



# SPECIAL PRESIDENTIAL TASK FORCE ON RACIAL JUSTICE

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Campus Update, Town Hall

Thursday, February 4, 2021

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

*If only we're brave enough to be it.*

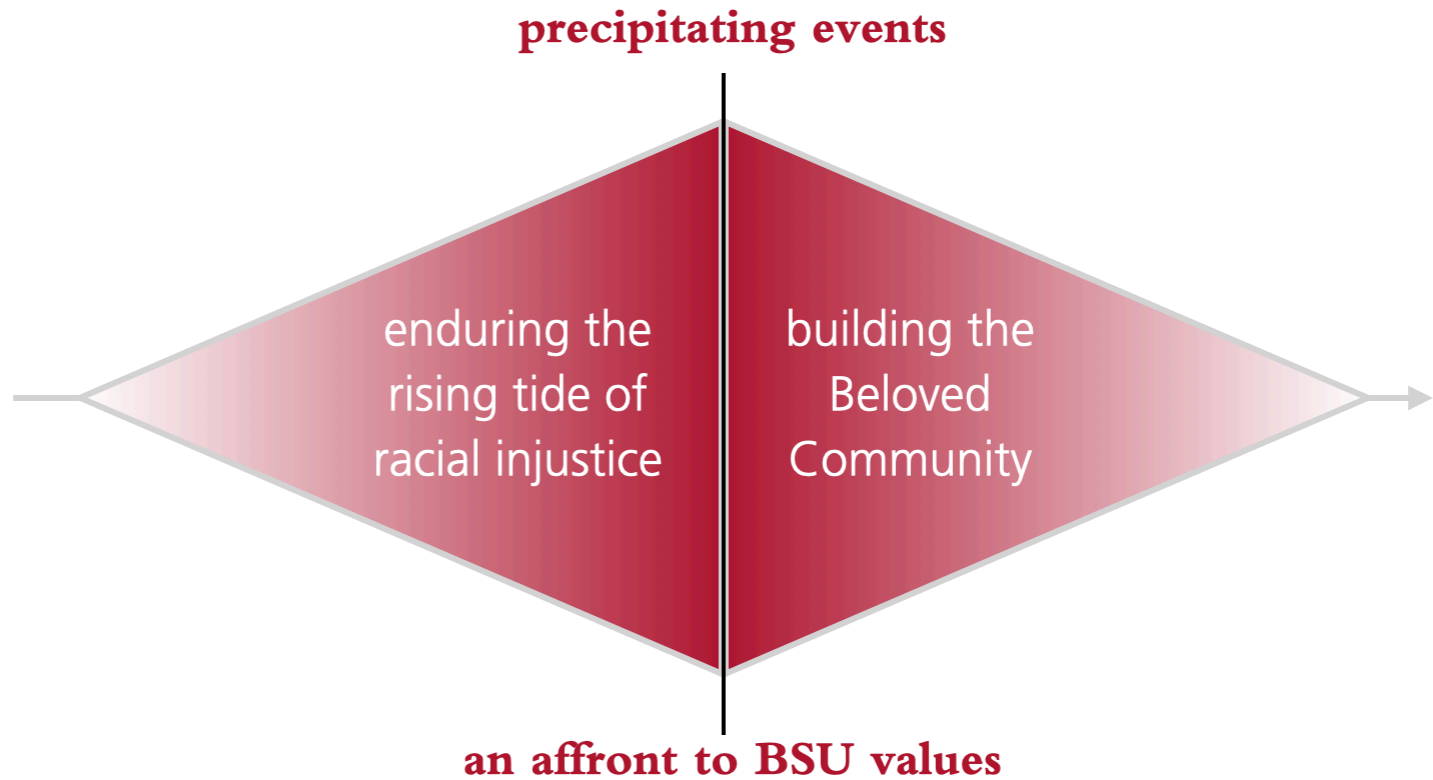
*-National Youth Poet Laureate Amanda Gorman,  
1.20.2021*

Context

Task Force

Initial Impressions

Next Steps



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

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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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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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**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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**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?**

