

I recently learned of your training student employees to recognize that people who identify as as male, cisgender, heterosexual, heteroromantic, Christian, White, Western European, American, upper to middle class, thin/athletic build, able-bodied, or ages 30s to early 50s are subjugators and oppress those who identify as Black, Asian, Latinx, non-Western European, LGBTQ+, homoromantic, Muslim, Jewish, working class, overweight, or disabled, among others.

I'm interested in learning more and would appreciate coordinators Jessica Weed and Jennifer Iwerks forwarding specific documentation from primary sources that establish the historical basis for their conclusion, as well as that of historical and current socio-economic and psychological studies that prove the same.

In their response, I'd appreciate particular attention paid to documentation that white Protestant males in the English parliament were not responsible for ending slavery through the Slave Trade Act of 1807; Abraham Lincoln, along with his white cabinet, did not issue the Emancipation Proclamation; that Brown vs. Board of Education (issued by a predominately white protestant Supreme Court) was not an important advance for educational parity across racial lines, the Civil Rights Act of 1964 (enacted by a predominately white, protestant Congress), did not advance the cause for equity and equality among peoples of color; and that a recent report issued by the US Small Business Administration Office of Advocacy documenting a 34% growth in Black or African American owned businesses, (see https://www.mbda.gov/sites/default/files/migrated/files-attachments/SBO_Facts_BOB.pdf) proves the oppression of, for instance, the black community, inflicted by the subjugators defined above.

I eagerly await your response,


Cedar Park, TX

Subject: Fwd: Orientation Training
Date: Thursday, August 26, 2021 at 1:22:50 PM Eastern Daylight Time
From: Mast, Gloria - mastgm
To: Miller, Tim - millertm
CC: Rodriguez, Dominique - rodrigdv
Attachments: oppression-chart-2.png, oppression-chart-JMU.png

Tim,
Please advise if I need to respond.
Thank you,
Gloria

Gloria Mast
James Madison University
Interim Dean of Students
540.568.6468

Begin forwarded message:

From: [REDACTED]
Date: August 26, 2021 at 12:59:47 PM EDT
To: "Mast, Gloria - mastgm" <mastgm@jmu.edu>, "Davis, Mike - davismk" <davismk@jmu.edu>
Cc: "Rodriguez, Dominique - rodrigdv" <rodrigdv@jmu.edu>
Subject: Orientation Training
Reply-To: [REDACTED]

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon JMU Office of the Dean of Students and Office of the President:

I am a parent of a current full-time 3rd year Junior student at James Madison University. This will be simple in that fact that my message is "WAKE UP"!

It is obvious that JMU was going to "educate" its students / FROGS with the attached "oppression charts" until it was leaked and you received negative feedback. Who in their right mind thinks that this type of training is appropriate? Do you not understand that the continual "teaching" and dialogue does nothing but cause more division? And not to mention it is full of discrimination towards the so-called "privileged"!!!!!!

JMU sports are in the National news for positive but the actual university continues to be on the National news for this negative!

And another note to mention, why would JMU's Dean of Students have this on their website? Has JMU gone so far to the extreme LEFT that it doesn't see the double standard it portrays? The stated "inclusion, openness and respect for all identities" is a joke in light of the "oppression charts" that were created.

Subject: DEI training

Date: Thursday, August 26, 2021 at 4:01:26 PM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mr. Miller,

I have sent the following to Mr. Alger and Dr. Davis. I have enjoyed your approach when things have come up on the JMU parent page. And would appreciate a response to the following.

I am very upset to hear of the divisive, unfair and inaccurate DEI training that was put forth this semester. To tell these young adults that they are oppressors because of the color of their skin, their faith, their ancestry, their sex or if they have a thin or athletic build (are able bodied) is reprehensible. What happened to judging someone on the content of their character? This insanity on top of what many of the students have gone through with the Covid-19 lock downs this past year is so wrong. To make matters worse those involved told the student leaders to keep this training quiet; a red flag for sure.

I am delighted to hear that JMU has stopped this training. I fear stopping it may have been partly due to that fact that it was brought to light publicly. It makes me wonder what else is this school trying to teach my child.

I would like to know what your administration is doing to prevent this from happening again. And I would like to know JMU's stance on CRT.

I look forward to your response.

[REDACTED]
(mother of JMU graduate and current sophomore)

Subject: Re: Orientation Training
Date: Thursday, August 26, 2021 at 2:12:05 PM Eastern Daylight Time
From: Miller, Tim - millertm
To: Mast, Gloria - mastgm
CC: Rodriguez, Dominique - rodrigdv
Attachments: image001.png, image002.png

Do not respond.

Dr. Tim Miller

Dr. Tim Miller (he, him, his)
Vice President for Student Affairs
James Madison University
VPStudentaffairs@jmu.edu
(540) 568-3685
@JMUTimMiller on Facebook, Twitter, and Instagram

“Things which matter most must never be at the mercy of things which matter least” – Goethe

“Take a Stand, Leave a Mark” – John Jakes

From: "Mast, Gloria - mastgm" <mastgm@jmu.edu>
Date: Thursday, August 26, 2021 at 1:22 PM
To: "Miller, Tim - millertm" <millertm@jmu.edu>
Cc: "Rodriguez, Dominique - rodrigdv" <rodrigdv@jmu.edu>
Subject: Fwd: Orientation Training

Tim,
Please advise if I need to respond.
Thank you,
Gloria

Gloria Mast
James Madison University
Interim Dean of Students
540.568.6468

Begin forwarded message:

ate: ugust , at : :
To: "Mast, Gloria - mastgm" <mastgm@jmu.edu>, "Davis, Mike - davismk" <davismk@jmu.edu>
Cc: "Rodriguez, Dominique - rodrigdv" <rodrigdv@jmu.edu>
Subject: Orientation Training

This is on the top of the Dean of Students website: WHY?

The Dean of Student staff recognizes the nation’s social injustices, racial tension, and systemic issues of oppression – particularly during the Black Lives Matter movement. We stand as advocates for our marginalized populations and are committed to fostering an environment of inclusion, openness, and respect for all identities. We will share a responsibility for creating a space that is seen as equitable, inclusive, and accepting for all of our students and community members.

Why can't this University just do what you're paid to do...TEACH? Outside of these campus communities in the real world, people just want to live and love each other and not be forced to hear your preaching or so-called political training, and indoctrination of our kids. The continual emphasis on perceived social injustices does not help any of us. Just do the right thing - teach equally to all students, provide scholarships to all deserving students, - just operate the University and stop the social justice theatre!

