



SPECIAL PRESIDENTIAL TASK FORCE ON RACIAL JUSTICE

Full Membership Meeting 12

Friday, April 9, 2021

*For there is always light, if only we're brave enough to see it.
If only we're brave enough to be it.*

-National Youth Poet Laureate Amanda Gorman, 1.20.2021

Today's Agenda

Welcome

Mary Grant, Carolyn Petrosino, Davede Alexander

Overview of the RJTF Process

Mary Grant

Subcommittee Findings & Suggested Recommendations

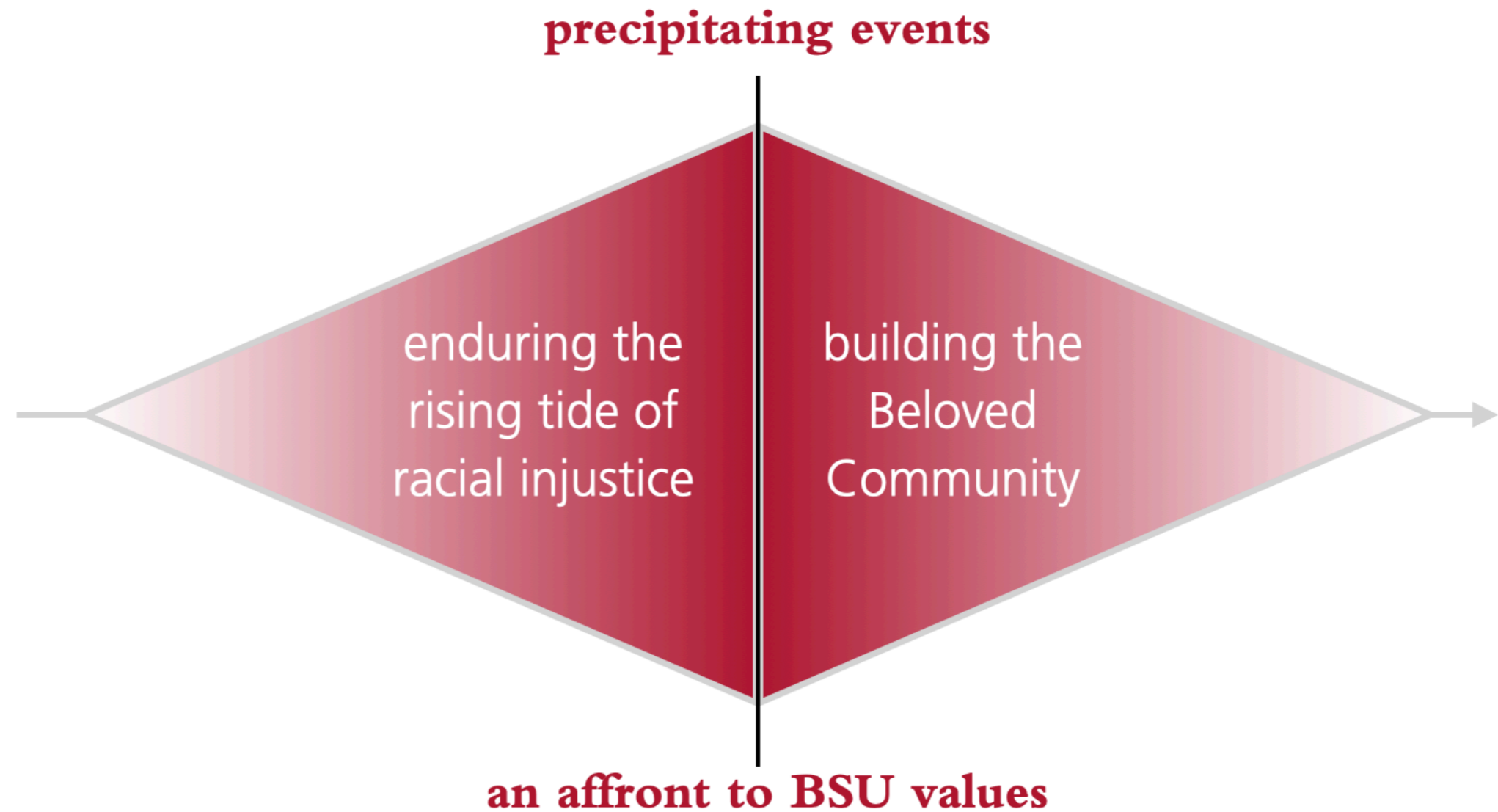
Jakari Griffith and Sydné Marrow

Discussion

President Clark, Provost Ismaili and RJTF Members

Reflections & Closing Remarks

Davede Alexander, Mary Grant



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.

