

# 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."



**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

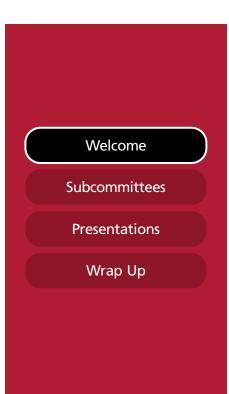
Kate McLaren Poole

BSU Students of Color Student Success Focus Groups

Sabrina Gentlewarrior, Sydné Marrow

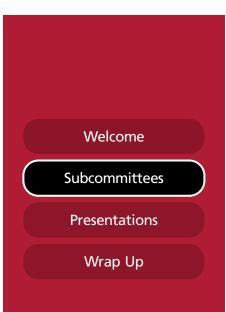
Wrap-Up & Discussion

Mary Grant



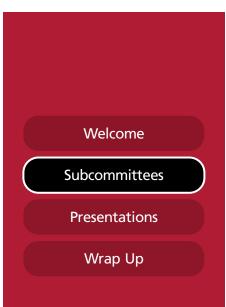
### **Framing Question**

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



# Focusing & Framing The Work of Subcommittees

- Mindfulness
- Balancing Effectiveness & Efficiency
- Self-Checking



# Subcommittee Time Frames: Milestones & Anchor Points

### October

Data collection and analysis, further exploration

### November

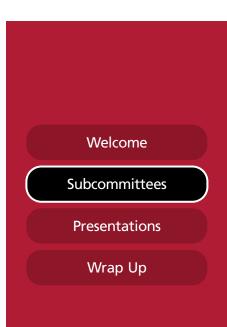
Data collection and analysis, further exploration

### **December**

Analysis, framing of preliminary findings

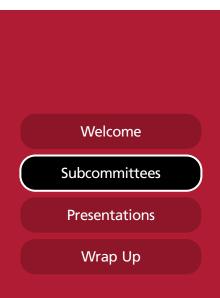
### January

Transition



#### Curricula and Co-Curricula

Jenny Shanahan, Co-Chair Diana Fox, Co-Chair Keith Abaka (S)



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)

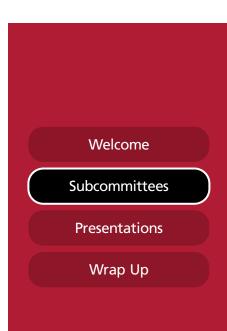
Lee Forest

Kevin McGowan

Samuel Serna Otalvaro

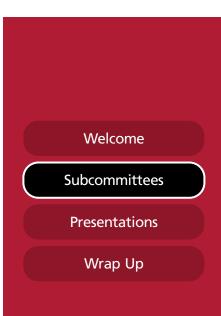
Denine Rocco

Wendy Champagnie Williams



#### **BSU** Workforce

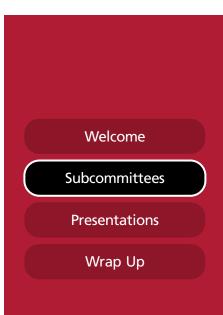
Diane Bell, Co-Chair Jibril Solomon, Co-Chair Glenn Gonsalves



as of 10/2/20

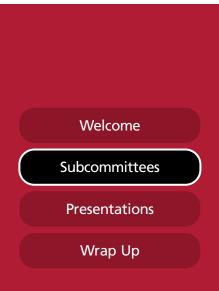
#### **BSU** Workforce

Diane Bell, Co-Chair Jibril Solomon, Co-Chair Michelle Arnel (S) Jeanean Davis-Street Vinny DeMacedo Shawn Flynn Glenn Gonsalves Jo Hoffman



