

30+30 AWARENESS TO ACTION INCLUSIVE FUTURE TOUR PRESENTATIONS: SPRING 2024

Inclusive Signage Recommendation and Discussion

Date	Division	Target Audience	Related to
01/26/2024	Administration & Finance	Faculty, Staff & Student	Task Force on Racial Equity Recommendation

The Task Force on Racial Equity Awareness & Communications Working Group have a recommendation for a more inclusive signage composition across campus. This presentation is to identify signage opportunities across campus and gain a better understanding of what is possible.

Online DEI Org. Chart

Date	Division	Target Audience	Related to
01/31/2024	Administration & Finance	Faculty, Staff Student, & Other	Task Force on Racial Equity Recommendation

The presentation will describe the DEI Organization Chart TFRE Recommendation, and its current status and will solicit recommendations for improvement. When the TFRE recommendation was authored, there was no easily accessible resource for learning about the organizational structures that support progress toward greater racial equity. Web pages, which were maintained by decentralized communication personnel across campus, were not a reliable source of information on this front. Some were outdated, and while they may not be a part of the current JMU.edu site structure, they are searchable and, therefore, findable and misleading. The purpose of the DEI Org Chart is to help community members learn the DEI organizational structure that supports progress toward greater equity.

Exit Interview Strategy

Date	Division	Target Audience	Related to
02/07/2024	Administration & Finance	Faculty, Staff & Student	Task Force on Racial Equity Recommendation

We have conducted research into exit and stay interview best practices to inform ways to modify the existing JMU systems to help ensure lower turnover, enhance community trust and improve employee satisfaction. We will present findings to date and provide recommendations to improve the process. We look forward to hearing suggestions about how to proceed.

Repurposing Student Evaluation of Teaching (SET) as a Mid-Semester Survey

Date	Division	Target Audience	Related to
02/09/2024	Academic Affairs	Faculty & Student	Task Force on Racial Equity Recommendation, Climate Study Results Implementation (Speak Up, Dukes!)

Student Evaluations of Teaching (SETs) are fraught with bias, yet have been consistently used as one of the primary sources of faculty evaluation. The purpose of this initiative is to honor the perspectives of the students while repurposing end of the semester student satisfaction surveys as mid-semester feedback opportunities. The goal is to help faculty develop their pedagogy through formative surveys rather than summative data.

Strengthening DEI within the General Education Program

Date	Division	Target Audience	Related to
02/13/2024	Administration & Finance	Faculty & Student	Task Force on Racial Equity Recommendation, Climate Study Results Implementation (Speak Up, Dukes!)

Session will summarize the original recommendation, describe multiple actions taken by the program's faculty governance committees in response to it, and highlight the development of a voluntary tag or flag that signals the intentional use of evidence-based strategies to foster diversity, equity, accessibility, and inclusive excellence in General Education classrooms.

Spanish Language Translation of Documents

Date	Division	Target Audience	Related to
02/14/2024	Administration & Finance	Faculty, Staff & Student	Task Force on Racial Equity Recommendation

We will share what will be required to translate JMU documents and web pages into Spanish (and other languages). We will share the scope, cost and means by which documents could be professionally translated and then updated on a continuous basis. We will also share progress made to date and other services that are, can and should be offered to assist speaks of other languages besides English.

Discussion of GIS Study Involving Toxins and Learning with Major Environmental Justice Implications: Correlations between Educational Struggle, Toxic Sites by School District, and Demographic Variables with Geographical Information System Projections.

Date	Division	Target Audience	Related to
03/07/2024	CHBS	Faculty, Staff & Student	Task Force on Racial Equity Recommendation, General DEI, Accessibility or Belonging Activity/Initiative

This correlational study associated data on children enrolled in individualized educational plans in their K-12 schools (IEP) and an algorithm-calculated score of neurotoxins at contaminated sites located in each school district. The study also mapped and projected the correlations using Geographical Information System (GIS) technology. A total of 1 Superfund site and 39 CERCLA sites were identified as contaminated sites for this analysis.

Staff Community Resource Connections AND Staff Recruiting for Diversity

Date	Division	Target Audience	Related to
03/19/2024	Administration & Finance	Staff	Task Force on Racial Equity Recommendation

HR converted a vacant position into an additional Recruitment Specialist that is focused on creating and implementing a variety of strategic outreach programs.

HR Recruitment Services has been implementing a newly purchased applicant tracking system to replace the current JobLink system. Included in the purchase will be an onboarding module which we believe will help us complete the TFRE recommendation: Staff Community Resource Connections.

Allies in Racial Equity Training

Date	Division	Target Audience	Related to
03/26/2024	Administration & Finance	Faculty & Staff	Task Force on Racial Equity Recommendation

Explore possible training and related resources that can be developed and administered that will provide ways the JMU community can become empowered to be vocal allies in the fight for racial equity. Seek advice about resources and content to ensure a high-quality training experience. Obtain feedback on a possible “allies for racial equity” program that could be shared in departments as requested along with potential partners who can assist with taking responsibility for building out a program that includes non-training related features.

Administration and Finance DEI Council

Date	Division	Target Audience	Related to
04/03/2024	Administration & Finance	Staff	General DEI, Accessibility or Belonging Activity/Initiative

The Division of Administration and Finance revamped its Diversity, Equity and Inclusion Council last year (A potential name change is being discussed). We would like to share the modifications and methodology for making the changes along with results-to-date. In so doing, council members will seek suggestions, and programming ideas that will help improve results and further the mission of the council.

Approved by the IRB

Protocol ID: 24-4204

Principal Investigator: Dr. Malika Carter-Hoyt

Protocol Title: Awareness to Action Inclusive Future

Department: VP, Diversity, Equity, and Inclusion