



SPECIAL PRESIDENTIAL TASK FORCE ON RACIAL JUSTICE

Full Membership & Subcommittee Member Meeting 5

Friday, October 30, 2020

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

— James Baldwin

Today's Agenda

Welcome and Overview of RJTF Mission, Values, Timeline, Approach, and Importance

Mary Grant, Carolyn Petrosino, Dave Alexander

Breakout Groups #1 – Community Building

All

Large Group Report Back

Mary Grant

Breakout Groups #2 (by Subcommittee) – Subcommittee Discussions

All

Large Group Report Back

Mary Grant

Breakout Groups #3 Subcommittee Meeting Time

At Subcommittee Co-Chair Discretion

Racial Justice Task Force

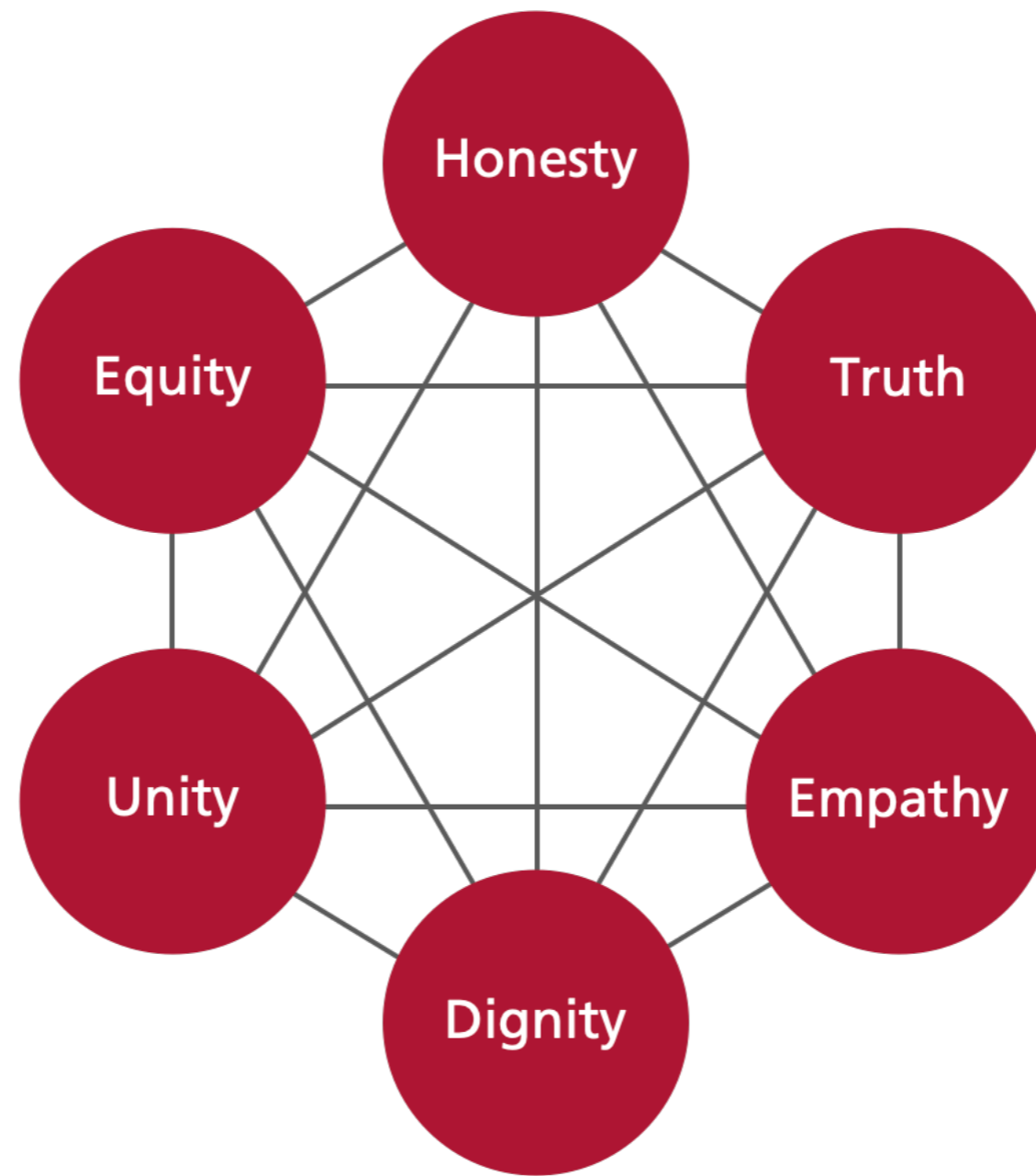
Mission

It is the mission of the Special Presidential Task Force on Racial Justice (RJTF) to determine elements of policy, practice, and culture that are impeding racial equity at BSU and offer remedies and recommendations for corrective action

