



SPECIAL PRESIDENTIAL TASK FORCE ON RACIAL JUSTICE

Full Membership Meeting 3

Friday, October 2, 2020

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

— James Baldwin

Welcome

Subcommittees

Presentations

Wrap Up

Today's Agenda

Welcome

Mary Grant

Focusing & Framing the Work of Subcommittees

Carolyn Petrosino

Subcommittee Time Frames: Milestones & Anchor Points

Davede Alexander

Subcommittees: Key Questions & Next Steps

Mary Grant, Jakari Griffith, Sydné Marrow, Jill Beckwith

Five-Minute Break / Stretch

Presentations

Factbook & Other Institutional Research Data

Kate McLaren Poole

BSU Students of Color Student Success Focus Groups

Sabrina Gentlewarrior, Sydné Marrow

Wrap-Up & Discussion

Mary Grant

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Framing Question

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

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Focusing & Framing

The Work of Subcommittees

- Mindfulness
- Balancing Effectiveness & Efficiency
- Self-Checking

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Subcommittee Time Frames: Milestones & Anchor Points

October

Data collection and analysis, further exploration

November

Data collection and analysis, further exploration

December

Analysis, framing of preliminary findings

January

Transition

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Subcommittee Membership (**RJTF** Only)

as of 9/18/20

Curricula and Co-Curricula

Jenny Shanahan, Co-Chair

Diana Fox, Co-Chair

Keith Abaka (S)

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as of 10/2/20

Curricula and Co-Curricula

Jenny Shanahan, Co-Chair

Diana Fox, Co-Chair

Keith Abaka (S)

Arnaa Alcon

Angelo Lopes Barbosa

Emily Cuff (S)

Lee Forest

Kevin McGowan

Samuel Serna Otalvaro

Denine Rocco

Wendy Champagnie Williams

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as of 9/18/20

BSU Workforce

Diane Bell, Co-Chair

Jibril Solomon, Co-Chair

Glenn Gonsalves

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as of 10/2/20

BSU Workforce

Diane Bell, Co-Chair

Jibril Solomon, Co-Chair

Michelle Arnel (S)

Jeanne Davis-Street

Vinny DeMacedo

Shawn Flynn

Glenn Gonsalves

Jo Hoffman

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Subcommittee Membership (**RJTF** Only)

as of 9/18/20

Education, Training, and Continued Learning Opportunities for Faculty, Staff, and Students

Joyce Rain Anderson, Co-Chair

Tiffany Harriott (S)

Sabrina Victor

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as of 10/2/20

Education, Training, and Continued Learning Opportunities for Faculty, Staff, and Students

Jabbar Al-Obaidi, Co-Chair

Joyce Rain Anderson, Co-Chair

Mike Froio

Tiffany Harriott (S)

Rita Miller

Luis Paredes

Brian Salvaggio

Sabrina Victor

Judith Willison

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as of 9/18/20

Investing in and Supporting Students

Sabrina Gentlewarrior, Co-Chair

Emily Portela, Co-Chair

Joe Oravec

Marquis Taylor

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as of 10/2/20

Investing in and Supporting Students

Sabrina Gentlewarrior, Co-Chair

Emily Portela, Co-Chair

Laura Biechler

Elizabeth Ching-Bush

Cecilia DeOliveira

Emily Field

Reid Higginson

Jill Lucchetti

Joe Oravec

Luis Pires (S)

Anna Rice (S, RJTF Vice Chair)

Marquis Taylor

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as of 9/18/20

Police and Public Safety

Mike King, Co-Chair

Brenda Molife, Co-Chair

Mary Ankomah

George Gurley

David Tillinghast

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as of 10/2/20

Police and Public Safety

Mike King, Co-Chair

Brenda Molife, Co-Chair

Mary Ankomah

Javaun Dixon (S)

Laura Gross

George Gurley

Tina Mullone

Donna Schiavo

David Tillinghast

Michael Walsh

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as of 9/18/20

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

Pam Russell, Co-Chair

Gabriella Rivera, Co-Chair (S)

T.J. Hairston (S)

Mingy Penha

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as of 10/2/20

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

Pam Russell, Co-Chair

Gabriella Rivera, Co-Chair (S)

D. Demers

Michael DeValve

T.J. Hairston (S)

Mingy Penha

Keri Powers

Jennifer Thibodeau

Peter Wiernicki

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Divisional Liaisons for RJTF Data & Policies

Kelley Baran, *Information Technology*

Elizabeth Ching-Bush, *Student Affairs & Enrollment Management*

Alison Costa, *Human Resources & Talent Management*

Greg DeMelo, *Finance*

Stefanie Eaton, *Operations*

Sydné Marrow, *Student Success and Diversity*

Eileen O'Sullivan, *Marketing and Communications*

John Paganelli, *Outreach and Engagement*

Jenny Shanahan, *Academic Affairs*

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Subcommittees: Key Questions & Next Steps

- Budget, resources, and external assistance
- Collaboration among committees
- Communications and information sharing
- Participation in and promoting racial justice educational opportunities and events
- Community engagement – Looking beyond BSU
- Process for data and policy requests / divisional liaisons

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Five-Minute Break / Stretch



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Factbook & Other Institutional Research Data

Kate McLaren-Poole, Director of Institutional Research

BSU Students of Color Student Success Focus Groups

Sabrina Gentlewarrior, Vice President for Student Success & Diversity

Sydné Marrow, Director, Lewis and Gaines Center for Inclusion & Equity

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Wrap-Up & Discussion



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Key Dates & Resources

Indigenous People's Week

October 5-9

Indigenous History Conference

www.bridgew.edu/event/indigenous-history-conference

Racial Justice at BSU

www.bridgew.edu/racial-justice

BSU Votes

www.bridgew.edu/bsuvotes

Next RJTF Meeting

October 16

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Sharing Our Stories & Experiences

Voices & Statements from the June 2020 Racial Justice Forum & August 2020 Amplify

“I’ve been struggling a lot with the same issue because 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.”

“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.”

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