

STUDENT CO-CURRICULAR LIFE WORKING GROUP

WORKING GROUP MEMBERS:

- Brent Lewis
- Karina Kline Gabel
- Traci Ballou-Broadnax - Counseling Center
- William Evans - Professor, Psychology
- Daniel George - Graduate Student, CSPA
- Sasha Griffith - University Recreation Center
- Zenobia Lee-Nelson - Student

Recommendation Title:

Setting Goals for Diverse Student Admissions and Mission Statement Revision

Co-Champ:

Bill Evans

Rationale:

The freshman class of 2020 was [76% White](#). 214 members of that class were from Black/African American communities, only 4.7%, despite the fact that their communities make up close to 20% of the state of Virginia. 341 members of that class represented Hispanic/Latino communities, only 7.6%, despite the fact that their communities make up 10% of the state of Virginia. 197 members of that class represented Asian Americans, 4.4%, despite the fact that they make up 7% of the state. The racial and ethnic breakdown of young Americans indicates that the diversity of the population will continue to increase in Virginia and our nation.

In 2014, almost half of children under the age of 18 were people of color. Because of the large share of people of color among young Americans, the Census Bureau projects that the [majority of Americans will be people of color by 2050](#). It is imperative that these students be well educated citizens with access to bachelor degree attainment. Our higher education institutions that are committed to advancing campus diversity and inclusion can and should create goals toward this end, as have been successfully done at other universities such as Virginia Tech and we were grateful to learn about their success through a live presentation with our working group. A state university requires action to intentionally set goals that will increase the percentage of underrepresented students in our state. These goals should be represented in our mission statement and should be set and messaged transparently and directly from senior [leadership](#).

To increase the diversity of JMU's student body, provide transparency with data dashboards, and eliminate disparities in the university experience reflected in a revised mission statement for the university by:

- setting a goal to enroll 30 percent of Dukes (double our current numbers from 2020) who are underrepresented and underserved, including first-generation and low-income students by 2025
 - ◊ messaging of goal must be clearly established and shared by the university president
 - revising the current mission statement
 - ◊ Our mission statement and values should reflect that we are a community devoted to making higher education accessible to a diversified student body and committed to educating our students to be enlightened citizens who will lead productive and meaningful [lives](#) .
- provide data and demographic dashboards that offer insight to strategic decisions made by admissions and the university that are easily accessible to administration, faculty, staff, students, and alumni.

WORKING GROUP LEADERSHIP



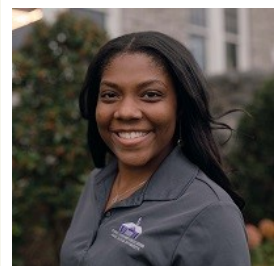
Brent Lewis,
Leadership Ccil, WG CC



Karina Kline-Gabel,
Leadership, Ccil., WG CC



Allahjah Smith,
Leadership Ccil



Kendallee Walker, WG CC

RECOMMENDATION # 20

See Page 2 for Success Measures

Success:

Successful outcomes include, but aren't limited to, the following:

- students report it is important that they see themselves reflected in the faculty and curriculum to which they are exposed to create a sense of belonging and inclusiveness which helps them reach their academic goals
- students will share their positive experience through families, communities, and social networks and will serve as indirect recruiters for more students from diverse communities
- campus leadership, including a diverse faculty, will be more attracted work at a diverse institution
- university can organically achieve a diverse and inclusive campus climate