

PAGE 1 – TITLE PAGE – RACIAL JUSTICE TASK FORCE CAMPUS UPDATE
PRESENTATION TO TOWN HALL MEETING

Special Presidential Task Force on Racial Justice
Campus Update for BSU Town Hall
February 4, 2021

Dr. Mary Grant, Co-Chair

PAGE 2 – CONTEXT

A MOMENT OF RECKONING FOR OUR NATION & UNIVERSITY

Enduring the rising tide of racial injustice

Precipitating events

An affront to BSU values

We are a welcoming, compassionate, and intellectually rigorous learning, working, and living environment.

We reject all forms of bias, discrimination, xenophobia, and violence.

We re-commit ourselves to actions that put into practice our individual and institutional values of diversity, inclusion, and equality for all.

affirmed by the BSU community and approved by the Board of Trustees on December 14, 2015

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THE CANDID VOICES OF OUR COMMUNITY

The only words that come out are “I’m tired” – you know what I mean? Tired of explaining, saying why it’s important, why it’s not a black vs. white issue... it feels like we are not allowed to breathe outside of our home. There are no words because it’s inhumane. It’s disbelief. It’s too much.

I want you to believe in me and believe in the words that are coming out of my mouth.
I am talking to you because I want something to change. I love BSU but sometimes I feel like BSU does not love me back.

The stories were told out of love for BSU – and, out of our love for BSU, we need to correct things that are wrong.

We need to be clear to our students that their safety and success matter to us. We need to be very clear that they matter to us.

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THE PRESIDENT'S EXPECTATIONS FOR THE BSU COMMUNITY

If any one of us fails to live up to our values, we have all failed.

If any one of us fails to apply urgent action to solving the issues of race that have caused so much pain and suffering, we have all failed.

If any one of us demonstrates hate and ignorance, we have all failed.

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THE PRESIDENT'S CALL TO ACTION

Words alone are not enough.

We need to be introspective, to listen, to honestly evaluate how we can do better, and to thoughtfully develop recommendations for an action agenda to make change.

We must do better, and we will do better.

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CORE RESEARCH QUESTIONS AT THE HEART OF OUR WORK

What elements of policy, practice, and culture are impeding racial equity at Bridgewater State University?

What remedies and recommendations for corrective action can we advance?

Questions formulated by Dr. Carolyn Petrosino, Co-Chair

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INTERCONNECTED VALUES TO INSPIRE OUR THINKING

Honesty

Truth

Empathy

Dignity

Unity

Equity

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SIX INDEPENDENT SUBCOMMITTEES WITH A COMMON CHARGE

1. Curricula & Co-Curricula
2. BSU Workforce
3. Education, Training, and Continued Learning Opportunities for Faculty, Staff, and Students
4. Investing in and Supporting Students
5. Police and Public Safety
6. Creating a Place for Ongoing Support, Problem Solving, Reporting Resolution, and Response

Common Charge:

- Follow a rigorous approach
- Allow core values to guide deliberations
- Work with respect, integrity, and candor
- Identify barriers and strengths
- Remain open to exploring new areas
- Contribute to a more racially equitable BSU community

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TASK FORCE SUBCOMMITTEE STRUCTURE & MEMBERSHIP

President Clark & Provost Ismaili

RJTF Co-Chairs (3)

Mr. Davede Alexander, Co-Chair

Dr. Mary Grant, Co-Chair

Dr. Carolyn Petrosino, Co-Chair

RJTF Vice Chairs (4)

Dr. Jakari Griffith, Vice Chair

Ms. Samantha Joseph, Vice Chair

Ms. Sydné Marrow, Vice Chair

Ms. Anna Rice, Vice Chair

Subcommittee 1: Curricula and Co-Curricula

Subcommittee Co-Chairs (2)

Diana Fox, Co-Chair

Jenny Shanahan, Co-Chair

Subcommittee Members

Keith Abaka (Student)

Arnaa Alcon

Angelo Lopes Barbosa

Emily Cuff (Student)

