

Justice Action Team

INCLUSION ACTION One-Year Update

SMITH
COLLEGE

SMITH'S "JUSTICE LEAGUE"



Shannon Audley
Associate Professor
Education & Child Study
aka **Cyborg**
given advanced sensory system, technopathy
and data manipulation



Annie DelBusto Cohen (Liaison)
Leadership Development Designer
Wurtele Center for Leadership
aka **Zantanna**
given vast knowledge of magic and spells,
bursts of energy and healing skills



Matilda Cantwell
Director
Religious & Spiritual Life
aka **Zauriel**
given immense knowledge of religion and
natural healing factor



Toby Davis '03 (Liaison)
Inclusion Education Trainer/Facilitator
Office of Equity & Inclusion
aka **Martian Manhunter**
given superhuman endurance and
genius-level intellect



René C. Heavlow AC'08
Director, Operations & Special Programs
Conway Center
aka **Red Tornado**
given superhuman intellect and enhanced
computer cracking ability



Rania Kfuri
Assistant Director Smith Fund
Development
aka **Wonder Woman**
given great wisdom, strength and
increased empathy



Katy McGarry 'AC
Government



Julieta Mendoza '21
Biological Sciences



Lizbeth Oquita '22



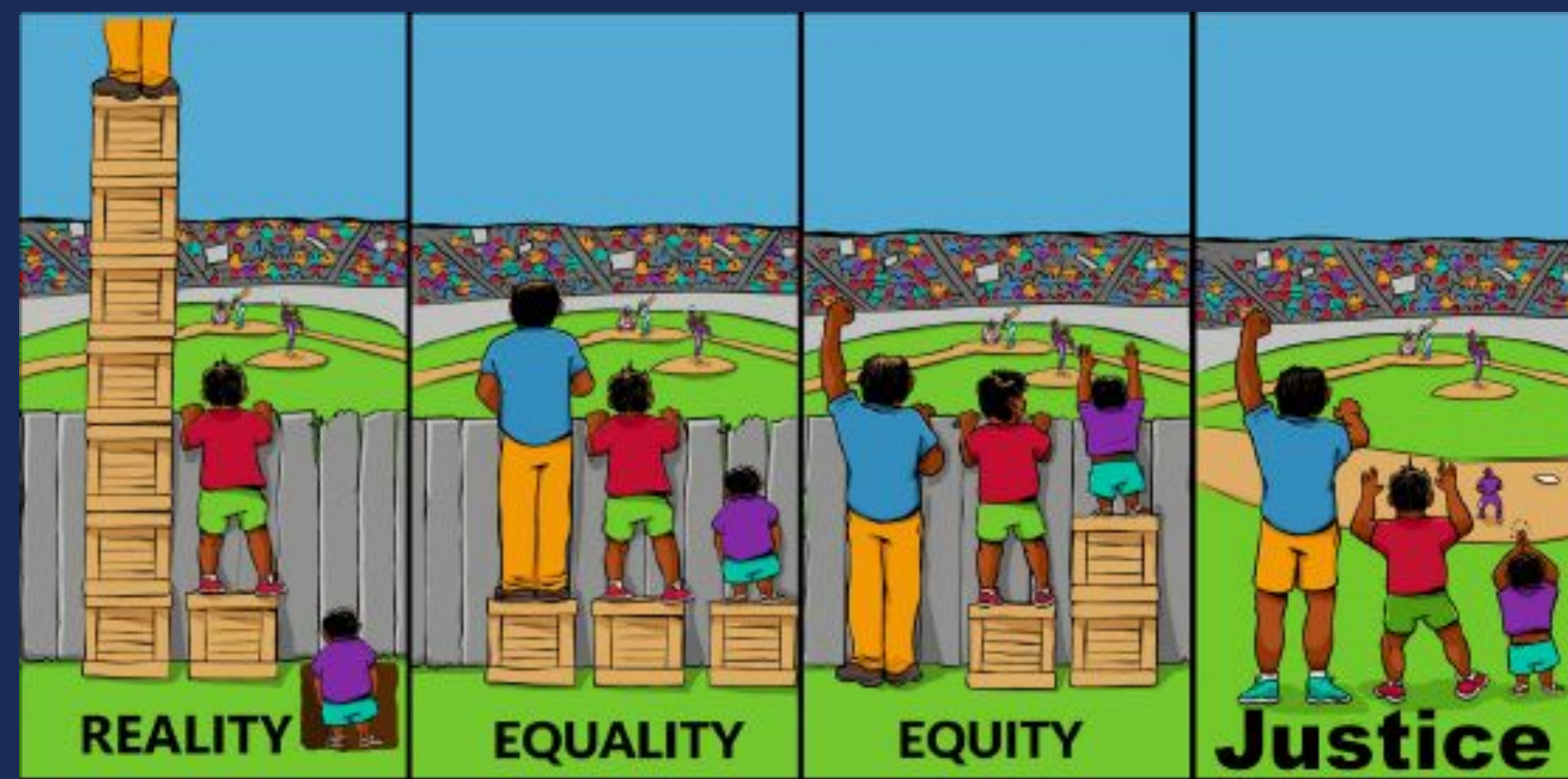
Peg Pitzer
Director of Events Management
College Relations
aka **Hawkgirl**
given superhuman strength and endurance
and super-acute vision



