

# Justice, Equity, Diversity, and Inclusion (JEDI) Steering Committee



Dr. Christine Sorrell Dinkins and Dr. Ramón Galinanes, Jr.

Co-chairs

Dr. Debora Johnson-Ross and Caitlynn Myer, M. Ed.

Senior and Junior Consultants

## STEERING COMMITTEE CHARGE

- The role of the steering committee — focused on Justice, Equity, Diversity, and Inclusion (JEDI) — is to recommend to the Wofford College Board of Trustees a strategic plan and vision for an equitable and just Wofford for the future. The committee’s work includes collecting and reporting relevant disaggregated data, facilitating listening sessions with a variety of stakeholder groups, amplifying and building on equity work already being done, and helping build and sustain an equity-focused and equity-informed culture at Wofford.

# THE WORK OF THE COMMITTEE

- The Work of the Committee is guided by Wofford's **Mission Statement** and **Core Values**.
  - **Mission Statement:** Wofford's mission is to provide superior liberal arts education that prepares its students for extraordinary and positive contributions to a global society. The focus of Wofford's mission is upon fostering commitment to excellence in character, performance, leadership, service to others and lifelong learning. Wofford strives for sustainability in all aspects of college life through respect for the environment and through our core values.
  - **Statement of Core Values:** Wofford College is committed to these core values, which reflect both the United Methodist tradition of the college and values common to faith-based and secular philosophies:
    - Collaborative teaching and learning.
    - Freedom of inquiry.
    - Academic excellence.
    - Intellectual curiosity.
    - Critical thinking.
    - Integrity.
    - Community and global engagement.
    - Diversity and inclusiveness.
    - Sustainability.

# THE COMMITTEE

A 16-member steering committee consisting of student representatives, faculty, staff, alumni and trustees is leading the visioning process focused on justice, equity, diversity and inclusion.

- Christine Dinkins (Philosophy Department)
- Ramón Galiñanes, Jr. (Office of Undergraduate Research)
- Taifha Alexander (Office of Diversity and Inclusion)
- Begoña Caballero-Garcia (Modern Languages)
- Chris Carpenter (Trustee)
- Dylan Goshorn (Student)
- Jameica Hill (Chemistry Department and NCAA Representative)
- Jurnee Jones (Student)
- Dan Mathewson (Religion Department and Office of the Provost)
- Greg O'Dell (Trustee)
- Arsenio Parks (Admission)
- Costa Pleicones (Trustee)
- Ron Robinson (Chaplain)
- Tasha Smith-Tyus (Career Center)
- James Stukes (Center for Community-Based Learning)
- Joyce Yette (Trustee)

# THE WORKING GROUPS

- Working Group 1: **History, Memory, and Place** – Ramón Galiñanes (lead), Costa Pleicones, Dwain Pruitt, Tracy Revels, Ron Robinson, Phillip Stone
- Working Group 2: **Curriculum, Teaching, & Advising** – Christine Dinkins (lead), Trina Jones, Dan Mathewson, Dylan Goshorn, Begoña Caballero Garcia
- Working Group 3: **Student life** – James Stukes (lead), Arsenio Parks, Chris Carpenter, Jameica Hill, Jurnee Jones
- Working Group 4: **Enrollment, Recruitment, & Marketing** – Arsenio Parks(lead), Joyce Yette, Ron Robinson
- Working Group 5: **Policies, Procedures, & JEDI structure** – Tasha Smith-Tyus (lead), Greg O'Dell

# THE PROCESS: TIMELINE

Listening Sessions,  
Surveys, and Working  
Group Research  
(October 2020 – April  
2021)

Present preliminary  
data from listening  
sessions, surveys, and  
working group  
research at the  
February Board of  
Trustees Meeting  
(February 2021)

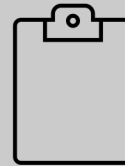
Strategic Visioning  
and Planning Process  
(February 2021 – April  
2021)

Recommend  
strategic plan and  
vision at the May  
Board of Trustees  
Meeting  
(May 2021)

# WHERE WE ARE IN THE VISIONING PROCESS



**Listening Sessions:  
46+**



**Survey Responses  
Completed: 390+**



**Working Group  
Research/Work**



**JEDI Committee  
Meetings: 12+**

# RECOMMENDATION

- Recommendation I: Hire a cabinet-level Vice President of Diversity, Equity, and Inclusion (DEI) to oversee all DEI initiatives, support the Title IX and Bias Incident functions, and have an advisory role over hiring practices. Appropriate staffing and support structures, determined by the President, should be put in place.



# RECOMMENDATION

- Recommendation 2: Increase budget and staffing for the Office of Diversity and Inclusion (ODI) and increase staffing and/or resources in other DEI areas. Determination of staffing levels and structures should be guided by a thorough assessment of DEI best practices, current policies, and procedures. Our research has identified three specific needs with regard to staffing and resources:
  - Additional staff and budgetary support for the ODI
  - Expertise in National Panhellenic Council (NPHC) organizations and sufficient staff time to devote to chartering and supporting NPHCs
  - Expertise in DEI for Athletics and sufficient staff time to devote to supporting student- athletes with DEI issues.

# RECOMMENDATION

- Recommendation 3: Continue the Teach.Equity.Now. Fellows program to support a cohort of 20 faculty and/or staff each year. The program, in its inaugural year, has been successful in training educators to incorporate racial equity principles in Wofford's classrooms and campus culture.

# RECOMMENDATION

- Recommendation 4: Join the Universities Studying Slavery Consortium.

# RECOMMENDATION

- Recommendation 5: Establish a fund to create historical markers, plaques, creative/digital displays, and a new Wofford history book to authentically acknowledge and engage Wofford's past and tell an inclusive story that highlights the complex lived experiences of women, people of color, and other historically under-represented groups that have helped make Wofford what it is today.

# EMERGING THEMES FROM THE LISTENING SESSIONS AND SURVEYS

Wofford as a community

Wofford tradition

Strong academics and a place for growth

The importance of the physical campus

Different experiences of students/alumni, varying by decade and identity

A need to shift the campus culture and larger Wofford culture

Sustainability and recruitment

Perceptions and communications concerns

# APPENDIX A: RECOMMENDATION PROCESS

Listening Sessions and Surveys



Working Group Research



Working Groups Compose Recommendations



Working Groups present recommendations to Full JEDI Committee



JEDI Committee Votes

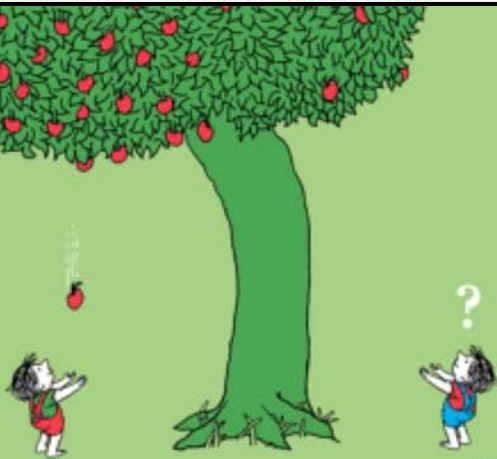


Make Recommendations to BOT

# EQUALITY, EQUITY, JUSTICE

## Inequality

Unequal access to opportunities



## Equality?

Evenly distributed tools and assistance



## Equity

Custom tools that identify and address inequality



## Justice

Fixing the system to offer equal access to both tools and opportunities

