INCLUSION IN ACTION
One-Year Update
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 Zatanna
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

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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?

Share your thoughts: justice@smith.edu
Our Answer

Simply put, no!

Justice means different things to different people.

Share your thoughts: justice@smith.edu
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

Share your thoughts: justice@smith.edu
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?*
“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?
“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?*
“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?*
“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
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**