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

Joyce Rain Anderson, Co-Chair Tiffany Harriott (S) Sabrina Victor

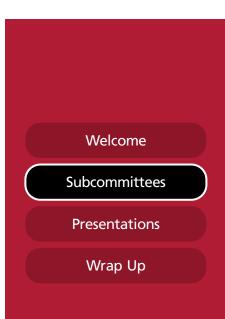


as of 10/2/20

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

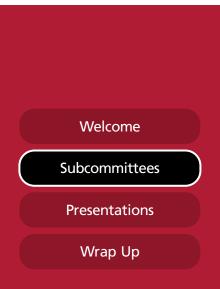
Jabbar Al-Obaidi, Co-Chair Joyce Rain Anderson, Co-Chair Mike Froio Tiffany Harriott (S)

Rita Miller
Luis Paredes
Brian Salvaggio
Sabrina Victor
Judith Willison



### **Investing in and Supporting Students**

Sabrina Gentlewarrior, Co-Chair Emily Portela, Co-Chair Joe Oravecz Marquis Taylor



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

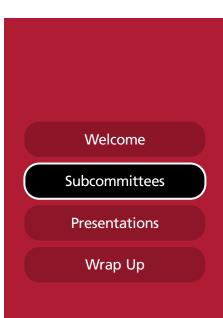
Jill Lucchetti

Joe Oravecz

Luis Pires (S)

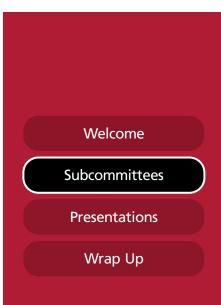
Anna Rice (S, RJTF Vice Chair)

Marquis Taylor



### Police and Public Safety

Mike King, Co-Chair Brenda Molife, Co-Chair Mary Ankomah George Gurley David Tillinghast



as of 10/2/20

### Police and Public Safety

Mike King, Co-Chair Brenda Molife, Co-Chair

Mary Ankomah

Javaun Dixon (S)

Laura Gross

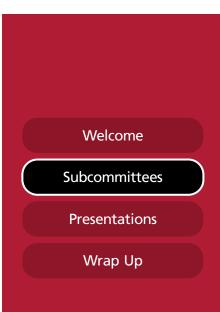
George Gurley

Tina Mullone

Donna Schiavo

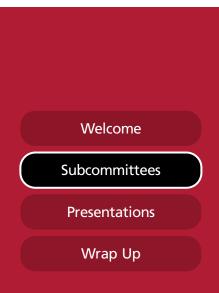
David Tillinghast

Michael Walsh



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



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

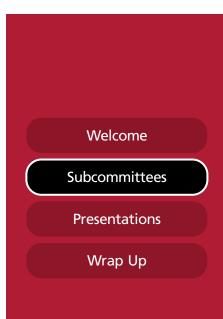
T.J. Hairston (S)

Mingy Penha

Keri Powers

Jennifer Thibodeau

Peter Wiernicki



# 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

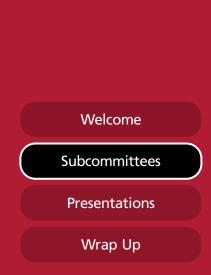
Stefanie Eaton, Operations

Sydné Marrow, Student Success and Diversity

Eileen O'Sullivan, Marketing and Communications

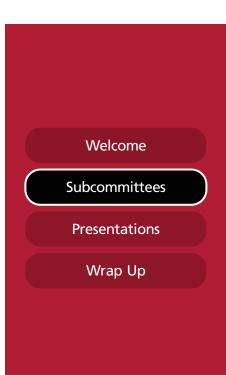
John Paganelli, Outreach and Engagement

Jenny Shanahan, Academic Affairs



# 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



### Five-Minute Break / Stretch



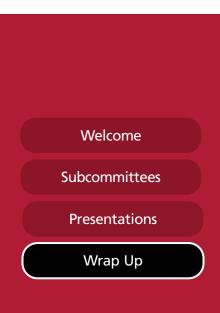
### **Presentations**

### 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



# Wrap-Up & Discussion



### **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

Welcome

Subcommittees

Presentations

Wrap Up

### 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."