

Equity Action Task Force & University Diversity Council Update

Mr. Cameron Patterson – Dr. Naomi Johnson – Mr. Jonathan Page

Equity Action Task Force

Our Charge & Scope of Work

Developing a process to address incidents of Bias or Discrimination

Engagement by Every Student with Moton and Farmville's Civil Rights History

Developing a series of Conversations for our Campus Community

Additionally, the Task Force was asked to work with incoming Chief of Police Doug Mooney to develop expanded diversity and inclusion training for our University Police Department.

Equity Action Task Force

- **Membership**

- Co-Chair - Dr. Larissa Smith, Provost and Vice President for Academic Affairs
- Co-Chair – Cameron Patterson, Executive Director for the Moton Museum
- Dr. Tim Pierson – Vice President for Student Affairs
- Dr. Erica Brown-Meredith '95 – Assistant Professor of Social Work
- Jason Faulk – Dean of Admissions
- Byron Bracey '81 – Longwood Alumni Association Board
- Jonathan Page – Director of Multicultural Affairs and Co-Chair of the University Diversity Council
- Dr. Naomi Johnson – Associate Professor of Communications and Co-Chair of the University Diversity Council
- Brandon Bowen – President of the Student Government Association
- Autumn High – Senator for the Student Government Association

- **A Coordinated Effort to Address Diversity, Equity, & Inclusion for Campus**

- Longwood's 2019-2025 Strategic Plan – A Commitment to Diversity
- University Diversity Council – Leading our Diversity Strategic Planning Efforts
- Bicentennial Initiative – Exploring our Institutional History

Equity Action Task Force

- **Overview of Our Recommendations**

- Developing a process to address Incidents Discrimination
 - Development of a Title VI Office
 - Appointment of a Title VI Coordinator & Advisory Committee
- Engagement by Every Student with the Moton Museum & Farmville's Civil Rights History
 - Initial visit to Moton utilizing New Lancer Days and the Coaching Group Program.
 - Engagement through our Academic Programs
 - Creation of a Co-Curricular Experience
- Developing a series of Conversation for the Campus Community
 - A series of student focused and organized Town Hall Conversations
 - Continued Learning Through Residence & Commuter Life
 - Faculty & Staff professional development through CAFÉ
 - A Commitment from our Campus Administrators

University Diversity Council (UDC) Update

- Five-Year Strategic Diversity Plan Development
 - Guiding principles
 - Comprehensive
 - Drawing from theory, research, and best practices
 - Measurable
 - Transparency
 - Content: goals, SMART objectives, tactics, partners, timelines (immediate – 5 years)
 - Implementation process
 - Updates to plan underway summer and fall 2020
 - Goals related to student created initiatives, recruitment and retention (students, faculty, staff, & administration), education and assessment (students, faculty, staff), community outreach, communication will be released to BOV December 2020
 - Completed plan will be released to UPC April 2021
 - Plan dates 2021-2026