Sincerely,

[Redacted Signature]

Social Identity	Privileged (Agent)	
Ability	Able-bodied	Phy
Age	30’s to early 50’s	Bel
Gender	Man, Cis-gender people	Wo
Sexual Orientation	Heterosexual	
Romantic Orientation	Heteroromantic	Ho
Religion	Christian	M A

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James Madison University
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Cc: "Rodriguez, Dominique - rodrigdv" <rodrigdv@jmu.edu>
Subject: Orientation Training
Reply-To: [REDACTED]

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Good afternoon JMU Office of the Dean of Students and Office of the President:

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Subject: video

Date: Wednesday, August 25, 2021 at 8:35:11 AM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I have been reading with interest the articles in the Daily News-Record and online about the diversity training video prepared by you.

I have a suggestion. Perhaps you and anyone who agrees with you should attend classes on being a little more tolerant of people who don't think exactly like you do, for example, white Christians. As a white Christian, I do not know of anyone who would mistreat any of the groups of people mentioned in your video. After attending some classes, you could leave the students alone to form their own opinions without being brain washed. I believe the University as a whole would be a better place of education for our young people.

[REDACTED]
Harrisonburg, VA

Subject: Advocate for DEI Training
Date: Tuesday, August 24, 2021 at 2:55:18 PM Eastern Daylight Time
From: [REDACTED]
To: Miller, Tim - millertm
Attachments: FB Post in JMU Groups.PNG

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dr. Miller,

I am a JMU graduate from the class of 2005. I was made aware of the DEI training that was pulled back from a JMU facebook group I belong to. As a white Christian male, I'm very saddened that the University decided to give into pressure from the exact oppressors the DEI training was talking about. The University has done a real disservice to our students and faculty by pulling this training.

As I'm sure you are aware, the path you and the University were on was going to cause some discomfort. As a society we need to power through that discomfort in the name of equality and justice. At the end of the day the University is trying to turn out the best citizens we can and I feel with this move we are really letting them down.

I'm writing to tell you that there are a ton of alumni that support the University's DEI training and we want to do anything possible to get it back in place. I also wanted to attach a screenshot of some of the comments in the group and the voice that has been given to the oppressors in the validation of the DEI training being pulled.

Please let me know if there is anything I can personally do to help move the DEI training along.

I know you and your team are under a ton of pressure and I merely want to let you know there are alumni that are here that will support you and will do anything in our power to drown out the bigotry.

Thank you for your time,

[REDACTED]
[REDACTED]

Subject: Call from [REDACTED] ('05) - Supports DEI Training
Date: Monday, August 23, 2021 at 10:31:00 AM Eastern Daylight Time
From: Miller, Dawn A - mille2da
To: Miller, Tim - millertm, Vass, Mary-Hope - vassmg

Dr. Miller and Mary-Hope,

[REDACTED] ('05) called wanting to speak with Dr. Miller. He expressed support for the DEI training and also that he was disappointed that JMU sent out an apology so early. He is requesting a phone call from someone to discuss, [REDACTED] Please note that he was very positive and supportive of Dr. Miller.

Thank you,
Dawn

-Dawn Miller | She, her, hers

Executive Assistant

Office of the Vice President for Student Affairs

James Madison University

91 Alumnae Dr.

Alumnae Hall-Room 202, MSC 7604

Harrisonburg, VA 22807

Phone: 540/568-3685

<http://www.jmu.edu/studentaffairs/>

Subject: RE: Required Student Employee Training

Date: Sunday, August 22, 2021 at 11:30:33 AM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dr. Miller,

Appreciate the response. I hope during the review of this matter you will dig into why your Assistant Director SOGIE Education felt that this type of training was acceptable. Perhaps training and teaching children and staff that race and gender isn't the focus point of a person rather the character of the person. Less focus on race and equity with more focus on being kind, accepting and respectful of others would go a long ways to making this world a better place.

I have two children that will be attending college in Virigina within the next few years. I will not spend a 100K plus per child to attend a college that believes on any level that race is the prism through which all aspects of American life are judged and, categorizing individuals into groups of oppressors and victims.

Regards
[REDACTED]

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character." – Dr. Martin Luther King, Jr.

"Character, not circumstances, makes the man. " – Brooker T. Washington

From: Miller, Tim - millertm <millertm@jmu.edu>

Sent: Friday, August 20, 2021 6:42 PM

To: [REDACTED]

Subject: Re: Required Student Employee Training

[REDACTED]
Please see the university response to the recent concerns about the training of student staff.

<https://www.jmu.edu/news/2021/08/20-responsetotraining.shtml>

Take care,

Subject: Absolute Breakdown in Leadership

Date: Sunday, August 22, 2021 at 8:22:55 AM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm

CC: Alger, Jon - algerjr

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Morning Timothy,

This is written notification that I believe University Leadership failed this week at the highest level. As the CEO of two successful businesses and someone who used to Volunteer their time to the University to speak at multiple events, I felt compelled to send you this message.

Anyways let's get right into it Tim. Based on your clearly divisive, racist and Anti-Christian training video I just forced myself to watch, I am both an oppressor and oppressed (mothers side is white white fathers side is Jewish). Should I sleep with one eye open? Should I ask for reparations from myself? Should I hide all the knives in my house so the white man inside me doesn't lash out one day at my olive skin?

Let's shift now to the reality of the situation. How can you ever expect us to move forward as a society Tim if we keep separating people based on the color of their skin and religion? I dare you to show anyone who survived the Holocaust this training and ask them if they think the extremely divisive rhetoric you are jamming down faculty throats will actually solve the problem.

Finally, until I see a formal update that the person who made this training has been fired, take my name off your donor list and list of companies who have been/might return to another career fair. I will not be giving money to nor will I be actively recruiting from an Institution who fully supports discriminating and separating people based on their religion, color of their skin, or sexual orientation. We have made great strides towards freedom for all the past 100 years and I refuse to give my money to people trying to take us 20 years in reverse with divisive rhetoric.

I would like to leave you with a quote from Booker T. Washington as you contemplate your next move, “ There is a certain class of race problem-solvers who don't want the patient to get well, because as long as the disease holds out they have not only an easy means of making a living, but also an easy medium through which to make themselves prominent before the public.”

Happy Sunday Tim, you failed miserably with that limp noodle video you posted Friday and you know it! Get a back bone and fix this!

