



SPECIAL PRESIDENTIAL TASK FORCE ON RACIAL JUSTICE

Full Membership Meeting 2

Friday, September 18, 2020

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

— James Baldwin

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Today's Agenda

Welcome

Mary Grant

Reflections and Perspectives since the Last Meeting

Carolyn Petrosino

Feedback on the Subcommittees and Values from Task Force

Mary Grant

Racial Justice at BSU Website

Jill Beckwith

Review of Subcommittees and a Look Ahead

Timeframe for Subcommittee Work

Davede Alexander

RJTF Subcommittee Charter Overview

Carolyn Petrosino

Subcommittee Co-Chairs and Members

Mary Grant

Discussion, Next Steps, Advancing the Subcommittees,

Roles and Responsibilities

Jakari Griffith, Sydné Marrow

Resources Available (Policies and Data)

Jill Beckwith

Wrap-Up

Mary Grant

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Reflections and Perspectives since the Last Meeting



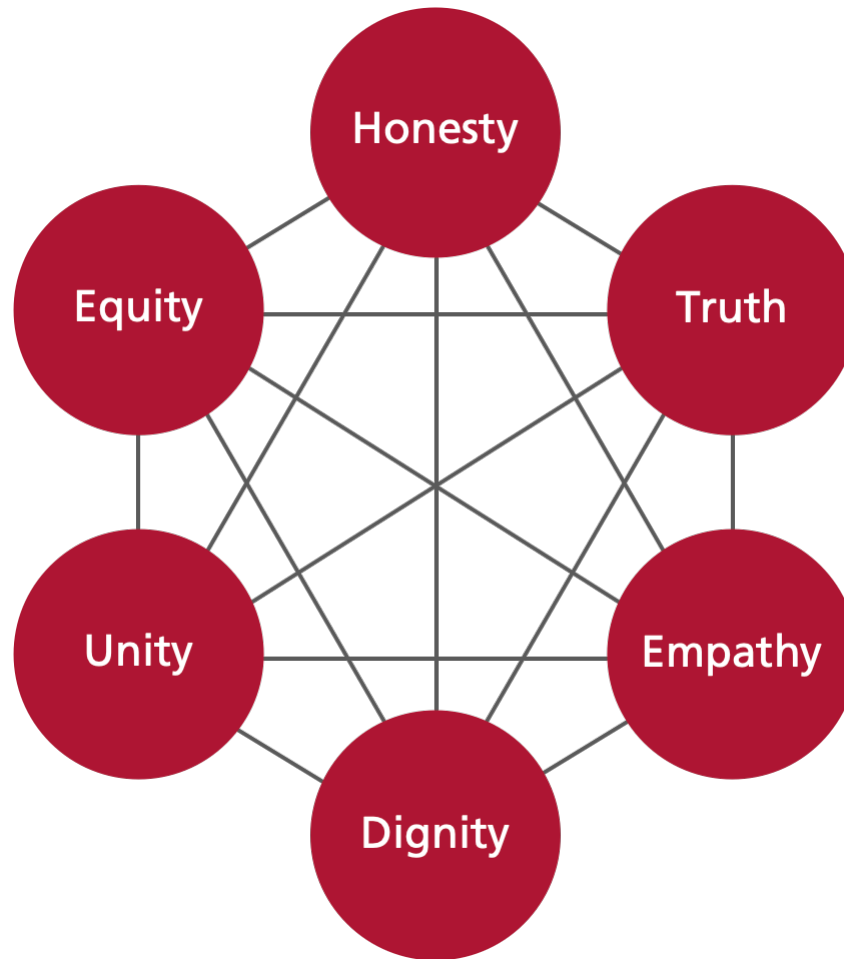
Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Core Values Guiding Our Work – Values Wheel from a New Perspective

