

# Mentoring Champions

Identified Statuses:  
Active & Stage Two -  
Developing>>>>

- \*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

Tax associated

If they would like to support - Who can prospective partners reach out to in order to expand mentoring beyond the CFI and Access and Inclusion.

Culture of Mentorship

What can we do as an institution to support quantities BIPOC faculty to ...Ensure BIPOC Faculty can engage in mentoring and mentoring networks both within and outsi

Can't something like this benefit all faculty? Create, Localize and sustain a mentoring institute. If so, what are some of those ways?

UMOJA, Sister's In Session, Madison Hispanic Caucus = mentorship. Structural University Commitment to mentorship

Fostering mentoring and retention is important - what can prospective partners (or existing instrumentation do to help BIPOC faculty with promo and tenure as they particip

What is COACHE data?

<https://www.jmu.edu/academic-affairs/policies-and-reports/coache.shtml>

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

This is great information!

NCFDD tool