Erica Tibbetts
Lecturer
Exercise & Sport Studies
aka **The Flash**
given superhuman stamina and
supercharged brain-activity

No Justice, No Smith

“Justice is what love looks like in public.” - Cornell West



Our Big Question

Is Smith prepared to respond to issues of (in)justice?



Our Answer

Simply put, no!

Justice means different things to different people.



Our Challenge

Craft a common
definition of justice for
our community.



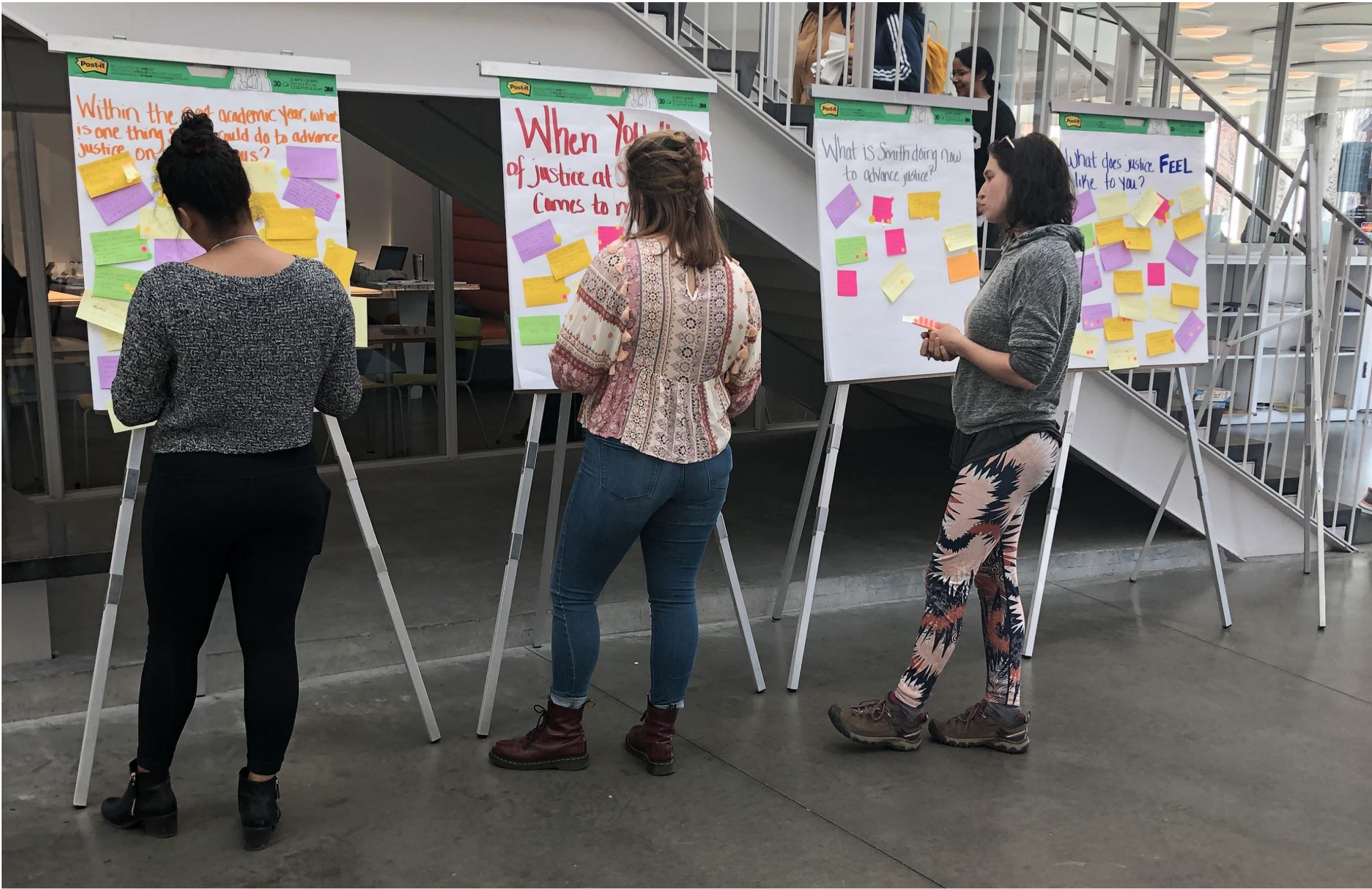
What We Did

IN KEEPING WITH THE
INCLUSION IN ACTION MANDATE, WE
ARE LOOKING TO CRAFT A VISION FOR
WHAT JUSTICE
IS AND CAN BE IN OUR COMMUNITY
OUR HOPE IS TO HEAR FROM STUDENTS,
FACULTY, STAFF, AND ALUMS!

HELP
US FIND WAYS FOR SMITH TO WALK THE
WALK AS AN INCLUSIVE COMMUNITY.

~Justice in Action Team

Who Answered the Call



622

Comments and
amplified comments

85%

Students

15%

Faculty and
Staff



[Click for Data Analysis](#)

Getting to a Common Definition

The Justice Team asked:

*When you think of justice at Smith,
what comes to mind?*



[Click for Data Analysis](#)

**“Student-led speak(out)
surrounding the use of
the N-word.”**

- Smith faculty



Getting to a Common Definition

The Justice Team asked:

What does Justice at Smith feel like to you?



[Click for Data Analysis](#)

**“Justice feels like doing
the right thing, even if it’s
hard.”**

- Smith staff member



Getting to a Common Definition

The Justice Team asked:

What is Smith doing now to advance Justice?



[Click for Data Analysis](#)