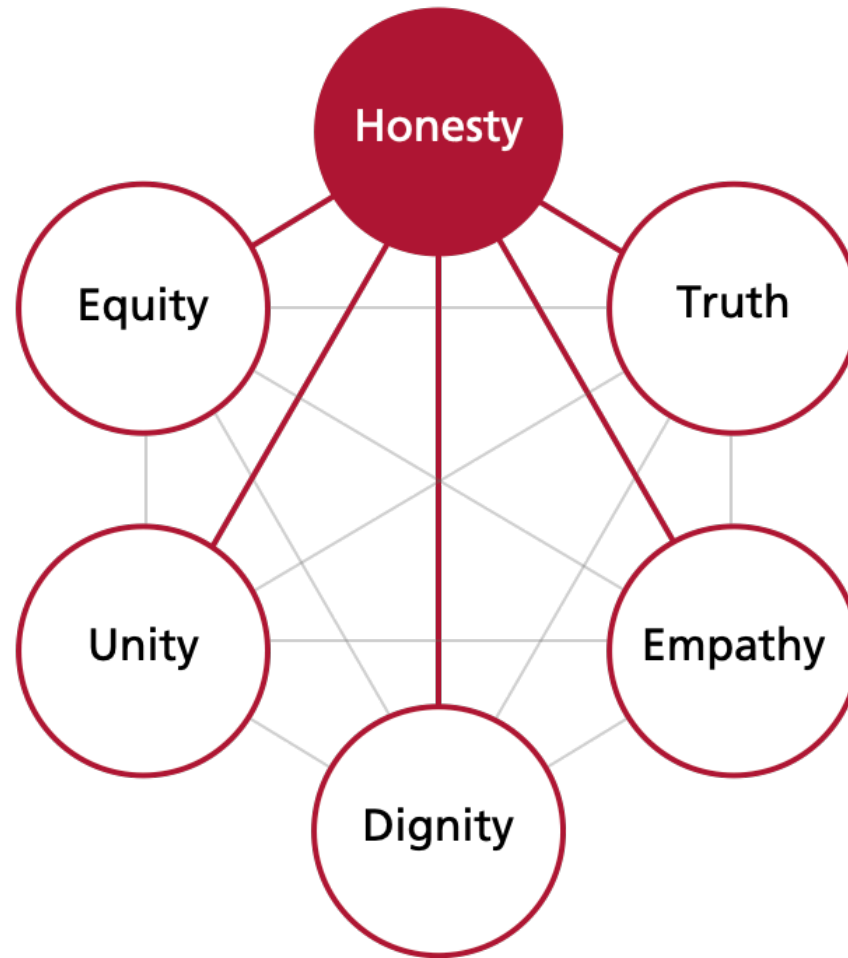


Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

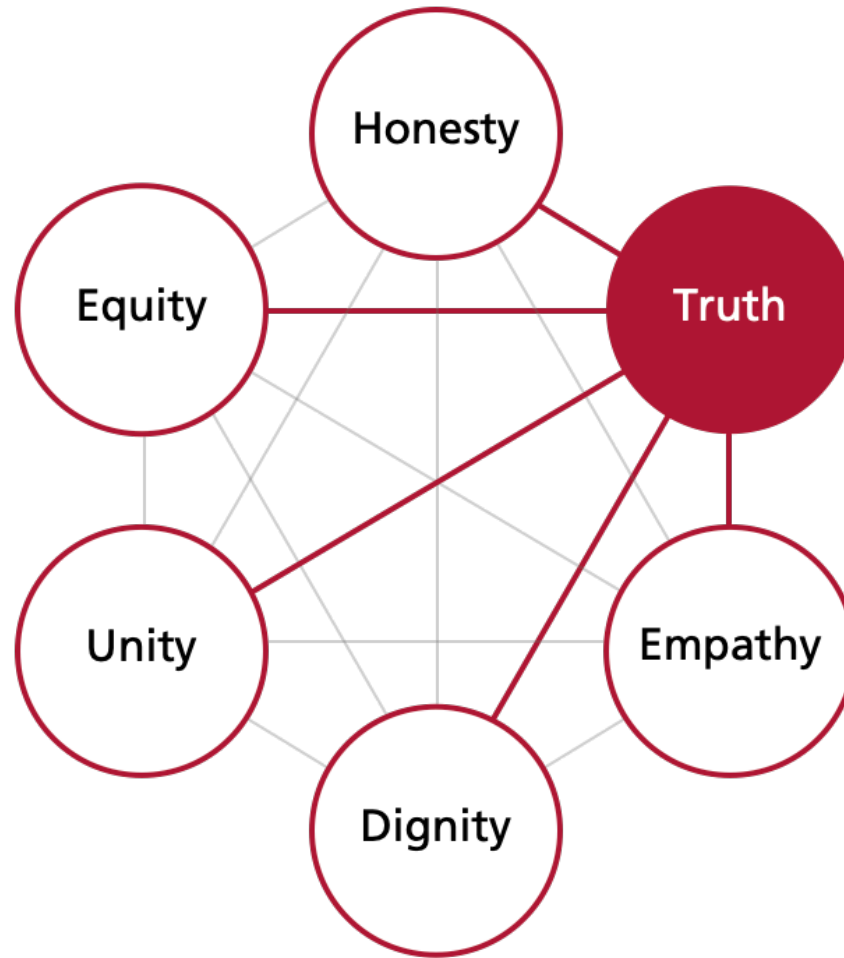


Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

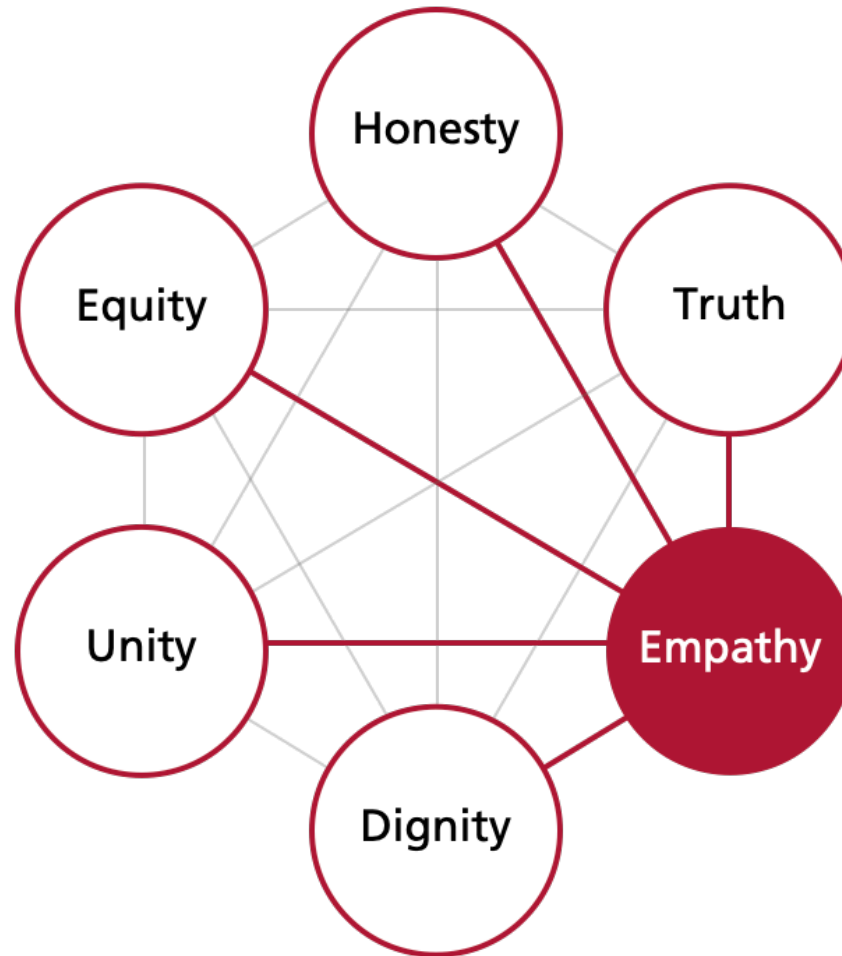


Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

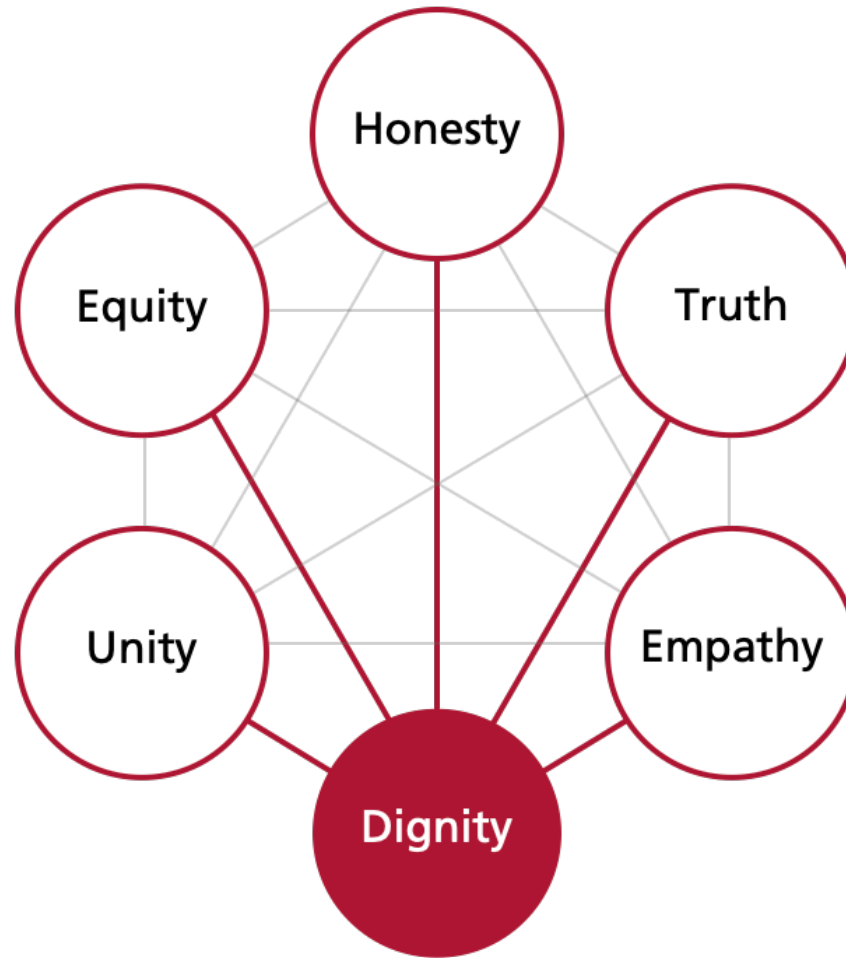


Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

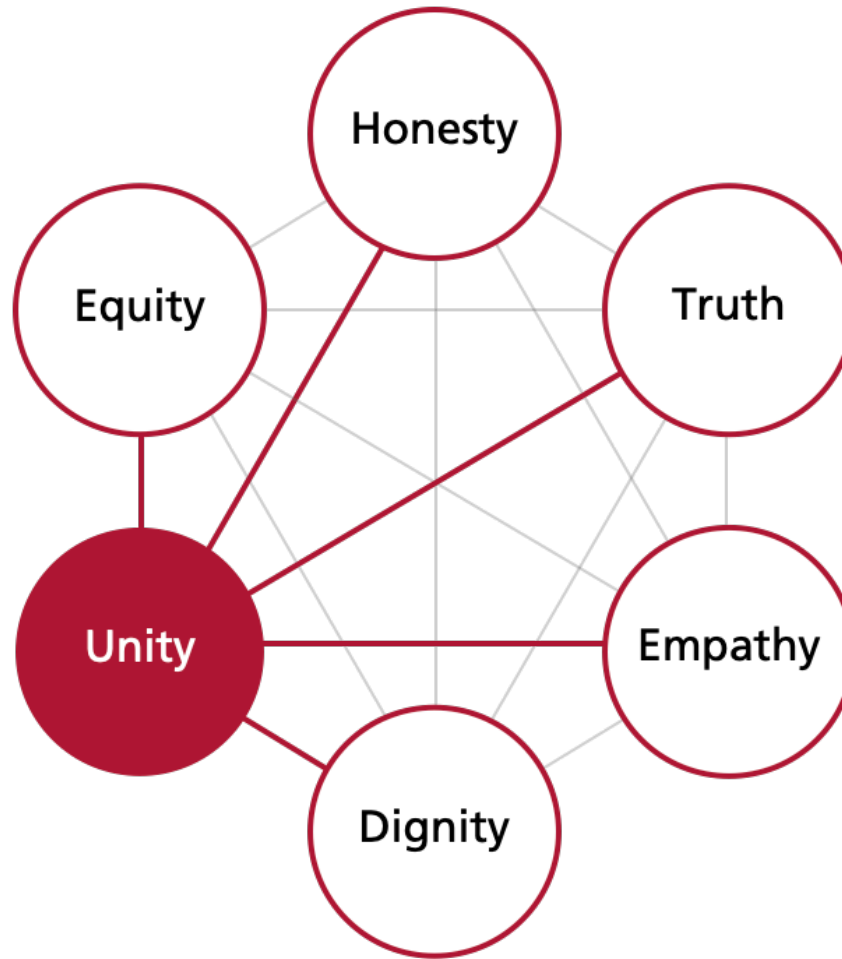


Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

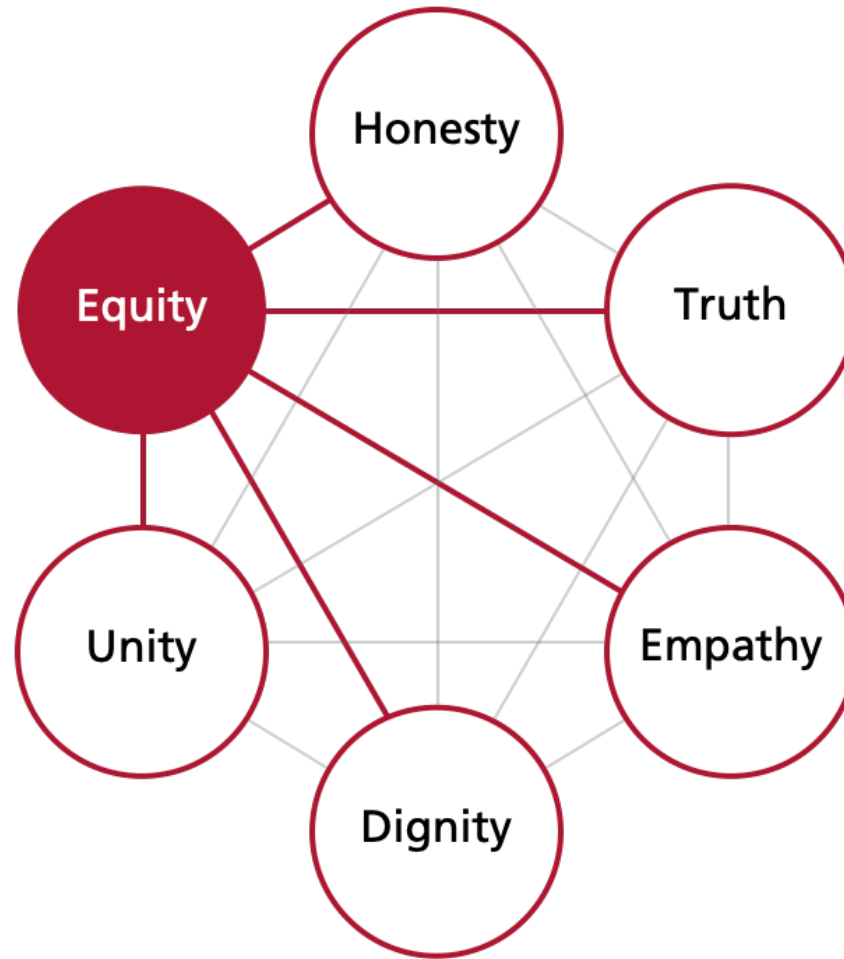


Welcome

Reflections / Perspectives

Subcommittees

Wrap Up



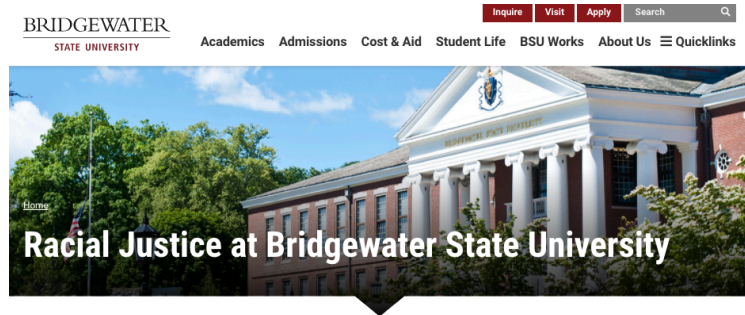
Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Racial Justice at BSU Website



Task Force Messages

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

*"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.*

Messages from President Clark

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

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

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

June 5, 2020
[Racial Justice](#)

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

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



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

Contact Us

For more information or to contact the Racial Justice Task Force, please send an email to RJTF@bridgew.edu

Upcoming Events

SEP 23	QPOC Peer Support Group ... 5:00 PM - 6:00 PM	SEP 30	Teaching Race in the Wake of the Alleged Murder of ... 1:00 PM - 2:30 PM	SEP 30	QPOC Peer Support Group ... 5:00 PM - 6:00 PM
OCT 03	Here it Began: 2020 Hindsight or Foresight - ... All day	OCT 07	Anti-Racist Teaching and Learning: A Workshop for ... 3:00 PM - 4:30 PM	OCT 08	Environmental Justice Webinar ... 9:30 AM - 10:45 AM
OCT 14	De-centering Whiteness Webinar Series ... 3:00 PM - 5:00 PM				

[View past events](#)

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Racial Justice at BSU Website



Featured News

[View All News & Events >](#)



September 11, 2020

Striving for Equity

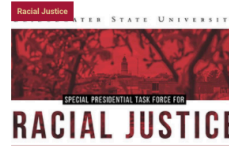
Lumina Foundation funding will assist three key initiatives



July 2, 2020

Alumni Take a Stand

Graduates have been speaking out over racial inequality



June 23, 2020

Guiding Change

Meet the leaders of the Special Presidential Task Force on Racial Justice



June 5, 2020

Hard Lessons

Faculty and staff help students grapple with issues of race and inequality



June 4, 2020

Students March

Students weigh in on the recent protests surrounding the death of George Floyd

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Review of Subcommittees and a Look Ahead



