

Strengthening DEI Within the General Education Program

<https://www.amazon.com/Becoming-Student-Ready-College-Culture-Leadership/dp/1119119510>

***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 (***)

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

DEI Is not a new widget, it is central to our mission

IDEA: Institutional Respond to threats to faculty...support the employee. Explain why and not tolerate pushback

What are the supports needed to move forward with this initiative? >>

Revise T&P guidelines are needed to move forward >>

General education as huge enterprise and LEAN staff

30-40 thousand seats every semester. Serving all students and working collaboratively WITH students

The water we're all swimming in

IDEA: Give guidance on how people as department heads can respond to threat

Having Deans recognize the importance

Faculty professional development is very important in this area - challenging to manage

faculty-centered to learner-centered *****

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

sense of security is important to engage in this work

Retention & Graduation rates had started to slip and gave pause. Greater percentage of first year students were not returning and 6 year grad rate was lower

Originally meant adding a course or selection of courses that all undergraduates would take

<https://www.jmu.edu/president/racial-equity/recommendations.shtml> #37 TFRE Recommendation

Thinking about materials used in class

The larger milieu being the current societal/political environment.

Was there fear to do this? Collaborative discussions to foster dialogue about pedagogy working/not working

<https://www.jmu.edu/gened/deija/index.shtml>

Database at the conclusion of 30+30 Tour
<https://app.diversityinventory.wisc.edu/initiative/Search>

<https://www.aacu.org/event/2024-25-institute-open-educational-resources>

This is noteworthy: Students bring up "safety" when this discussion is brought up. i.e. using pronouns as requested, feeling belonging, etc.



JAMES MADISON UNIVERSITY.