

Racial Justice Task Force Implementation Highlights: Mid-Fall 2021 to Present

Division of Academic Affairs

Faculty members, librarians, staff and administrators have come together in new professional development settings to focus on growing their own capacity for equity-minded leadership. The work is taking place both in individual events as well as in longer-term, more immersive formats that will build community and impact culture (recommendations: 1-1, 1-2; 2-18, 2-21; 3-5).

Examples:

- Emerging from book discussions within the Bartlett College of Science and Mathematics and the Ricciardi College of Business, new “Equity Walk Teams” have been developed in each college to serve as an ongoing forum for professional development.
- Faculty-led groups, such as the Anti-Racism Matters group within the College of Education and Health Sciences and the Racial Justice Faculty Cooperative within the Bartlett College of Science and Mathematics, have taken the lead on facilitating department-centered dialogues for faculty.
- Academic departments in the College of Humanities and Social Sciences have created Diversity, Equity and Inclusion focused committees.
- The Minnock Institute for Global Engagement has supported faculty in developing virtual international exchange as a pedagogy to advance global cultural competence as well as equity supports for students who cannot afford to study in other nations.
- The Center for Transformative Learning has facilitated professional development on racially equitable mentoring practices for faculty affiliated with the Honors Program and Undergraduate Research.

The division continues to identify opportunities to adopt and assess racial justice student learning outcomes (recommendations: 1-6).

Examples:

- Racial justice and equity outcomes have been integrated into the development of new undergraduate and graduate academic programs. This is in keeping with the Department of Higher Education’s [Equity Agenda](#).

- The Honors Prog

- The recent hiring process for the Director of the Office of Teaching and Learning presented the opportunity to revise the position description in order to prioritize equity-centered priorities.
- The Bartlett College of Science and Mathematics is pursuing an alliance with two higher educational institutions that proposes strategies for increasing representation and persistence of diverse faculty who are African Americans, Hispanic Americans, American Indians, Alaska Natives, Native Hawaiians, or Native Pacific Islanders in the science, technology, engineering and math (STEM) professoriate.

Bridgewater State University is a founding member of the [North Star Collective](#). Two BSU faculty members were selected to be part of this BIPOC (Black, Indigenous, People of Color) community focused on mentoring and professional development (recommendation: 2-22).

Programming offered through the division has given students the chance to expand competencies and facilitate development that is both personally and professionally relevant to BSU's equity-centered priorities. Events are too numerous to name individually, but the virtual setting has allowed the university to present many new opportunities and add the voices of new speakers to the student educational experience (recommendation: 4-9).

Examples:

- The College of Education and Health Sciences has engaged students in seminars focused on race and racial equity.
- The Racial Justice Faculty Cooperative in the Bartlett College of Science and Mathematics has invited speakers to campus to amplify Black and Brown excellence in STEM.
- The Minnock Institute for Global Engagement has offered a number of virtual panels aimed at highlighting transnational and comparative studies of race and ethnicity as well as displacement, migration and transnationalism.

Off-campus partnerships have helped to deepen relationships with local communities to diversify the professions (recommendation: 4-5).

Examples:

- The College of Education and Health Sciences has worked with faculty and the Graduate Admissions Office to create an expedited pathway to earning an initial stage license for

teachers who are employed under emergency licenses that will expire in June 2023. One-third of teachers holding emergency stage teaching licenses identify as BIPOC.

- BSU is a recipient of the MassTeach grant from the Department of Higher Education to diversify the STEM teacher pipeline.
- BSU continues to partner with Taunton Public Schools (TPS) and Bristol Community College to create a “grow your own” educator pathway for Taunton High School students with a goal to diversify the TPS educator pipeline. The pathway includes early college/dual enrollment courses.
- The university continues to expand upon its Community College pipeline program (CC2BSU). This program creates a dual admission support and coaching program for students of color.
- BSU partners with JET (Journey into Education and Teaching) to provide pathways to earning a bachelor’s degree and a teaching license for paraprofessionals from gateway cities in our service region.

The establishment of an Ombuds Office was a suggested outcome of the Presidential Racial Justice Task Force. As conversations about the establishment of a Racial Justice Center progress, it is still clear that an Ombuds Office would provide a safe, confidential and nonjudgmental space for students to share their concerns about racial justice/equity or other issues. Considerations for establishing an office include the creation of an Office Charter, marketing and branding, data collection tools, and office location, among other necessities. (recommendation: 6-2).