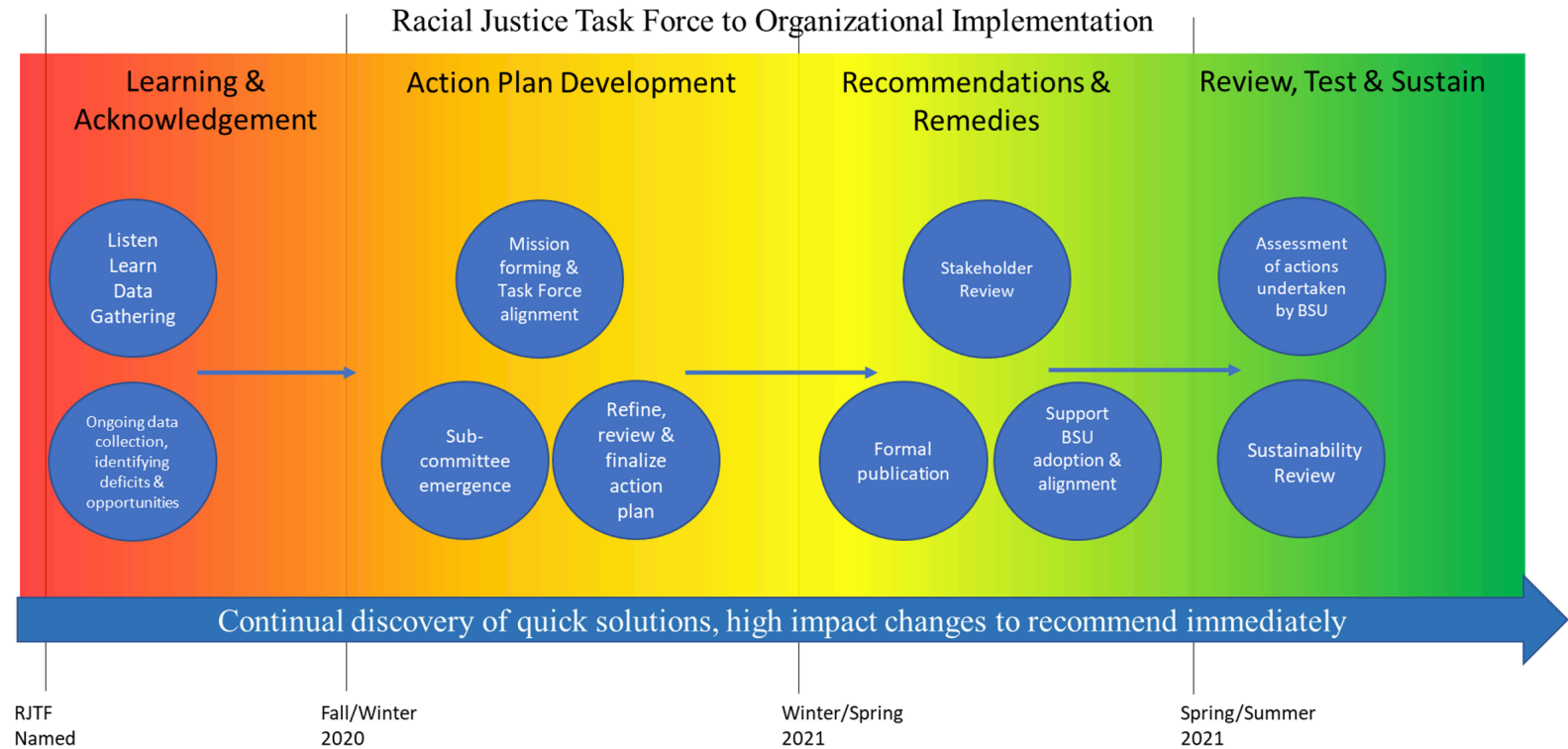
Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Timeframe for Subcommittee Work



Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

RJTF Subcommittee Charge

While the work of the RJTF subcommittees will likely follow similar patterns and approaches, we anticipate the need for deviations and adaptations.

General patterns and key functions of exploratory tasks include:

- Requesting formal policies or guidelines relevant to an area under review;
- Structuring questions which follow a general line of inquiry informed by the forums, Amplify event, and/or data already acquired by the RJTF;
- Submitting questions to divisional liaisons or appropriate representatives;
- Acquiring responses including relevant data; and
- Following up with interviews or discussions with appropriate staff/administrators/faculty.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

RJTF Subcommittee Charge

Through their service on the RJTF, all subcommittee members shall adhere to the core values guiding the work of the RJTF: honesty, truth, empathy, dignity, unity, and equity.