Sent from my iPhone

Subject: Training Concern to be addressed

Date: Saturday, August 21, 2021 at 10:49:32 AM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Dr. Miller -

Oppressors have the “power to define reality for themselves??” If you consider this oppression, as stated in the student training video, then I challenge you to find one single person that is not doing exactly that!

In your more recent video you claim that you believe privilege is real. I would agree privilege is real, however it is not inherently due to skin color. This backwards, racist thinking will only divide, not improve our society and should not be taught in any organization; most especially one I am paying for my child to attend.

If it is the belief of JMU that the only way to correct past mistakes is to hurt current stakeholders, then my family will not be a part of it.

Teaching race bias towards ANY race will not be tolerate. I sincerely hope this is considered as JMU finds it's way forward.

Sincerely,

[REDACTED]
[REDACTED]
[REDACTED]

Subject: FW: [JMU OFFICIAL E-MAIL] 2021-2022 JMU Student Handbook is Available Online

Date: Friday, August 20, 2021 at 10:46:06 AM Eastern Daylight Time

From: Office of Student Accountability & Restorative Practices

To: Vass, Mary-Hope - vassmg, Miller, Tim - millertm

CC: Lushbaugh, Wendy - lushbawy

I am forwarding the email below; we received it from a student in response to the JMU Student Handbook notification email. It doesn't specifically mention the reason why, but we assume it is in reference to the Fox News article.

Thanks,
Robby

Robert Smith (he, him, his)
Associate Director, Accountability Board
Office of Student Accountability and Restorative Practices
Student Success Center, Suite 2122, MSC 2901
James Madison University
www.jmu.edu/osarp
540-568-6218

This email may be considered an educational record and be subject to restrictions and protections afforded by the Family Education Rights and Privacy Act. The University must maintain educational records confidentially; in the absence of consent from the subject of the record, the University and University Officials are bound from disclosing the contents of an educational record except in circumstances outlined in 34 CFR 99.31.

From: [REDACTED]
Sent: Friday, August 20, 2021 8:28 AM
To: Office of Student Accountability & Restorative Practices <osarp@jmu.edu>
Subject: Re: [JMU OFFICIAL E-MAIL] 2021-2022 JMU Student Handbook is Available Online

Please do not send me more emails. JMU is a national embarrassment and I am not interested in being associated with it.

On Aug 20, 2021, at 7:12 AM, osarp@jmu.edu wrote:

Subject: FW: Discrimination being taught at JMU

Date: Friday, August 20, 2021 at 8:03:01 AM Eastern Daylight Time

From: Dean Of Students Office

To: Vass, Mary-Hope - vassmg, Miller, Tim - millertm

From: [REDACTED]
Sent: Thursday, August 19, 2021 6:09 PM
To: Dean Of Students Office <deanofstudents@jmu.edu>
Subject: Discrimination being taught at JMU

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello

My son is an incoming freshman and as I write this, we are packing him off for 4 years of a state college education that I have been so proud to say he earned and today, disgusts me and my family to the point I want to unpack the car. Shame.

Both Jennifer Weed and Jennifer Iwerks need to be **immediately removed from their roles** and any interactions that 'educate' students in a discriminatory way that makes my white, christian, male child a target for any reason. YOU are a STATE institution and my tax dollars fund JMU and you have an obligation to educate, **not racially discriminate/educate such teachings as critical race theory or any marxist ideology**. If I could pull him out today, I would, and pay double to send him to High Point. We chose JMU because of the culture and enviornment but clearly we chose poorly. Any attempt to tell my son he is an oppressor or a result of white privledge will immediately be followed by a discrimination lawsuit. My son will not be targeted by your staff or ashamed of being from a white family **who has worked hard to save money for his education and gotten absolotely nothing from anyone on how he got here**.

In case you are still unaware of the leak in your covert operation to malign my son and anyone who your poorly misguided staff think are oppressors, here is the link. Shame on all of you.

<https://washingtonnewspost.com/news/politics/james-madison-university-trains-students-that-christians-white-males-are-oppressors/>

[James Madison University
trains students that Christians,
White males are 'oppressors' -
Washington News Post](https://washingtonnewspost.com/news/politics/james-madison-university-trains-students-that-christians-white-males-are-oppressors/)

FIRST ON FOX: James Madison University in Virginia is training student employees to

From: [REDACTED]
Date: Friday, August 20, 2021 at 5:34 PM
To: "Miller, Tim - millertm" <millertm@jmu.edu>
Subject: FW: FW: hello

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Tim,

Someone just showed me an article by Jessica Chasmar from Fox News. Please tell me that it is misreporting and/or way out of context.

The article reports a training video mandated for student staff teaching that "oppressors" were "people who identify as male, cisgender, heterosexual, heteroromantic, Christian, White, Western European, American, upper to middle class, thin/athletic build, able-bodied, or ages 30 to early 50s." The article also reports that those that were shown the video were instructed to not to share it.

Are you aware of the article and is it true? As an FYI, I've had several people approach me asking about it.

[REDACTED] (JMU '91)

Disclaimer: The information transmitted in this message is intended only for the person or entity to which it is addressed and may contain confidential and/or privileged material. Any review, retransmission, dissemination or other use of, or taking of any action in reliance upon this information by persons or entities other than the intended recipient is prohibited. If you received this message in error, please contact the sender and delete the message and any attachments immediately.

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The above training material is by pure definition - racist. A judgement is being drawn and label assigned not based on the individual but a group based on the color of skin, religion, age and sex. Every possible factor for racism and discrimination is captured! Of course, the hypocrisy of the statement coming from Student Affairs would be laughable if it were not for serious racist overtones of this training and asking students not to say anything about the training. Why is JMU asking students not to talk about this training? And, if this is type of race targeting that is going with student employees and trying to cover it up then what else is JUM covering up?

Clearly this type of training is divisive and certainly doesn't foster "inclusive and welcoming community". Any training or teaching that further fuels hate between races should not be allowed or tolerated in public colleges that are funded by tax payers of the Commonwealth of Virginia. I hereby ask that you look into the above issue and conduct an investigation.



Dr. Tim Miller

Dr. Tim Miller (he, him, his)
Vice President for Student Affairs
James Madison University
VPStudentaffairs@jmu.edu
(540) 568-3685
@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: [REDACTED]
Date: Friday, August 20, 2021 at 3:56 PM
To: "Miller, Tim - millertm" <millertm@jmu.edu>
Subject: FW: Required Student Employee Training

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dr. Miller,

I was directed to with my inquiry. Of course there are always two sides to every story so I would like to discuss and get your position on this matter.