Lee Forest

Renia Lorjuste (Student)

Kevin McGowan

Samuel Serna Otalvaro

Denine Rocco

Zahara Townsend (Student)

Wendy Champagnie Williams

Subcommittee 2: BSU Workforce

Subcommittee Co-Chairs (2)

Diane Bell, Co-Chair

Jibril Solomon, Co-Chair

Subcommittee Members

Michelle Arnel (Student)
Jeanean Davis-Street
Vinny DeMacedo
Shawn Flynn
Glenn Gonsalves
Jo Hoffman

Subcommittee 3: Education, Training, and Continued Learning Opportunities for Faculty, Staff, and Students

Subcommittee Co-Chairs (2)
Jabbar Al-Obaidi, Co-Chair
Joyce Rain Anderson, Co-Chair

Subcommittee Members
Mike Froio
Tiffany Harriott (Student)
Rita Miller
Luis Paredes
Brian Salvaggio
Sabrina Victor
Judith Willison

Subcommittee 4: Investing in and Supporting Students

Subcommittee Co-Chairs (2)
Sabrina Gentlewarrior, Co-Chair
Emily Portela, Co-Chair

Subcommittee Members
Adamajan Bah (Student)
Elizabeth Ching-Bush
Joseph Clark (Student)
Cecilia DeOliveira
Emily Field
Jasselle Garcia (Student)
Reid Higginson
Jill Lucchetti
Joe Oravec
Luis Pires (Student)
Mercedes Reid (Student)
Anna Rice (Student, RJTF Vice Chair)
Marquis Taylor
Alexis Wright (Student)

Subcommittee 5: **Police and Public Safety**

Subcommittee Co-Chairs

Mike King, Co-Chair

Brenda Molife, Co-Chair (Fall 2020)

Sydné Marrow, Co-Chair (Spring 2021)

Subcommittee Members

Mary Ankomah

Javaun Dixon (Student)

Laura Gross

George Gurley

Tina Mullone

Donna Schiavo

David Tillinghast

Michael Walsh

Subcommittee 6: Creating a Place for Ongoing Support, Problem Solving, Reporting Resolution, and Response

Subcommittee Co-Chairs (2)

Pam Russell, Co-Chair

Gabriella Rivera, Co-Chair (Student)

Subcommittee Members

D Demers

Michael DeValve

TJ Hairston (Student)

Mingy Penha

Keri Powers

Jennifer Thibodeau

Peter Wiernicki

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CATALYZING POSITIVE CHANGE AT BSU

Racial Justice at BSU website: www.bridgew.edu/racial-justice

Renaming of Lewis and Gaines Center for Inclusion and Equity (LGCIE)

Ambitious fundraising in support of equity, inclusion, and Gaines Scholarships

Dedication of 2020-21 academic year to issues of racial justice

Conversations about race with Dr. Beverly Daniel Tatum and Dr. Estela Bensimon

Participation of Dr. Tia McNair in the summer MRISJ faculty institute

Re-evaluating all student affairs and enrollment management through the racial justice lens

New viewbook to include BSU equity and justice values

Leading for Change recognized and supported by the Lumina Foundation

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PROJECT TIME FRAMES & PHASES

Racial Justice Task Force to Organizational Implementation

RJTF Formed – Summer 2020

Forming the RJTF

Listening and learning

Gathering existing data

Fall/Winter 2020

Framing the Inquiry

Designating subcommittees

Formulating the research question(s)

Collecting new data

Synthesizing inputs and reaching consensus

Winter/Spring 2021

Action Planning: Recommendations & Remedies

Articulating recommendations and remedies

Submitting final report

Stakeholder review

Spring/Summer 2021

Reviewing, Testing & Sustaining

Adoption and alignment

Assessment and sustainability review

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NEXT STEPS

Primary Data Collection (December-Early March)

Ramping up progress in Spring semester

Deliver a report in mid-April

Ensuring the work is ongoing/sustainable and becomes part of BSU's culture

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”
(James Baldwin)