Subcommittee leaders, members, and auxiliary participants will: conduct their work observing the confidential nature of this task and communicate in a manner reflective of this vital stewardship; acknowledge and remain mindful of the shared mission and common goals while refraining from splintering; and adhere to the highest levels of professionalism, respect, integrity, and candor.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

RJTF Subcommittee Charge

Subcommittee reports should identify barriers – *What's missing entirely? What's present but insufficient?* – as well as strengths – *What's a homerun that everyone should consider using in their areas?*

Reports will be submitted to the RJTF Co-Chairs, who are tasked with producing a single document of findings for President Clark.

Final reports should describe methods used to undertake the work of the subcommittee – *With whom did committee members speak? What data were collected?*

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Additional Considerations

The RJTF Co-Chairs (Dave de Alexander, Mary Grant, and Carolyn Petrosino) 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 are 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.

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.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

1. Curricula and Co-Curricula

What and how are we teaching both within and outside of the classroom about racial justice (high-impact experiences)?

Each of the summaries acknowledged the request to have the curriculum reflect race scholarship: The Black Experience in America; the History and Culture of Black America; the History and Contributions of Africa; Blacks and the Economy; etc. The development of a Black Studies major or department was proposed. Co-curricular activities, programs, and opportunities should include more choices that reflect the cultural and community interests of students of color. For example: Study Abroad Program, Service-Learning Opportunities, Internships — staff need racial awareness/racial sensitivity training. *Decolonizing the curriculum and consider the importance of and respect for life that is not human – a respect for the Earth.*

Sample Question(s)

To what extent are Afrocentric topics presently presented in the curriculum?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

2. BSU Workforce

Recruitment, hiring, retention, promotion, and support of faculty, administration, and staff of color — diversity, equity, inclusion

Each summary mentioned the observation of deficiencies in the number of staff, administrators, and faculty. This is so important as students of color feel unsupported, not understood, and isolated. Mentoring (or coaching) is harder to come by as they see few faculty of color to have a social connection with.

Sample Question(s)

What methodology do we employ to advertise positions in order to increase or improve the representation of candidates of color?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

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

Racial Sensitivity Training / Anti-Racist Training / Cultural Competency / Implicit Bias Training

A repeated demand is for this type of training to be provided by BSU and offered to EVERYONE (i.e. students, staff especially in student services, faculty, campus police, and administrators). There is a need for workshops, seminars, etc.

Sample Question(s)

Does BSU periodically offer workshops on racial sensitivity?
If not, why not?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

4. Investing in and Supporting Students

Administrative and Organizational Support Structures for Students

There were accounts provided of frustrating experiences and unequal treatment provided to students of color from various student support functions and programs, including: Admissions, Center for Student Engagement, Academic Retention Committee, Financial Aid, Registrar, Dining Services, Academic Achievement Center, Tutoring, Wellness Center, and Athletics. Policies governing these services should be clear and accessible, and the staff should be more inclined to work with students of color rather than have the tendency to frustrate their efforts to access services.

continued...

Sample Question(s)

Are there unique conditions confronting ESL or students of color that are taken into account upon advising? If not, should there be?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

4. Investing in and Supporting Students

Student Community / Social Life

Residence halls have been reported as an area where students of color perceive to be treated unequally and more harshly.

There is a lack of consistent and equal treatment in student clubs for students of color.

Students need experienced counselors to help them process racial traumatizing events. Is that available in the Wellness Center? What is the state of mental health services relative to racial trauma/stress/depression? How prepared are they to be service providers for students of color in an intimate setting?

Increase funding for the Center for Multicultural Affairs.

Erect/install images, symbols, statues of major Black figures, cultural expressions.

Sample Question(s)

How are RAs chosen? Are there adequate numbers of RAs that are from diverse backgrounds?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

5. Police and Public Safety

Ability of BSU police to understand students of color and present in a manner that is less threatening and more supportive

Comments described a need for more implicit bias training for BSU police and for them to have a better understanding of the needs of students of color.

Sample Question(s)

Do the campus police initiate contact with students of color in order to build relationships throughout the academic year? If so, how do they approach that? Is it continual or sporadic?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

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

Seeking input from students of color; co-building and co-facilitating BSU initiatives with students of color; creating a space where students can directly report racial harassment, alleged discriminatory treatment, or other sensitive issues related to racial and ethnic abuse

Students of color need to have a place for ongoing dialogue, listening, student circles, etc.

