First Year Inspiring Dukes (FYI Dukes)

Presenter's choice ----Active and Stage Two.>>>>>

*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

How about pages connected to admissions pages to help students locate employees who self-identify and share hobbies, research interests, etc.?

I'm thinking that current employee identity or affinity groups can be connected to this?

What ways that we can point students in this experience to high-impact practices known to increase graduation rates (internships, undergraduate research)?

Virtual informational sessions are such a good idea in case we need to move back to that medium (pandemic). Great idea!

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

Suggestion: This is mentioned during campus visits as one way to sell the value of creating a community. Continual awareness/maximum impact

The VP of DEI is working with an employee group on a charter model for employee group(s) with built-in expectations - connection to student retention be deliberat

If we have these students connecting to others - what training for JMU employees can demonstrate they are prepared to engage (managing risk of student divestment)

Answer: The OPAs, FROGs, and Peer Mentors go through extensive training for their role which includes a two part Student Affairs inclusion training.

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