**“People here care
about positive
change.”**

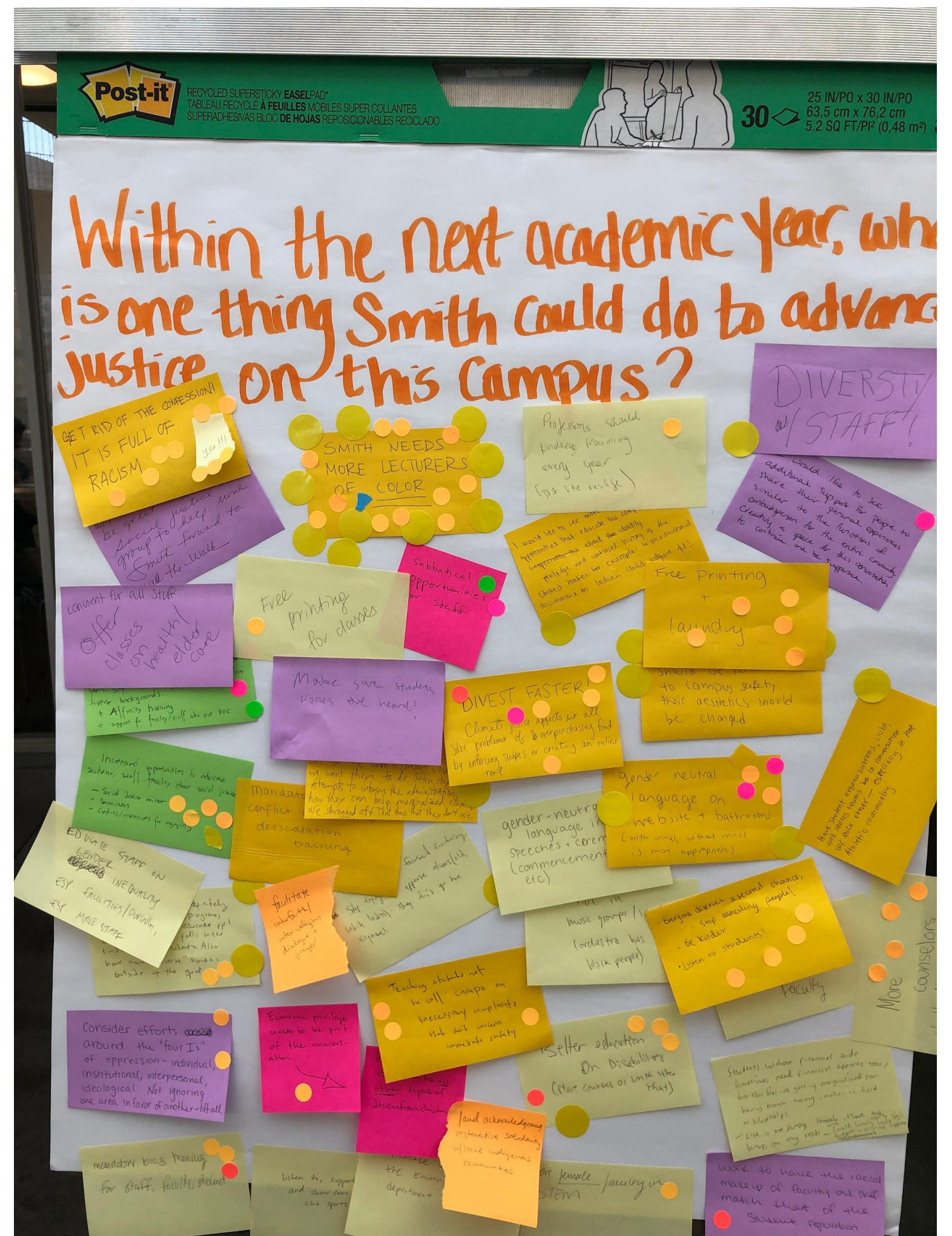
- Smith student



Getting to a Common Definition

The Justice Team asked:

*Within the next academic year,
what is one thing Smith could do to
advance justice on this campus?*



[Click for Data Analysis](#)

**“Smith needs more
lecturers of color.”**

- Smith student



The Big Reveal

No one definition of justice is going to satisfy everyone due to the complexity of a community holding multiple intersecting identities.

This should not stop us from crafting one, or for working towards our community goals.



Where does Smith go from here?

We recommend that the Office of Equity & Inclusion (OEI):

- Craft definitions of Justice using data from report
- Conduct focus groups to narrow to one definition
- Share definition with community



[Click for Full List of Recommendations](#)

In the meantime, Smith could (for example)

- Provide resources:
 - Space and funding for marginalized members of Smith Community
 - Increase book fund
 - Provide free laundry and printing
 - Guarantee Ada housing
 - Greater financial support where needed
- Hire more staff and faculty of color

***Note: The current climate may prohibit allocation of fiscal resources but this was a recommendation made prior to Covid-19.*



We couldn't have done this without the support of...

- ★ Mary Barr, Campus Center Café
- ★ Tamra Bates, Campus Center
- ★ Floyd Cheung, Office of Equity & Inclusion
- ★ ITS Help Team
- ★ Emily Juster, Campus Center Café
- ★ Queen Lanier, Office for Equity & Inclusion
- ★ Minh Ly, Institutional Research
- ★ ***THE ENTIRE SMITH COMMUNITY***



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