

PROGRAMS OF PUBLIC AFFAIRS (PPA) JEDI INITIATIVE

GOVERNING DOCUMENT

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JEDI INITIATIVE

The JEDI Initiative's purpose is to foster anti-discrimination and anti-oppression actions, skills, and knowledge across all components and contexts of the Programs of Public Affairs (PPA). Under the Initiative, "JEDI" refers to:

Justice — fair and equal distribution of rights, protections, privileges, and burdens in a society, including within and across its economic, environmental, legal, political, and governance dimensions

Equity — fair distribution of resources and opportunities, accounting for past and present events, conditions, and contexts

Diversity — sociodemographic differences, and specifically those that characterize traditionally marginalized individuals and groups on the basis of race, ethnicity, gender identity, gender expression, sex, sexual orientation, ability, and language

Inclusion — authentic and empowered participation that extends to a true sense of belonging for all, but especially the traditionally marginalized, across all program levels

Initiative Composition

The primary JEDI Initiative body charged developing and implementing (either directly or by way of coordination) the PPA JEDI Action Plan is a Working Group. The JEDI Initiative Working Group consists of Programs of Public Affairs faculty, supporting administrative staff, and participating students and/or alumni.

Initiative Leadership

A faculty or staff member of the Working Group will serve as JEDI Initiative Coordinator, responsible for Initiative operations and progress. The Coordinator position may also be filled by two faculty or staff members serving as Co-Coordinators. The Coordinator's duties include (but may extend beyond) general oversight and organization of the JEDI Initiative Working Group's activity, directing and/or overseeing JEDI Initiative events, maintaining the JEDI Initiative website (including the publication of related Initiative products), and the development and implementation of the PPA JEDI Initiative Action Plan.

Initiative Website

Basic JEDI Initiative information, including purpose and composition, as well as initiative communications (i.e., announcements, upcoming events, etc.) and products (e.g., course audits, reports, resources) will be housed on a regularly-updated PPA JEDI Initiative website. The website's current URL is publicaffairs.utah.edu/jedi_initiative.php.

JEDI WORKING GROUP

The JEDI Working Group's purpose is to identify, articulate, and implement concrete actions that foster anti-discrimination and anti-oppression across all contexts under the purview of the Programs of Public Affairs.

Working Group Composition

The JEDI Initiative Working Group consists of Programs of Public Affairs faculty, supporting administrative staff, and participating students and/or alumni. PPA faculty, including but not limited to tenure track, career line, and adjunct faculty members of the Department of Political Science's Public Administration Committee (PAC), are expected to serve on the Working Group for a minimum of single one-year term every three years, although any faculty member with the desire and capacity to meaningfully contribute to the Working Group's efforts are welcome to serve anytime. Faculty member terms should be staggered and overlap by one semester, whenever possible, to foster organizational memory and understanding. Student and/or alumni members of the Working Group may sit on the Working Group as part of their capacity in another PPA affiliated body (e.g., a position on the board of a students or alumni group), although it is not a requirement.

Working Group Leadership

The JEDI Working Group shall appoint, by a process of the Group's choosing (e.g., popular vote, appointment, etc.) a Working Group Chair. The Chair's primary responsibilities are to oversee completion of Working Group responsibilities, arranging and facilitating Working Group meetings, preparing and disseminating meeting agendas and notes, and coordinating with the other stakeholders as necessary (i.e., for the purposes of joint meetings, audits/reviews of Working Group/Initiative progress, etc.). The Working Group Chair and JEDI Initiative Coordinator positions/responsibilities may be fulfilled by the same—or different—individuals.

Working Group Duties

The JEDI Working Group's duties include but are not limited to the following.

Working Group Meetings

The JEDI Working Group shall convene a minimum of two meetings per semester for the purposes of conducting Working Group business and fulfilling Working Group responsibilities.

PPA JEDI Action Plan

The JEDI Working Group's primary responsibility is the ongoing development, maintenance, and implementation of a PPA JEDI Action Plan. The Action Plan shall span program policies and practices, program and course curricula, course delivery and classroom interactions, and communications and relationships—both internal and external. Examples of possible actions under the Action Plan include:

- Formally integrating diverse recruitment policies for all positions through guidance with University Human Resources diverse recruitment experts.
- Developing and offering regular courses at the intersection of JEDI and public affairs, such as colonial public administration, social justice leadership, race and public policy.
- Identifying training opportunities to raise faculty and staff awareness of their JEDI-related positionalities, increase their JEDI competencies, and better equip them to address JEDI matters both in and outside of the classroom.

JEDI Town Halls (or Public/Stakeholder Meetings)

The JEDI Working Group is responsible for arranging and facilitating a minimum of two JEDI Initiative “Town Halls” (or public/stakeholder meetings) each year (one in the Spring semester, one in the Fall semester), open to all PPA faculty, staff, students, and stakeholders. Student and/or alumni Working Group members shall have dedicated time at each Town Hall for use as they see fit, including (but not limited to) reporting/commenting on JEDI Initiative progress, discussing the results of any related reviews/audits, raising any JEDI related concerns (originating from within or outside of the Working Group), etc.

Facilitation/Implementation of Student/Alumni Recommendations

The JEDI Working Group, under the leadership of the Chair, is responsible for ensuring the implementation of student/alumni recommendations, either by way of direct action or facilitation/coordination, wherever possible within University/College/Department policies and procedures and/or within the PPA capacity constraints. When such recommendations are not feasible for one or more of the preceding reasons, the Working Group will provide explanations of as much, either by writing or in the context of a Working Group meeting.