

Indigenous at JMU: Support and Outreach in Virginia and Beyond

Status - "Developing" when it comes to building relationships w/VA Tribes. Most of our work is "Emerging" due to the history of the valley.>>>

Let's organize our offerings at JMU to demonstrate that we are well-organized with in service to the relationships we can build with VA-area Tribes

Thought - Central contact (CVEC) creating a hub for community to consult. Question - Intersectional identity. What has been outreach to other populations?

Many colleges hire a tribal liaison, but the person quickly gets overwhelmed. A community-based hub is a good idea

<https://www.jmu.edu/inclusion/vice-president/initiatives/nalawg.shtml>

***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 (***)

Status Explanation:

- **Active:** the recommendation is currently being worked on by university
- **Completed:** Work on the recommendation has finished and all deliverables/tasks have been completed
- **Merged:** The recommendation has been merged with a related recommendation or current university initiative for implementation and alignment

<<<We are in "Active" since the work is never really done

What is it that you have to offer, and why do you want to offer it?

Cold calling tribes may be unsuccessful because "relationship" has not been fostered

Trust relationship is important. "What are you getting out of this", is what many are asking as tribes are approached

Coalescing who is vested in this work is important. November is Native American Heritage Month. These can be connected to benefit, right?

7 federally recognized tribes in Virginia

Libraries have been important to the working group (which is working to change it's name)

Many see a land acknowledgement as performative. The 30+30: Awareness to Action tour has framed and led to action. What specific recommendations can generated?

Work of the working group has transitioned from Academic Affairs to the Division of DEI.

Another way to learn more about the recommendation and continual feedback process <https://www.jmu.edu/president/racial-equity/recommendations.shtml>