From: [REDACTED]
Sent: Friday, August 20, 2021 3:31 PM
To: 'deanofstudents@jmu.edu' <deanofstudents@jmu.edu>
Subject: Required Student Employee Training

Dean of Students,

I would like to bring to your attention a disturbing issue at James Madison University. It was reported that JMU required student employees handling Freshman orientation to take "social justice" video training course. The video specifically targets white males, heterosexual, Christian, upper/middle class able bodied ages 30 - 50, as "oppressors" and "the issue". The students were then told not to share the content of the video with others. In addition the Office of Student Affairs states the following reason for the training "At JMU, we create an inclusive and welcoming community ..."

Subject: Disappointment in student orientation education

Date: Friday, August 20, 2021 at 3:21:49 PM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm, Miller, Dawn A - mille2da, Lonett, Carson Yandira - lonettcy, Vitale, Mandy - vitaleal, Stewart, Jonathan Paul - stewartjp, lewis2b@jmu.edu, Allen, Dirron Demetrick - allendd, Mays-Bernard, Marsha Elizabeth - maysbeme, Mast, Gloria - mastgm, Grande, Steve - grandese, Onestak, David M - onestadm, Barnes, Dave - barnesda, Ghant, Valarie - ghantev, Schoolcraft, Valerie - schoolvl, Meaney, Kevin Michael - meaneykm, Blyer, Kristina - blyerkb, Sunde, Sarah Ann - sundesa, Westley, Libby - westleek, Nickel, Eric C - nickelec, Lushbaugh, Wendy - lushbaww, Iwerks, Jennifer Leigh - iwerksjl

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dr. Miller & the JMU Administration,

My name is [REDACTED] and I am a JMU graduate of the Class of 1997. I am a proud member of JMU nation. I have always tried to live my life to “Be the Change” a phrase I often heard while a student at JMU. I am writing in response to slides I saw of a video that was meant to train student employees about social justice and inclusion. I am disgusted by what I saw and read, and believe JMU is headed in the wrong direction.

I have been raised to “not judge a book by its cover”. I was taught to not judge people nor make assumptions about anyone by just their appearance. I was taught to listen to what people had to say, and look beyond their physical appearance to get to know that person. I thought our country had come so far in the way we’ve tried to follow the great Martin Luther King, Jr.’s vision that we would be judged not by the color of our skin but the content of our character.

The information that the administration is giving to their student employees preaches the exact opposite. It lists specific physical attributes that look at the color of one’s skin, their physical ability, their age, and lump everyone into broad categories. Listing some as “targets” and some as “oppressors” without even speaking to them; doing nothing to learn about WHO they are, their character, their integrity. It’s amazing that you can make such broad and dangerous judgements on people with a simple question about their gender or the way they might “self identify”. Sparking fear into the hearts of young college students making it sound like they’re surrounded by possible danger because they might have a class with someone taller and possibly- the shock and horror- that they may be a Christian. The slides clearly show ways to make sure that you identify threats around you with a quick glance and some very woke terms; this does nothing to actually create conversations where students can listen and ask questions about each other and get to know their background and commonalities. Everything is geared towards how different we are and how divisive the university aims to be. In your name of social justice you have quickly and very purposefully driven everyone straight back to racial division and segregation. How truly sad.

When I was a freshman I remember sitting on the floor at Weaver Hall, hearing our resident advisors say to look at your right and left; it is likely that 1 in 5 of you may be raped by the time you graduate from campus. I remember being shocked and a bit frightened by that information, but used it to help me make smart decisions related to the way I behaved and the choices I made. I took responsibility. I made friends with people from very different backgrounds, different ethnicities, different religions, and different ways of life than I’d experienced growing up. We had wonderful conversations sitting together, really listening to how each of us were brought up and what things we had in common. Some of the best friendships I made were from people who would, according to your charts, be considered “agents”. They were people of the highest integrity, whom I can trust to always do the right thing, who were selfless, and have gone on to serve their

families, their communities, and their country. Had I been educated as a freshman now, I would have falsely been fearful of talking to them, much less getting to know the kind of person they were.

This kind of indoctrination and teaching, posing as inclusion, does the exact opposite. It divides, it segregates, and it has no room at JMU. This country and this world is more divided than ever right now. People are fighting for the very freedoms we take for granted. I am sad for the future of the alumni coming from universities and colleges that follow this same SJI educational systems. This is NOT the change we learned about while I proudly wore purple and gold.

An extremely disappointed alum,

[REDACTED]

Subject: Fw: JMU alumni, looking for answers

Date: Friday, August 20, 2021 at 1:30:22 PM Eastern Daylight Time

From: Grossman Leopard, Jennifer Bernice - grossmjb

To: Miller, Tim - millertm, Vass, Mary-Hope - vassmg, Allen, Dirron Demetrick - allendd, Lewis, Brent - lewis2be

From: [REDACTED]

Sent: Friday, August 20, 2021 1:27 PM

To: Grossman Leopard, Jennifer Bernice - grossmjb <grossmjb@jmu.edu>; Griffith, Kaitlin - griff3kx <griff3kx@jmu.edu>; Beverly, Jessica Erin - weedje <weedje@jmu.edu>; Alger, Jon - algerjr <algerjr@jmu.edu>

Subject: JMU alumni, looking for answers

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

To: Jennifer B Grossman Leopard, Student Activities & Involvement, Director;
Kaitlin Griffith, Associate Director, Student Activities and Involvement
Jessica Weed, Coordinator of Organization Development
Jonathan R. Alger, President of James Madison University

Ladies (I hope that term is not offensive to any of you) and Gentleman,

A published article came to my attention today which alleges that JMU, my alma mater, has mandated a training video, for student employees, in an effort to "**educate them about social justice and inclusion.**" I would like to receive confirmation, or a denial, as to the validity of this story, from the JMU Administration.