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."

**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.**

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.

BUILDING A CREDIBLE PROCESS FOR POSITIVE CHANGE

inclusive and
representative
participation

transparent
structure

regular updates
to the broader
BSU community

rigorous and objective
approach to inquiry

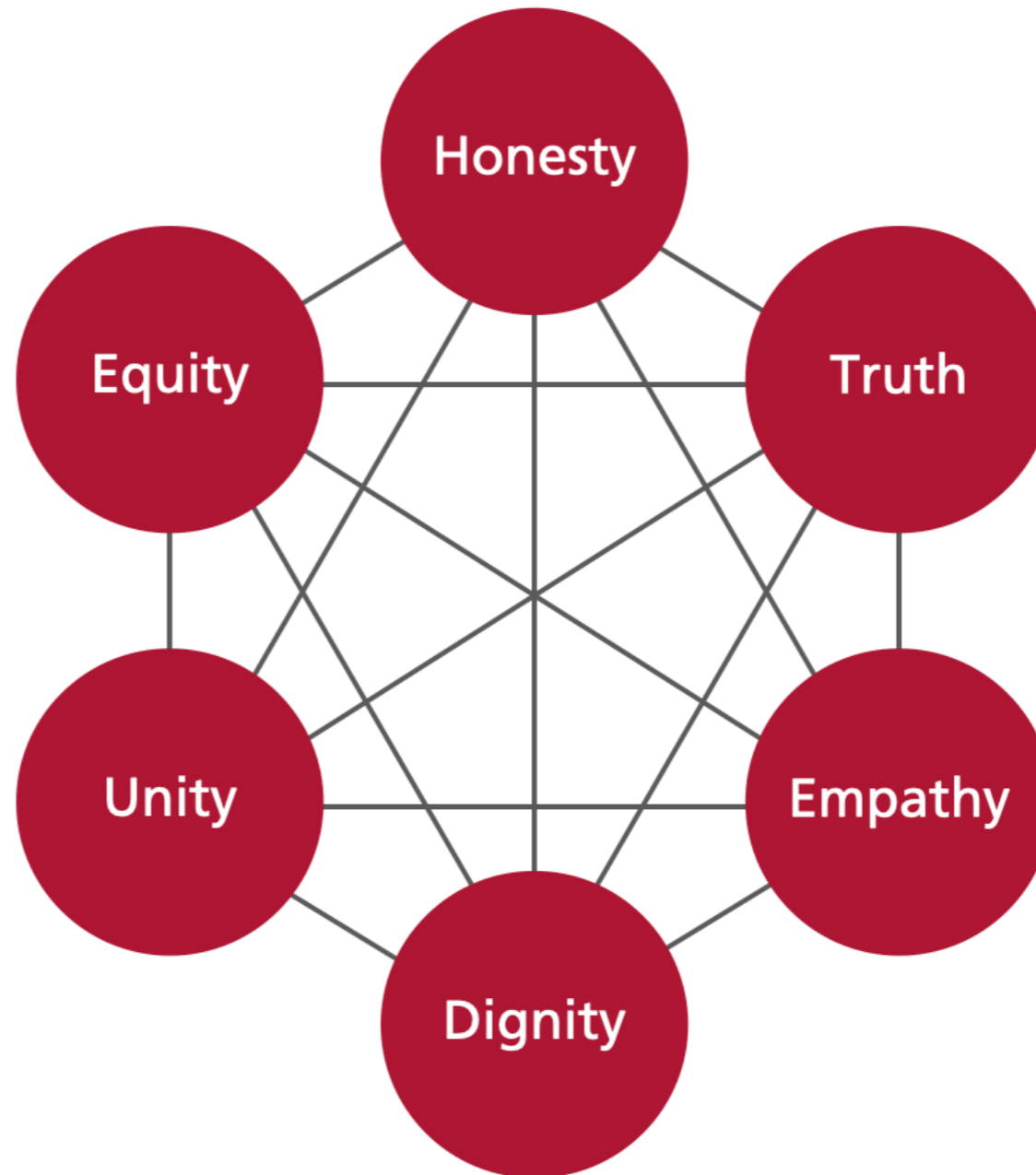
data-driven
analysis

honest scrutiny
and self-examination

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?**

** formulated by Dr. Carolyn Petrosino, Co-Chair*



- 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**

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

Subcommittee Presentations

Reflections & Closing Remarks