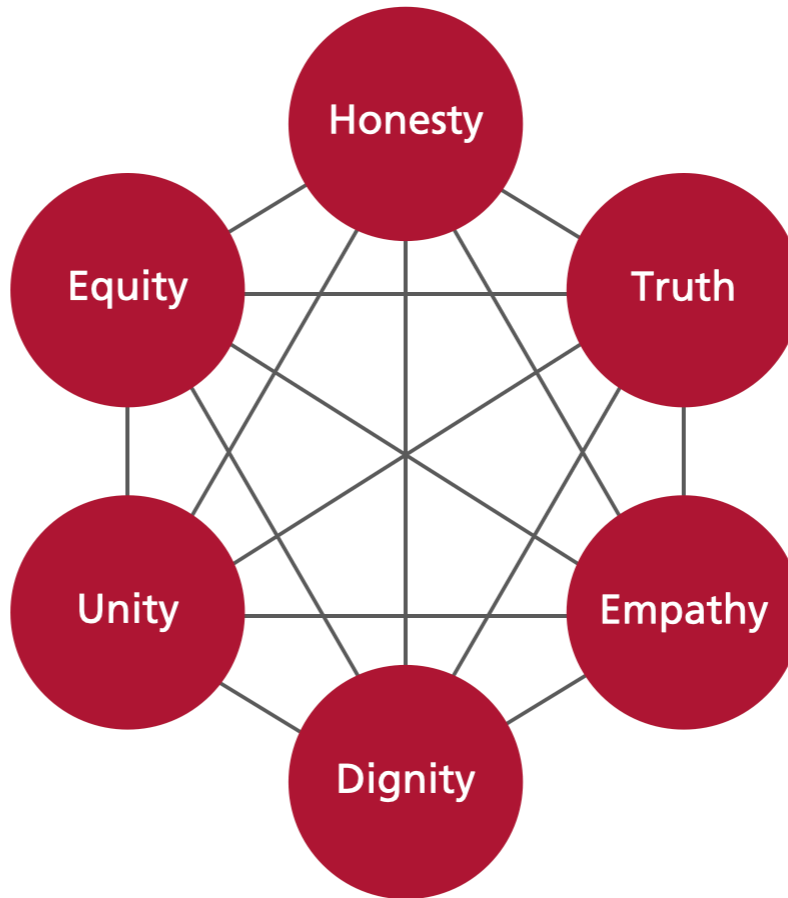
*\* formulated by Dr. Carolyn Petrosino, Co-Chair*

Context

**Task Force**

Initial Impressions

Next Steps



Context

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- 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



