

DEI Online Organization Chart

<https://campusfreespeechguide.pen.org>

Active -- as per speakers commentary

<https://thejeffersoncouncil.com/app/uploads/2023/01/2023-DEI-report.pdf>

This recommendation came from two different working groups

<https://app.diversityinventory.wisc.edu/Initiative/Search> --- at the end of our tour process, we will have a database such as this

Inclusive Excellence partners as reported on the Inclusion Hub <https://www.jmu.edu/inclusion/partners.shtml>

Do individuals have the option to opt out of not having this information shared?

Responding to Online Intimidation. <https://www.jmu.edu/faculty/faculty-affairs/academic-freedom/index.shtml>

On what website should the document reside?

<https://www.jmu.edu/inclusion/index.shtml> --- Inclusion Hub

If so, what information should be included?

If the safety concerns are related to external sources, would it make sense to make it available on JMU intranet behind authentication?

***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

With what frequency should the site be updated?

Who should be responsible for updating the site?

Should the DEI org chart be republished?

Speaker identified this as being in "developing" stage

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

<https://integrity.gmu.edu/bias> --- training on active ally ship

