

# JAMES MADISON UNIVERSITY

## TASK FORCE ON RACIAL EQUITY

### AWARENESS & COMMUNICATIONS WORKING GROUP

#### WORKING GROUP MEMBERS:

- Cheryl Beverly - Learning, Technology & Leadership Education, College of Ed.
- Alysia Davis - Director of Student Engagement, Honors College
- Barbara Hetzel - Associate Director, Title IX Office
- Manal Jamal - Political Science
- Angela Johnson Russell - Alumna
- Chloe Mitchell - Student
- Xaiver Williams - Student
- Kerri Wilson – Admissions

#### Recommendation Title: DEI ONLINE ORGANIZATION CHART

#### Problem Statement/Issue

There is no easily accessible resource for learning about the organizational structures that support progress toward greater racial equity. Web pages, which are maintained by decentralized communication personnel across campus, are not a reliable source of information on this front. Some are outdated, and while they may not be a part of the current JMU.edu site structure, they are searchable and, therefore, findable and misleading.

#### Recommendation

We recommend that current information be aggregated and posted online and maintained as a living resource so that data are centralized, accurate and accessible to everyone. This would require collaboration across the university. It could perhaps be conducted by Human Resources so that, for instance, employee onboarding includes “DEI from Day One” and then the education and access can be expanded from there.

#### Rationale

If we hope to be not only effective but also transparent in our DEI work at JMU, this information needs to be accessible and clearly communicated.

#### Success

Centralized, accurate, aggregated information will be available (perhaps on a web page) about the personnel at JMU whose position descriptions explicitly include DEI responsibilities. We recommend an initial draft posted by August 1, 2021.

#### Co-Champions

- Karen Risch Mott Working Group Co-Chair
- Rick Larson, VP-Human Resources

## WORKING GROUP LEADERSHIP



Charles May, Leadership Council



Silvia Garcia Romero, WG CC



Khalil Garriott, WG CC



Karen Risch Mott, WGCC