The article alleges that staff coordinators Jessica Weed and Jennifer Iwerks discussed topics relating to "**oppression and privilege;**" with oppression defined as, "**the systematic subjugation of one social group by a more powerful social group for the social, economic and political benefit of the more powerful social group.**" Thereafter, "**Systematic subjugation**" was allegedly defined as when a group of individuals, "**hold more power and privilege than others.**" Thereafter, the alleged training presentation concludes that these powerful individuals are "**oppressor groups**" who foist upon the "**target groups**" the perceptions that the latter group is lesser because of their membership within the targeted groups. The "**privilege**" was allegedly defined as "**unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group at the expense of targeted groups.**"

The alleged presentation ultimately identified the "**oppressor**" groups as being comprised of the privileged: "**male, cisgender, heterosexual, heteroromantic, Christian, White, Western European, American, upper to middle class, thin/athletic build, ablebodied, or ages 30s to early 50s.**" It also allegedly defined the oppressed as: "**Black, Asian, Latinx, non-Western European, LGBTQ+, homoromantic, Muslim, Jewish, working class, overweight, or disabled, among others.**" Strange, by those definitions, it seems there could be lots of overlap between the "**oppressor**" and "**oppressed**" groups, but I digress.

Please confirm, or refute, what has been alleged. I need to assess if my alma mater has actually sanctioned the bigoted, gross-generalizations, allegedly presented by staff coordinators Jessica Weed and Jennifer Iwerks, OR, if there is a malevolent conspiracy afoot to smear JMU's good name.

Tim,

Thanks for your work on this. I'd be really mad if you weren't training our orientation guides to be the most welcoming they can be to our new students.

All the best,

[REDACTED]

[REDACTED]

Begin forwarded message:

From: "Harper, Donna - harperdl"

<harperdl@jmu.edu>

Date: August 19, 2021 at 8:32:33 PM EDT

To: "Lara Major (lpmread@gmail.com)"

<lpmread@gmail.com>, "Vanessa Evans-Grevious

(vevans@ronbrown.org)" <vevans@ronbrown.org>,"

"Deborah Johnson (deborah0304@gmail.com)"

<deborah0304@gmail.com>, Maggie Ragon

<RagonMA@ci.staunton.va.us>, "Maria Jankowski

(mariajankowski@hotmail.com)"

<mariajankowski@hotmail.com>, "Maribeth Herod

(maribethherod@cox.net)"

<maribethherod@cox.net>, "Kathy Warden

(ewarden2000@yahoo.com)"

<ewarden2000@yahoo.com>, Lucy Hutchinson

<hutchinson.lucy@gmail.com>, "Jeff Grass

(jgrass@buysafe.com)" <jgrass@buysafe.com>, John

Lynch <john.lynch@troutman.com>, "John

Rothenberger (jcrothenberger1@gmail.com)"

<jcrothenberger1@gmail.com>, "Welburn, Craig B -

welburcb" <welburcb@jmu.edu>, "Matthew Gray-

Keeling (matthewallengray@gmail.com)"

<matthewallengray@gmail.com>, "Buddy Gadams

(bgadams@marathondevelopmentgroup.com)"

<bgadams@marathondevelopmentgroup.com>,"

Chris Falcon <cjfalcon@gmail.com>

Subject: Message from Tim Miller and Mary-Hope Vass

Dear JMU Board of Visitors members,

As we gear up for the start of this new academic year, we wanted to provide a quick summary and update on a current story that has gained some traction online. An inquiry was received from Fox News about a training video that was posted online and hosted for student staff.

Subject: article printed by fox about student training

Date: Thursday, August 19, 2021 at 8:27:14 PM Eastern Daylight Time

From: [REDACTED]

To: Miller, Tim - millertm

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

[James Madison University trains students that Christians, White males are 'oppressors' | WDBD FOX 40 Jackson MS Local News, Weather and Sports](#)

Mr. Miller,

I have a daughter who will be a senior at JMU this year. My husband attended JMU, we lived in Harrisonburg for a time, (all my children were born there), and I have followed you and been impressed with your excellent leadership over the past few years. I am writing to express my deep concern and -quite frankly- disappointment with what occurred according to this article.

I have learned over the past few years to not always take these articles at face value; therefore, I am asking you to clarify what is true.

I have spent some time learning about critical race theory, equity, and truly want to approach these topics with humility. There are some things that have merit: however, what I saw (according to this article) was absolutely appalling. I hope you will respond to this email; however, if this is true, I believe it needs to be addressed to the public. As a Christian, I feel like this is religious persecution.

As an American (and athletic person), I don't believe shaming any group is appropriate or helpful.

I have always loved the spirit of JMU. We believed we sent our daughter to JMU to receive an education where she would learn different points of view and how to think critically. This seems to be a complete contradiction to that philosophy.

I look forward to hearing from you.

Sincerely,

[REDACTED]

Subject: FW: Discrimination being taught at JMU

Date: Friday, August 20, 2021 at 8:03:01 AM Eastern Daylight Time

From: Dean Of Students Office

To: Vass, Mary-Hope - vassmg, Miller, Tim - millertm

From: [REDACTED]

Sent: Thursday, August 19, 2021 6:09 PM

To: Dean Of Students Office <deanofstudents@jmu.edu>

Subject: Discrimination being taught at JMU

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello

My son is an incoming freshman and as I write this, we are packing him off for 4 years of a state college education that I have been so proud to say he earned and today, disgusts me and my family to the point I want to unpack the car. Shame.

Both Jennifer Weed and Jennifer Iwerks need to be **immediately removed from their roles** and any interactions that 'educate' students in a discriminatory way that makes my white, christian, male child a target for any reason. YOU are a STATE institution and my tax dollars fund JMU and you have an obligation to educate, **not racially discriminate/educate such teachings as critical race theory or any marxist ideology**. If I could pull him out today, I would, and pay double to send him to High Point. We chose JMU because of the culture and enviornment but clearly we chose poorly. Any attempt to tell my son he is an oppressor or a result of white privledge will immediately be followed by a discrimination lawsuit. My son will not be targeted by your staff or ashamed of being from a white family **who has worked hard to save money for his education and gotten absolotely nothing from anyone on how he got here**.

In case you are still unaware of the leak in your covert operation to malign my son and anyone who your poorly misguided staff think are oppressors, here is the link. Shame on all of you.

<https://washingtonnewspost.com/news/politics/james-madison-university-trains-students-that-christians-white-males-are-oppressors/>

[James Madison University
trains students that Christians,
White males are 'oppressors' -
Washington News Post](https://washingtonnewspost.com/news/politics/james-madison-university-trains-students-that-christians-white-males-are-oppressors/)

FIRST ON FOX: James Madison University in Virginia is training student employees to

From: [REDACTED]
Sent: Thursday, August 19, 2021 6:06 PM
To: VP Student Affairs <VPStudentAffairs@jmu.edu>
Subject: Kudos to JMU on the Social Justice Training Video

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi, Tim,

I know many parents are upset about the Fox News article about the JMU student employee training program on Social Justice. And I suspect a lot of people who are arguing the loudest did not bother to watch the video. You're probably already receiving outraged email from some of them -- though it seems bizarre to me that parents should think they have any right to dictate the training JMU gives to its employees.