Sample Question(s)

Does BSU need to establish a “homebase” for students (especially students of color) to report negative race-related experiences on this campus?

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Subcommittee Membership (RJTF Only)

as of 9/18/20

Curricula and Co-Curricula

Jenny Shanahan, Co-Chair
Diana Fox, Co-Chair
Keith Abaka

BSU Workforce

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

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

Joyce Rain Anderson, Co-Chair
Tiffany Harriott
Sabrina Victor

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Subcommittee Membership (RJTF Only)

as of 9/18/20

Investing in and Supporting Students

Sabrina Gentlewarrior, Co-Chair

Emily Portela, Co-Chair

Joe Oravec

Marquis Taylor

Police and Public Safety

Mike King, Co-Chair

Brenda Molife, Co-Chair

Mary Ankomah

George Gurley

David Tillinghast

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

Pam Russell, Co-Chair

Gabriella Rivera, Co-Chair

T.J. Hairston

Mingy Penha

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Role of RJTF Vice Chairs

The role of the Vice Chairs is to exercise the intent of the RJTF as informed by the mission and goals.

This role is not one that is reactionary or managerial, rather it is to intentionally engage and actively support the work of the subcommittees by helping to shape the ongoing parameters of conversation, exploration, and outcomes.

Vice Chairs serve as primary liaisons between the subcommittees and the RJTF Co-Chairs.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Role of RJTF Subcommittee Co-Chairs

RJTF Subcommittee Co-Chairs have the general responsibility and authority to review, assess, and conduct exploratory activities on behalf of the RJTF in a manner consistent with mission and goals.

RJTF Subcommittee Co-Chairs will provide administrative and logistical support, convene regular meetings, furnish reports and data as requested by Chairs and Vice Chairs, and complete any related tasks as deemed necessary by the RJTF.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Role of RJTF Subcommittee Members

Subcommittee member responsibilities include the completion of any duties assigned to them by Subcommittee Co-Chairs.

Subcommittee members will adhere to the highest levels of professionalism, integrity, and candor.

Subcommittee members will conduct relevant analyses/research and develop findings/work products to address organizational policies, practices, and/or cultural dynamics that impede racial equity at BSU as defined by their subcommittee charge.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

RJTF Subcommittee Parameters

Subcommittees will have working Co-Chairs who will organize meetings and be primarily responsible for drafting reports/findings/recommendations.

At least one of the Co-Chairs must be a member of the RJTF.

Every RJTF member will serve on one subcommittee, with the exceptions of the RJTF Co-Chairs and Vice Chairs.

Every RJTF subcommittee will have at least one student representative.

The recommended size of the subcommittees is 7-9 members.

Depending on interest and availability, RJTF members can serve on but not Co-Chair more than one subcommittee.

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Resources Available – Policies

Equal Opportunity, Diversity & Affirmative Action Plan, 2020

Complaint Investigation and Resolution Procedures – Appendix 4 of EO Plan, 2020

Student Code of Conduct, 2020-2021

Student Handbook – Prohibition Against Discrimination, Discriminatory Harassment, and Retaliation

Student Handbook – Community Standards Procedures

BSU Employee Handbook, Updated 2018

BSU Free Speech and Demonstration Policy, Revised Sept. 2017

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Resources Available – Data

Factbook 2019-20

Undergraduate and Graduate Enrollment

Student Demographics

Black and Brown Students by Major

Graduation, Retention, Non-Completion Rates (2007-18)

... and More

Faculty Data

Faculty of Color by Department

Faculty of Color by Race and Ethnicity

... and More

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Resources Available – Data

First Generation Student Experiences at BSU: A Summary of Research Findings, August 2020

Amplify Report, August 2020

Racial Justice Forums – Themes and Calls to Action Action and Small-Group Notes, June 2020

BSU Student of Color Student Success Focus Group Report, June 2020

Graduate School – Academic Standing by Race Summary, Fall 2019-Spring 2020

BSU Campus Climate Survey Report, 2018

Welcome

Reflections / Perspectives

Subcommittees

Wrap Up

Wrap-Up

Reminder: Full Membership Meetings (Fall 2020)

All scheduled for 11am – 1pm

October 2

October 16

October 30

November 6

November 20

December 4

December 18

Racial Justice Website: www.bridgew.edu/racial-justice

RJTF Website: www.bridgew.edu/racial-justice/task-force