Summit marked the first

meeting of its kind; its goal was to begin building partnerships that support the needs of the Nations through listening sessions and information sharing. VINHE is dedicated to collaborative instruction, research, engagement, and capacity building activities that support Indigenous access and equity in higher education in Virginia.

Pipeline Program From Four-Year HBCU Graduates Into The Graduate School Admittance at JMU

Date	Division	Target Audience	Related to
09/20/2023	Academic Affairs	Faculty & Other	Task Force on Racial Equity Recommendation

This recommendation explores the opportunities and partnerships to recruit students from HBCU's into JMU's graduate programs. The speaker will provide an update to include initiatives completed, those that are ongoing and next steps to realize the stated goals.

Advancing Equity & Student Learning: Connecting the Curriculum with the Co-Curriculum

Date	Division	Target Audience	Related to
09/27/2023	Student Affairs and Academic Affairs	Faculty & Staff	Task Force on Racial Equity Recommendation

As educators, we know that the learning experience extends beyond a student's time spent in a classroom. Student Affairs programming and educational experience have historically been sites of high impact practices that augment student learning and growth. As we continue to adjust to a post-pandemic learning environment and realize our institution's rise to an R-2, National University, join representatives from Academic Affairs and Student Affairs to hear progress on an innovative approach to connect co-curricular experience with JMU's General Education Program. Presenters will review theories, models, and frameworks that are guiding our approach as well as invite participants to identify areas within their space that can benefit from this integrated approach to student learning.

Connecting for Success: Building & Strengthening Early Academic Success

Date	Division	Target Audience	Related to
10/10/2023	Academic Affairs	Faculty, Staff & Students	Task Force on Racial Equity Recommendation

The presentation provides an update on the Task Force for Racial Equity recommendation, "(Sound the Alarm – (Early Academic Retention Navigating Success (EARNS)) Building and Strengthening EARLY Academic Success." The implementation champions are piloting the initial phase with a first-year student success class, Connect for Success, for a group of students selected through the admissions process. The presentation will share information about the original recommendation, the process for merging and building out the recommendation, and the design of the Connect for Success class and strategy.

Engaging Faculty Development through Mentorship

Date	Division	Target Audience	Related to
10/23/2023	Academic Affairs	Faculty	Task Force on Racial Equity Recommendation

Various studies promote the importance of mentoring and mentoring networks for faculty who are Black, indigenous, and people of color (BIPOC). Mentoring not only bolsters hiring and retention efforts but also supports establishing equity and belongingness. While some faculty mentoring/support programs exist at JMU, the taskforce recommendation centered on cultivating intentional mentoring networks, within and outside of the academic unit and related Colleges, for BIPOC faculty. Our presentation will present a framework for these intentional mentoring networks while identifying professional development opportunities that may lead to increased faculty mentorship.

Indigenous at JMU: Support and Outreach in Virginia and Beyond

Date	Division	Target Audience	Related to
10/25/2023	Academic Affairs, Diversity, Equity and Inclusion	Faculty, Staff & Students	Task Force on Racial Equity Recommendation, Climate Study Results Implementation (Speak Up, Dukes!), General DEI, Accessibility or Belonging Activity/Initiative

The Native American Initiatives Working Group began with the task of evaluating Land Acknowledgment statements that honor Native communities of the region. It quickly evolved to consider larger issues around the responsibility of institutions of higher learning to Indigenous communities, including outreach to Tribal Nations, curriculum, recruitment, and support for Indigenous students, faculty, and staff. This presentation provides an overview of the work of group and its recommendations.

Accessible Event Planning and Universal Design

Date	Division	Target Audience	Related to
11/02/2023	Student Affairs - DEIA	Faculty, Staff & Students	General DEI, Accessibility or Belonging Activity/Initiative

Universal Design theory tells us that we can build accessibility for people with disabilities into our events from the ground up. By starting with this design intention, our events are more inclusive for all participants. In this talk, we will review the basics of Universal Design as well as existing resources on campus with open discussion focused on scenarios, best practices, and challenges related to designing for inclusive events. Our presentation will focus on disability, but we can take this concept to the next level by considering the needs of other groups “at the margins” in our planning.

Please email vpdei@jmu.edu if you need presentation materials in alternative formats or require anything else to fully participate.

University Paralympic Sport education and awareness: Informing perceptions and promoting inclusivity

Date	Division	Target Audience	Related to
11/06/2023	Academic Affairs	Faculty, Staff & Students	General DEI, Accessibility or Belonging Activity/Initiative

The Paralympic Skill Lab education and engagement initiative cultivates a campus environment of access, equity, and opportunity, reaching over 3000 JMU students over the past seven years. This presentation will showcase the manner in which Paralympic sport education and contact theory have been embedded into the KIN 100 General Education course, as well as other KIN courses, and will highlight the published research outcomes of the ongoing program. By shifting the paradigm through which students view disability and disability sport, the stereotypes and social norms that guide student behaviors, attitudes, and decisions can be challenged. As we continue to grow as a diverse and inclusive University, the attitudes of students toward equity, access, and opportunity are paramount.

First Year Inspiring Dukes (FYI Dukes)

Date	Division	Target Audience	Related to
11/13/2023	Student Affairs	Faculty, Staff & Students	Task Force on Racial Equity Recommendation

Office of Orientation and Transition and Center for Multicultural Student Services committed to providing intentional support to identity-based students by connecting them from the on-set of their time at JMU.

Approved by the IRB

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Principal Investigator: Dr. Malika Carter-Hoyt

Protocol Title: Awareness to Action Inclusive Future

Department: VP, Diversity, Equity, and Inclusion