In any case, I want to make sure you know that some parents applaud JMU for offering this training. I think the video is very well done and addresses issues that need to be discussed. The two young women who were the presenters were excellent; I hope they don't face harassment for their work on it.

It's unfortunate that Fox News, predictably, misrepresented what is in the training. And that you and your colleagues are going to have to deal with the fallout from it.

Kudos to JMU for addressing the needs of all of its students and the wider university community. And to you, for everything you do!

I'm looking forward to helping my son move back onto campus in a few days. Here is to a great 2021-22 school year for you and all JMU students.

[REDACTED]
she/her
mom of a JMU Sophomore DS

Subject: Re: DEI Concern

Date: Tuesday, August 24, 2021 at 7:52:17 AM Eastern Daylight Time

From: L'Esperance, Mark - lesperme

To: Kavanagh, Kara M - kavanakm, Coltman, Heather - coltmahj, Myers, Joy - myersjk, Griffin, Oris - griffiot

CC: Mathur, Smita - mathursx, Sharifian, Maryam Sadat - sharifms, Merritt, Joi - merritjd, Williams, Mira - willi9mc, Lewis, Mark A - lewis6ma

Thank you Kara for the email.

Mark L'Esperance, PhD
Professor and Dean
College of Education
James Madison University
540-568-6572

From: "Kavanagh, Kara M - kavanakm" <kavanakm@jmu.edu>

Date: Monday, August 23, 2021 at 2:41 PM

To: "L'Esperance, Mark - lesperme" <lesperme@jmu.edu>, "Coltman, Heather - coltmahj" <coltmahj@jmu.edu>, "Myers, Joy - myersjk" <myersjk@jmu.edu>, "Griffin, Oris - griffiot" <griffiot@jmu.edu>

Cc: "Mathur, Smita - mathursx" <mathursx@jmu.edu>, "Sharifian, Maryam Sadat - sharifms" <sharifms@jmu.edu>, "Merritt, Joi - merritjd" <merritjd@jmu.edu>, "Williams, Mira - willi9mc" <willi9mc@jmu.edu>, "Lewis, Mark A - lewis6ma" <lewis6ma@jmu.edu>

Subject: DEI Concern

Hello,

I'm writing to implore leadership and faculty representatives across the COE and JMU writ large to consider the tremendous negative impact of apologizing for the diversity-focused orientation training video. As a faculty member who has taught a Diversity, Equity, and Justice in Elementary course for 14 years here at JMU and at Georgia State University, I have never felt so unsupported to do the work

In addition, how will this differ from your original coverage?

This would be helpful to know what I'm responding to.

Kindly,
Mary-Hope

From: "Stabile, Angelica" <Angelica.Stabile@FOX.COM>
Date: Tuesday, August 24, 2021 at 5:08 PM
To: "Cramer, Ginny - cramervm" <cramervm@jmu.edu>, "Vass, Mary-Hope - vassmg" <vassmg@jmu.edu>
Subject: Hello from Fox News

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good Afternoon,

My name is Angelica Stabile, I'm a reporter with Fox News. I'm running a story on the university's freshmen orientation training which has sparked much attention in the media and, as I've come to learn, in your community. Would JMU like to leave a statement regarding concerns about what first year leaders have been instructed?

Here is our original coverage: <https://www.foxnews.com/politics/james-madison-university-students-male-straight-christian-oppressed>

Let me know if you're in need of any additional information. Looking forward to your response.

Best,

Angelica Stabile
Fox News Digital
Reporter

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Subject: Re: Hello from Fox News

Date: Wednesday, August 25, 2021 at 8:48:25 AM Eastern Daylight Time

From: Miller, Tim - millertm

To: Vass, Mary-Hope - vassmg

They already did a video of the College Republicans president that they released this morning. I think if we say even more then it just keeps the story going but that's just my opinion.

Dr. Tim Miller

Dr. Tim Miller (he, him, his)

Vice President for Student Affairs

James Madison University

VPStudentaffairs@jmu.edu

(540) 568-3685

@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: "Vass, Mary-Hope - vassmg" <vassmg@jmu.edu>

Date: Wednesday, August 25, 2021 at 7:01 AM

To: "Miller, Tim - millertm" <millertm@jmu.edu>

Subject: Fwd: Hello from Fox News

Mary-Hope Vass

James Madison University

University Communications

Begin forwarded message:

From: "Stabile, Angelica" <Angelica.Stabile@fox.com>

Date: August 25, 2021 at 12:24:13 AM EDT

To: "Vass, Mary-Hope - vassmg" <vassmg@jmu.edu>

Subject: RE: Hello from Fox News

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Message in response to training in question

BY [GINNY CRAMER](#)



Dear JMU Community,

Just within the past year, we have dealt with a myriad of challenges and together, as a campus community, we have overcome them.

As excited as I am to be welcoming students back to campus, I want take a moment to address recent concerns raised by some in our community about a training for some student staff.

As Dr. Tim Miller, vice president for Student Affairs, emphasized in his [video statement \(below\)](#), we have decided to pause the training in question for evaluation and review with a variety of JMU constituents.

Let me be clear: We value and respect individuals of all backgrounds. I want to reassert my commitment, and that of all of us at James Madison University, to develop and foster an inclusive environment. Everyone has a place at JMU, and we will continue to strive to create a climate in which everyone feels welcome and respected. That includes people of all racial, gender, socioeconomic, religious, and cultural backgrounds.

Work and conversations surrounding diversity, equity and inclusion can be difficult and at times uncomfortable, but they are necessary. These are challenging topics to discuss, and we know that they are important and demand a lot of thought and care. The ongoing work of the university can, and must be, to seek to have such conversations in ways that honor and respect all members of our community. We all have a lot to learn, and we all have a lot to contribute.

As we navigate this journey together, I ask for empathy and support of one another. During this time of new beginnings, JMU and its leaders will be welcoming individuals from every imaginable background, and it is critical at these times to confront challenges and build strength and solidarity among us. We will continue to learn and grow together.

I look forward to seeing many of you on campus in the coming days.