# BSU RACIAL JUSTICE TASK FORCE

AS OF DECEMBER 9, 2020

## Participants

RJTF  
MEMBER

AFFILIATED  
PARTICIPANT

STUDENTS

SGA LEADERS

FACULTY

EMERITI

STAFF

CABINET &  
COLLEGE DEANS

ALUMNI

ALUMNI  
LEADERSHIP

EXTERNAL

BOT MEMBERS

## Subcommittees

1

Curricula and Co-Curricula

2

BSU Workforce

3

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

4

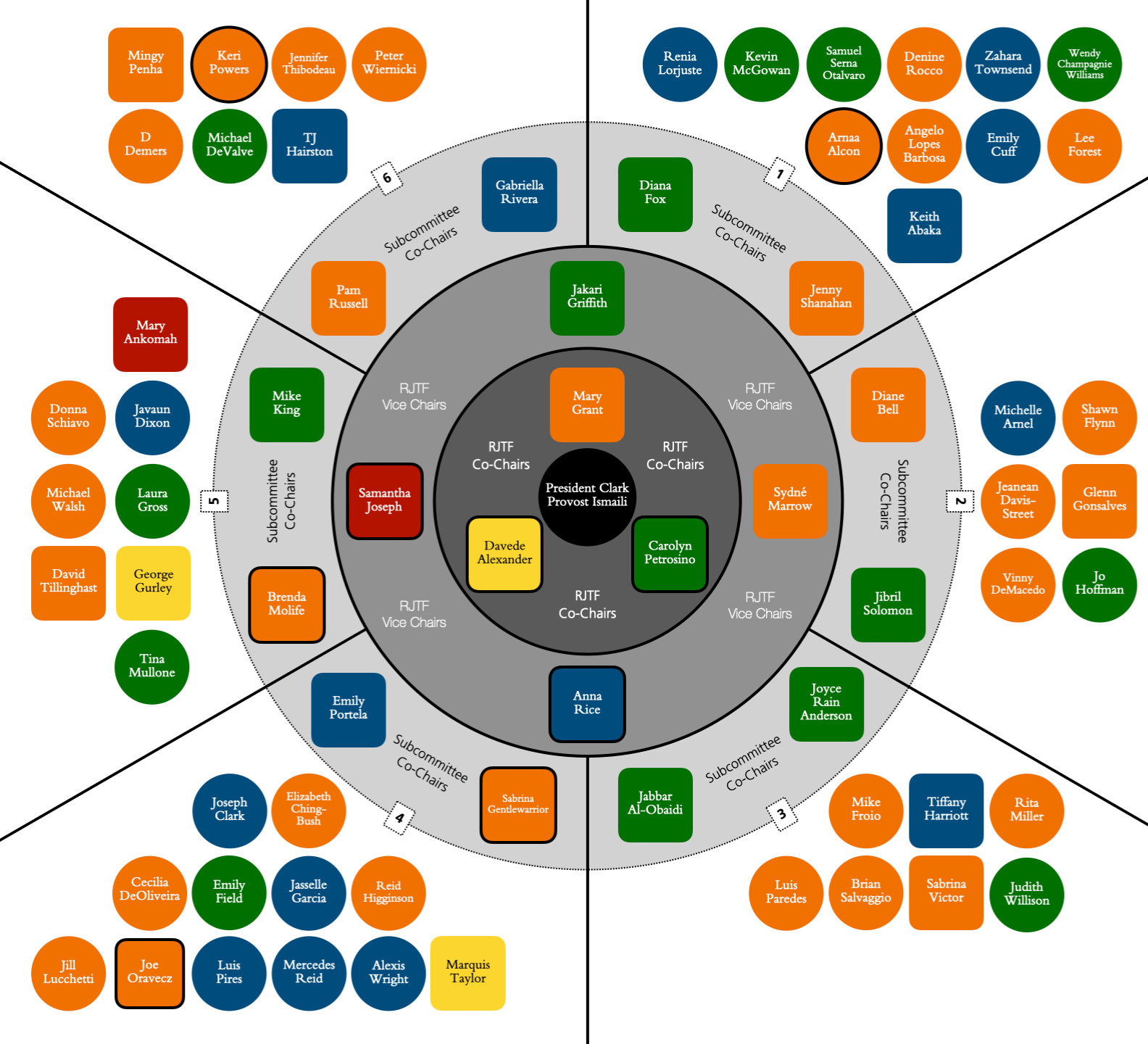
Investing in and Supporting Students

5

Police and Public Safety

6

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



# CATALYZING POSITIVE CHANGE AT BSU

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**BRIDGEWATER STATE UNIVERSITY**

Academics - Admissions - Cost & Aid - Student Life - BSU Works - About Us - Quicklinks

## Racial Justice at Bridgewater State University

**Messages**

Oct. 29, 2020  
from Task Force Co-Chairs  
[Update on Special Presidential Task Force on Racial Justice](#)

Oct. 26, 2020  
from Office of the Provost  
[Racial Justice Updates](#)

Oct. 7, 2020  
from Office of the Provost  
[Racial Justice Updates](#)

Sept. 28, 2020  
from President Clark  
[Racial Justice, Inclusion & Equity](#)

Sept. 25, 2020  
from Office of the Provost  
[Racial Justice Announcement](#)

Sept. 10, 2020  
from Task Force Co-Chairs  
[Update on Special Presidential Task Force on Racial Justice](#)

Aug. 4, 2020  
from President Clark  
[Special Presidential Task Force on Racial Justice Membership](#)

June 19, 2020  
from President Clark  
[Juneteenth, Racial Justice Task Force Update and Next Steps](#)

June 12, 2020  
from President Clark  
[Special Presidential Task Force on Racial Justice Update](#)

June 5, 2020  
from President Clark  
[Racial Justice](#)

June 2, 2020  
from President Clark  
[We Hear You](#)

June 1, 2020  
from President Clark  
[Words Alone Are Not Enough](#)

**Contact Us**

For more information or to contact the Racial Justice Task Force, please send an email to [BJTF@bridgew.edu](mailto:BJTF@bridgew.edu).

