

Good Afternoon Everyone,

My name is Jessica Pierce, and I'm an alumni from the class of 2002. As an institution, NDSJ has a responsibility to live out the social justice lessons and values we teach and that are at the foundation of our community. I'm committed to working with you all to make sure that NDSJ takes seriously its responsibility to build a more just, more accountable, and more equitable NDSJ community. To take concrete steps towards that, I want to invite the leadership of our NDSJ community into the Race, Equity & Inclusion Taskforce for NDSJ.

This taskforce will begin the process to address root cause issues of racism, discrimination, and bias as it has been perpetuated through our community and campus. This work will be ongoing but the initial phase of this taskforce will be starting at the end of July and will run for 2-3 months. At the end of this initial phase there will be an external report that details the structural and policy changes that will be recommended for implementation, and any associated programs that will be initiated.

If you are interested in joining the taskforce, please fill out this [form](#). The REI Taskforce will focus on outlining and working through concrete actions, infrastructure, and policies towards creating a more equitable NDSJ environment and community.

Please keep in mind that the taskforce is limited to 20 people that will represent the diverse voices of members of the NDSJ community, however for anyone that applies, we will ensure that there is a concrete path of engagement throughout the process whether or not you are chosen to join the taskforce (open calls, invitation to give feedback along the process as developments occur). In addition, for anyone who has been in contact one-on-one, I will be following up directly with you this week.

I believe that educational institutions need capacity, space, time, resources, alignment, and courageous and authentic conversations grounded in an acknowledgment of what hurt and harm has happened and a commitment to addressing the root causes of these issues. This taskforce will serve as the space to center this conversation and begin the work.

If you have any questions or concerns about this process please email Jessica Pierce at: jess@piecebypiecestrategies.org.