BSU Police Department

The Bridgewater State University/American Civil Liberties Union of Massachusetts Racially Just Policing Model Policy was published in September of 2021. Idn SeBod1 (opt (f)1 (he)-2b4 (ty)-B1 (a)-1 (r)-4 (i)-

In order to support the BSUPD response to mental health services, a community liaison was hired in January of 2022 and a grant-funded clinician is already in place. The community liaison has been meeting regularly with student groups and has taken an active lead in training and advocacy on the BSU campus. By filling an existing vacancy, the Division of Student Affairs and Enrollment Management is also preparing to add an additional mental health position by May 2022 (recommendation: 5-4).

State university police departments are statutorily required to collect and document annual reporting on traffic stops, including racial demographics. The BSUPD is committed to continuing to meet this obligation (recommendation: 5-1).

Division of Finance

In order to understand billing trends and patterns, the division is examining data by demographic group. It is also reviewing practices regarding the awarding of contracts to minority and female owned businesses.

Division of Human Resources and Talent Management (HRTM)

The division is currently searching for an Executive Director. As a senior leader in HRTM, the Executive Director will partner with the Vice President as an equity-minded human resources leader helping to effectuate change at Bridgewater State University. The Executive Director will collaborate across the institution creating human resources and talent management programs and initiatives that support the strategic direction of the HRTM division and the university, while ensuring these initiatives are accomplished within an equity practice framework (recommendation: 2-5, 2-7, 2-8, 2-9, and a number of others related to the BSU Workforce).

In partnership with the division of Student Success and Diversity and the Office of Equal Opportunity, an equity-minded hiring workshop has been developed to inform search committees about the race and ethnicity of BSU faculty, staff, and students; to share student retention data; to bring awareness to implicit bias; to promote equity-minded practice among searches; and to actualize our institutional values in the search processes. All search committee participants for staff searches are now required to complete this workshop before commencing their search process (recommendation: 2-14).

Utilizing the LinkedIn Learning platform, the Talent Development department in the division of HRTM has curated learning content for BSU faculty, staff, and students – “Diversity,

The Information Technology Project Management Office (PMO) has been engaged to assist with project planning and overall coordination for implementing the Task Force recommendations (recommendations: ALL).

Information Technology and Academic Affairs have partnered to co-sponsor the "Data Streams 2.0" project. A core focus of this project is to address the racial data and equity related

The Division of Operations is actively infusing an equity-minded framework into institutional space planning decisions and auditing the policies and procedures documents of all departments using the Center for Urban Education's document review tool. The division is encouraging participation in trainings offered by the Division of Student Success and Diversity; engaging in ongoing divisional conversations about equity issues; and participating in the Racial Equity and Justice Institute (REJI) at both the local and national levels. The division is also reviewing and revising its professional job descriptions using an equity lens and requiring all search committee members to participate in the equity-minded hiring workshop.

Division of Outreach and Engagement

The Martin Richard Institute for Social Justice has offered numerous programs and workshops in partnership with colleagues across campus on issues related to racism, racial justice and racial equity.

Division of Student Affairs and Enrollment Management

The division is actively working on the implementation of 62 Task Force recommendations. Highlights of activities include: professional development training, student leader training, diversification of staff, and a review of all policies and practices through an equity-minded lens.

The Center for Student Engagement staff (full-time employees, student employees and graduate assistants) have attended trainings, including Decentering Whiteness, Unlearning Racism, Empowered Bystander Training, Train the Trainer, and anti-racism training offered by the Diversity and Resiliency Institute of (U) Park Residency Director and Housing Coordinator.

Racial Justice and Equity is a central priority for the division as noted in its annual priorities (recommendation 4-1). Athletics and Recreation within the division continues to identify and assess the physical environment for racial equity and inclusiveness. The Wellness Center is filling a vacant mental health counselor position with a DEI specialist in the Counseling Center. This position will be posted in Spring 2022 and will liaise with key departments on campus as well as coordinate equity-focused training within the Wellness Center (recommendation 4-1).

Off-Camp

recommendations: [Bridgewater State University REJI Racially Equitable Action Planning Tool - format 12 14 2021.docx \(sharepoint.com\)](#)