Jonathan Alger

President, James Madison University

Social Identity	Privileged (Agent)	Oppressed (Target)
Race	White	Black, Asian, Latinx, +
Ethnicity	Western European	Non-Western European, +
Nationality	American	Anywhere outside of America
Socio-Economic Status/Class	Upper, Middle, Wealthy	Working, Lower, +
Size	Thin, athletic build	Overweight, Underweight

JAMES MADISON UNIVERSITY.

Image 1 of 2
James Madison University first-year orientation training chart

The JMU junior confirmed the university will not be implementing diversity, equity and inclusion training (DEI) in freshmen orientation programming. Instead it will be put under review by the [university](#) following significant pushback from students and parents after training literature was leaked.

McGrath lamented that impressionable young students could feel "unwelcome" if alienating rhetoric were to be included in their onboarding, agreeing with the school's "good decision" to stop the training. The student said some of her peers who were freshmen orientation group leaders, also known as FROGS, decided to drop out of the program following training.

One orientation leader, who requested to remain anonymous, told Fox News they were "absolutely appalled" after sitting in on the session and expressed concern for students, especially freshmen, being fed this kind of information.

From: "Vass, Mary-Hope - vassmg" <vassmg@jmu.edu>
Date: Thursday, August 19, 2021 at 2:11 PM
To: "Miller, Tim - millertm" <millertm@jmu.edu>, "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>
Subject: Re: FOX NEWS INQUIRY

DRAFT:

This training was an opportunity for students, who work in the Office of Student Affairs. The training was held to help ensure that every student guide for freshmen orientation had the tools and understanding to work with incoming students, who might have a different background than their own. At JMU, we strive to create an inclusive and welcoming community for all students. We also seek feedback on the training to constantly work on improving how we communicate and train student staff members.

From: Tim Miller <millertm@jmu.edu>
Date: Thursday, August 19, 2021 at 2:06 PM
To: "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>
Cc: "Vass, Mary-Hope - vassmg" <vassmg@jmu.edu>
Subject: Re: FOX NEWS INQUIRY

Brent and Mary-Hope,
I am connecting the two of you so you can work together on us responding to FOX news. The deadline is 230pm.

Dr. Tim Miller

Dr. Tim Miller (he, him, his)
Vice President for Student Affairs
James Madison University
VPStudentaffairs@jmu.edu
(540) 568-3685
@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>
Date: Thursday, August 19, 2021 at 12:03 PM
To: "Miller, Tim - millertm" <millertm@jmu.edu>
Subject: FW: FOX NEWS INQUIRY

Tim,

So I done some background discussion on the phone with Jess and if you look at these slides they do

Subject: RE: FOX NEWS INQUIRY

Date: Thursday, August 19, 2021 at 2:42:55 PM Eastern Daylight Time

From: Lewis, Brent - lewis2be

To: Miller, Tim - millertm, Vass, Mary-Hope - vassmg

This response works for me as well, thanks Mary-Hope.

From: Miller, Tim - millertm

Sent: Thursday, August 19, 2021 2:13 PM

To: Vass, Mary-Hope - vassmg <vassmg@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Subject: Re: FOX NEWS INQUIRY

I am fine with this. I don't think they will respond well no matter how we respond but this is fair and accurate from my understanding. Brent?

Dr. Tim Miller

Dr. Tim Miller (he, him, his)

Vice President for Student Affairs

James Madison University

VPStudentaffairs@jmu.edu

(540) 568-3685

@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: "Sunde, Sarah Ann - sundesa" <sundesa@jmu.edu>
Date: Thursday, August 19, 2021 at 4:00 PM
To: "Beverly, Jessica Erin - weedje" <weedje@jmu.edu>, "Cheatham, Brandon G - cheathbg" <cheathbg@jmu.edu>, "Miller, Tim - millertm" <millertm@jmu.edu>, "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>, Marsha Mays-Bernard <maysbeme@jmu.edu>
Cc: "Iwerks, Jennifer Leigh - iwerksjl" <iwerksjl@jmu.edu>, "Ouren, Casey Marie - ouren2cm" <ouren2cm@jmu.edu>, "Lonett, Carson Yandira - lonettcy" <lonettcy@jmu.edu>
Subject: Re: FOX NEWS INQUIRY

Hi All –

I wanted to alert you that we have gotten 2 phone calls related to the news article from <https://www.foxnews.com/politics/james-madison-university-students-male-straight-christian-oppressed>

Who should I direct concerns to if they would like to talk with someone further and Orientation is not sufficient for them? JMU Spokesperson, Dr. Lewis, or another person?

Thanks for your help!
Sarah

—
Sarah A. Sunde
Director, Orientation
James Madison University

738 South Mason Street
Student Success Center Suite 2200, MSC 1010
Harrisonburg, VA 22807
540.568.1787

From: Beverly, Jessica Erin - weedje <weedje@jmu.edu>
Date: Thursday, August 19, 2021 at 11:51 AM
To: Cheatham, Brandon G - cheathbg <cheathbg@jmu.edu>, Miller, Tim - millertm <millertm@jmu.edu>, Lewis, Brent - lewis2be <lewis2be@jmu.edu>
Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>, Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>, Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>, Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>
Subject: RE: FOX NEWS INQUIRY

Hi all,

I appreciate all the comments – here is the PPT from the video for reference.

-Jess

Subject: Re: Fox News Article

Date: Thursday, August 19, 2021 at 4:51:27 PM Eastern Daylight Time

From: Owusu-Ansah, David - owusuadx

To: Coltman, Heather - coltmahj, Bauerle, Cynthia - bauerlcm, Molina, Rudy - molinarm

OMG. If they are saying this, whoever gave it to Fox must have taped the orientation information which can make it difficult to defend. This representation is not JMU! Our diversity efforts is very inclusive.