Framing Question

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

Core Values Guiding Our Work



RJTF Subcommittee Charge – Key Points

- Follow rigorous approach
- Core values guide the work
- Subcommittees work independently
- Shared mission and common goals
- Work is done with respect, integrity and candor
- Reports will identify barriers and strengths
- Will be open to exploring areas they emerge
- Purpose is to move toward a more racially equitable community

RJTF Subcommittee Charter

Additional Considerations

- The RJTF Co-Chairs speak on behalf of the RJTF.
- All discussions held during RJTF Full Committee, Subcommittee, and related meetings are confidential among those acting on behalf of the Task Force.
- All information and data obtained by the RJTF is confidential to the work of the RJTF. Information shared in public reports will be de-identified to the extent possible and RJTF members who have knowledge of specifics shall keep those confidential to the RJTF.

RJTF Subcommittees

Revised Timeframe for Subcommittee Work

Friday October 16	Full Task Force meeting – Working Meeting
Friday October 30	Full Task Force meeting – Working Meeting
Friday November 6	Full Task Force meeting – Detailed Updates and Discussion on Subcommittee progress Between November 6-20, Vice Chairs meet with Subcommittees
Friday November 20	Full Task Force meeting – Working Meeting
Thursday November 26	Thanksgiving/All Classes Now Remote
Wednesday December 2	<u>2-3 page</u> written updates provided by Subcommittees to Co-Chairs by 12/2
Friday December 4	Full Task Force meeting – Briefing of written progress reports by Subcommittee Co-Chairs and discussion of key points to bring to BOT
Wednesday December 9	Board of Trustees Meeting – presentation/update of the RJTF work to date and preliminary high-level findings
Wednesday December 9	Classes End
Friday December 18	Full Task Force meeting – brief check-in, BOT feedback, work to be done between now and 1/22
Monday December 21- Tuesday January 19	No classes (Grades due on 12/22)

RJTF Subcommittees

Revised Timeframe for Subcommittee Work, cont.

Friday January 22 Friday February 5 Friday February 19 Friday March 5 Friday March 19	After classes resume, Full Task Force Meetings resume (to be confirmed)
Friday March 5	Draft reports due from Subcommittees to RJTF CoChairs and Vice Chairs Full Task Force Meeting - Summary of reports by Subcommittee CoChairs
Week of March 8-12	Review of draft reports by Co-Chairs and Vice Chairs
Friday March 19	Full Task Force Meeting (reconvenes/transition) Review draft full report with Task Force
Friday April 2	RJTF Co-Chairs finalize and submit Final Report to President Clark

RJTF Subcommittees

1. Curricula and 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

Research Principles & Integrity

Step 1: Describe the Problem

Step 2: Research Existing Sources that address the area of concern

Step 3: Formulate a research question(s)

Step 4: Design a means to answer the research question(s)

Step 5: Analyze the Data – State the Findings – then Draw Conclusions

Step 6: Develop Suggested Recommendations

Step 7: Finalize and Submit Final Subcommittee Report

Core Values & Integrity

- There are essential stakeholders invested in our research efforts.
- Adhering to research principles helps to maintain integrity.
- The Core Values underscore the necessity of integrity.

Importance of our Work

- We are looking to improve racial justice at our University.
- We will examine and identify impediments and present them in the spirit of making improvements and building community.

Breakout Groups #1

Questions:

- Which of the RJTF Core Values speak most to you and why?
- What are you hoping to contribute to our shared work?
- How do you describe the importance of this work to others?

Subcommittee Check-In

Large Group Report-Back

Breakout Groups #2 – Subcommittees

Questions:

- How should we as a BSU community continue to build community while working for racial equity – how do we come together rather than apart?
- How do we pursue equity for all, with a focus on Black Lives Matter, while working to include other intersectional dimensions of racial justice?
- If the Task Force has done our work right, what will BSU Look like in 2, 5, 10 years from now? How will we know?

Discussion Breakout Groups

Large Group Report-Back

Key Dates and Resources

Indigenous History Conference

Sunday, November 1, 10:00-11:30 am and 12:00-1:30 pm Session V

Additional sessions continue in November.

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

Next RJTF Meeting (for Task Force Members only)

Friday, November 6

Paying off Higher Education's Racial Debt: Infusing Racial Equity Across the Academy – A Keynote Address by Dr. Estela Bensimon

Thursday, November 12, 12:15 - 2:30 pm

Registration info to follow via email

A Conversation with Dr. Beverly Daniel Tatum: Why are All the Black Kids Sitting Together in the Cafeteria and Other Conversations About Race

Thursday, November 19, 2020, 4:30 - 6:00 pm

Registration info to follow via email

Racial Justice at BSU

www.bridgew.edu/racial-justice

BSU Votes

www.bridgew.edu/bsuvotes

Final Breakout - Send to Subcommittees