



### Equity and Justice Forum Structure 2021-2022

Objective: The Equity and Justice Forum is charged with 1) providing a space and place for listening, dialogue, and greater understanding about race and racism in our country, especially ideas for dealing with current challenges and planning for a better future; and 2) serve as a catalyst for bridging differences regarding race in America, promoting reconciliation, and encouraging fresh perspectives.

Equity and Justice Forum Lead: Eboni Dixon

Committee	Committee Lead(s)	Objective
Cultural Competency in Curriculum	Bernard Little Conor Luck <i>(Eboni Dixon provides additional support)</i>	Discuss and recommend ways in which to integrate cultural competency more comprehensively into curriculum and pedagogy. <i>Develop strategic initiatives to support diversity and inclusion actionable and measurable steps – What does this look like now, what does <b>More</b> look like?</i>
Recruit and Retain a Diverse Workforce	Quamika Pickens-Harris <i>(Eboni Dixon provides additional support)</i>	With the combined forces of our HR Director, the Director of Diversity, Equity and Inclusion, and the Leadership Team, undergird, lend ideas and people power to new strategic planning specifically focused on attracting and retaining faculty from underrepresented groups.
Diversity, Equity, and Justice Training (Support for Faculty and Staff)	Sarah Vaughn <i>(Eboni Dixon provides additional support)</i>	In addition to SEED and ongoing professional development training with experts in the DEI field, discuss inclusive cultural competency and anti-racist training for faculty and staff. Faculty and Staff Leadership—Determine best approach for proactively engaging with constituents to ensure students feel safe and supported.
Community (Students, Parents, Faculty, and Staff)	Kendall Mallette Beth Napleton <i>(Eboni Dixon provides additional support)</i>	Determine measures FXW can take to provide a more inclusive culture while determining the best approach for proactively engaging with all students, FAS, and parents to ensure everyone feels safe and further foster a culture of inclusion.
Admissions Recruitment and Retention of Families of Color	Eboni Dixon	Recommend additional ways in which to provide support to the Admissions Team and develop a sustainable plan for the recruitment and retention of families of color.