**We stand with the Black Lives Matter movement...**

"Bridgewater State University fully supports the Black Lives Matter movement as it continues that struggle, a struggle to make our nation live up to its highest ideals of freedom and equality. Here, on our campus and in our community, we commit ourselves to bold action that puts into practice our values of diversity, inclusion and equality for all." —Frederick W. Clark Jr., Esq.

**Social Justice Courses Offered in Spring 2021**

**Racial Justice Task Force**

**Anti-Racism Resources**

**Engagement Opportunities**

For more information about this artwork and more, visit the [Wallace J. Anderson Gallery site](#)

**Upcoming Events**

**DEC 07** Brian Banks Movie Discussion ...  
7:00 PM - 9:00 PM

**Brian Banks Movie Discussion with Justin Brooks**

Join Raising Multicultural Kids Youth Forum on Monday, Dec. 7, 2020 from 7-9 p.m. for a virtual conversation with Justin Brooks, the Co-Founder and Director of the California Innocence Project and Professor at California Western School of Law and helped prove Brian Banks' innocence.  
[Learn more and register](#)

[View past events](#)

If you would like your event listed on this page, please share event details at least 72 hours in advance via this [Racial Justice Event form](#).

Racial Justice at BSU website:  
[www.bridgew.edu/racial-justice](http://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

# PROJECT TIME FRAME & PHASES

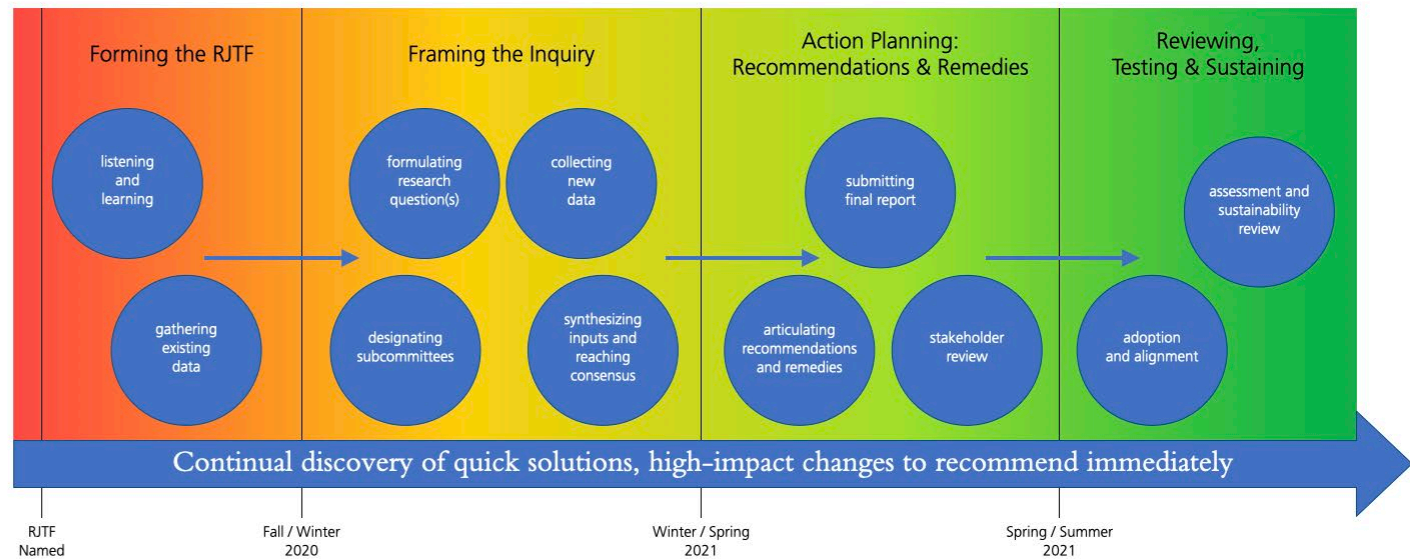
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## Racial Justice Task Force to Organizational Implementation



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*