David

Professor of History & Associate Provost for Diversity
Executive Director Faculty Access and Inclusion
Wilson Hall
951 Wilson Drive, MSC 2001
James Madison University
Harrisonburg, VA 22807
(504) 568-6743
<http://www.aodl.org/islamictolerance/seculareducation>

From: Coltman, Heather - coltmahj <coltmahj@jmu.edu>

Sent: Thursday, August 19, 2021 3:57 PM

To: Bauerle, Cynthia - bauerlcm <bauerlcm@jmu.edu>; Molina, Rudy - molinarm <molinarm@jmu.edu>;

Owusu-Ansah, David - owusuadx <owusuadx@jmu.edu>

Subject: FW: Fox News Article

FYI

From: Alger, Jon - algerjr <algerjr@jmu.edu>

Sent: Thursday, August 19, 2021 3:48 PM

To: Coltman, Heather - coltmahj <coltmahj@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>; King, Charles W - kingcw <kingcw@jmu.edu>; Langridge, Nick - langrinl <langrinl@jmu.edu>; Harper, Donna - harperdl <harperdl@jmu.edu>; Davis, Mike - davismk <davismk@jmu.edu>; Knight, Jack - knigh2jf <knigh2jf@jmu.edu>; Perrine, Andy - perri2ad <perri2ad@jmu.edu>; Vass, Mary-Hope - vassmg <vassmg@jmu.edu>

Subject: FW: Fox News Article

Colleagues, this article is now on Fox News, and calls are coming in to our office about it.

Tim is aware of this and is getting more information from his staff about the context.

Mary-Hope et al.: Please advise if we have a statement that should be shared with people who are answering these calls.

Thanks,
Jon

Jonathan Alger

President

James Madison University
91 Alumnae Drive, MSC 7608

The following statement was provided to Fox News:
This training was an opportunity for students, who work in the Office of Student Affairs. The training was held to help ensure that every student guide for freshmen orientation had the tools and understanding to work with a diverse array of incoming students, some of whom might have a different background than their own. At JMU, we strive to create an inclusive and welcoming community for all students. We also seek feedback on the training to constantly work on improving how we communicate and train student staff members.
Credit: Mary-Hope Vass, JMU Spokesperson

Below is additional background information on the training to provide you with broader context and to help answer questions.

- This training was led by Student Affairs staff for student guides.
- The training was provided with the intent to give student guides tools to have conversations with others surrounding social identity.
- Student staff received this training to have a better understanding of incoming students and how many of their backgrounds, lived experiences and challenges look different from their own.
- These individual slides taken out of a larger context can be misunderstood; however, the intent is to spur conversation and reflection among students.
- We will continue to evaluate this training based on feedback that is received and are continuing to make adjustments.

Here is the link to the FOX news article:

<https://www.foxnews.com/politics/james-madison-university-students-male-straight-christian-oppressed?>

From: Chasmar, Jessica <Jessica.Chasmar@FOX.COM>
Sent: Thursday, August 19, 2021 10:23 AM
To: Beverly, Jessica Erin - weedje <weedje@jmu.edu>
Subject: FOX NEWS INQUIRY

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Jessica!

I'm reaching out because Fox has obtained some FROG training materials that teach about social justice and inclusion, as well as an email instructing student employees not to share the information with anyone. I would like to know why, since it's been [posted on YouTube?](#)

According to your presentation, oppressed "targets" include people below 30 years old or those who identify as atheist or agnostic, so I would also love some further clarification or understanding into how those groups are oppressed in today's society.

Also, how has the training been received by students? Have any students who would be considered oppressors reached out or voiced concerns? Your response would be greatly appreciated.

Thank you,

Jessica Chasmar
Fox News Digital

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Please don't! Can you send me all the materials they are referencing and I will work on a response?

Thank you!

From: Tim Miller <millertm@jmu.edu>
Date: Thursday, August 19, 2021 at 12:06 PM
To: "Vass, Mary-Hope - vassmg" <vassmg@jmu.edu>
Subject: Fwd: FOX NEWS INQUIRY

FYI, we won't respond without you.

Tim M. Miller Ed.D.

Begin forwarded message:

From: "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>
Date: August 19, 2021 at 11:07:36 AM EDT
To: "Beverly, Jessica Erin - weedje" <weedje@jmu.edu>, "Miller, Tim - millertm" <millertm@jmu.edu>
Cc: "Iwerks, Jennifer Leigh - iwerksjl" <iwerksjl@jmu.edu>
Subject: RE: FOX NEWS INQUIRY

Thanks Jess for sending this over. Can you share with me what was sent to the FROGS regarding the training? Is this the in regards to the SJI student staff training or "We are JMU" training?

From: Beverly, Jessica Erin - weedje
Sent: Thursday, August 19, 2021 10:56 AM
To: Lewis, Brent - lewis2be <lewis2be@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>
Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>
Subject: FW: FOX NEWS INQUIRY

Hi Dr. Lewis and Dr. Miller,

Wanted to forward this to you as appropriate, I have not responded. The email sent would have been crafted by Orientation; the pre-written did not instruct students not to share information, so I am unsure of what the O Team sent along/verbiage. Copying Jen as I'm not sure if she also received an inquiry. Let me know what I can do to assist, etc. Thanks!

Best,
Jess

Jessica Weed
[she/her/hers](#)
Coordinator, Organization Development
[JMU Student Activities & Involvement](#)
The Union, 320
540-568-6613 | weedje@jmu.edu
[JMU Green Dot](#)

they could contact me, as myself, Jess and, Jacob were on standby to respond if needed. OPAs are still able to do this even though the session has ended.

All the best,

Brandon Cheatham

(he/him/his)

Coordinator of Student Staff

Orientation Office

James Madison University

Student Success Center 2208

(540) 568-5175

From: Beverly, Jessica Erin - weedje <weedje@jmu.edu>

Sent: Thursday, August 19, 2021 11:12 AM

To: Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>;

Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy

<lonettcy@jmu.edu>; Cheatham, Brandon G - cheathbg <cheathbg@jmu.edu>

Subject: RE: FOX NEWS INQUIRY

Hi all,

Looping Brandon in as we did the in-person SJI training just this morning with the FROGs. He and went through the PPT, attached, then they went into small groups and had discussions with their OPAs – that document is also attached. Pre-work included watching the video referenced and answering reflection questions.

Thanks,

Jess

Jessica Weed

[she/her/hers](#)

Coordinator, Organization Development

[JMU Student Activities & Involvement](#)

The Union, 320

540-568-6613 | weedje@jmu.edu

[JMU Green Dot](#)

[#BlackLivesMatter](#)

First-Gen Graduate

From: Miller, Tim - millertm

Sent: Thursday, August 19, 2021 11:06 AM

To: Beverly, Jessica Erin - weedje <weedje@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>;

Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy

<lonettcy@jmu.edu>

Subject: Re: FOX NEWS INQUIRY

Subject: Re: FOX NEWS INQUIRY

One more thing that came to mind, the only place where I believe that someone could have felt they were not to "share" with others, is from the "Safe Space vs Brave Space" component of both the PowerPoint (led by Jess and I) and the Breakout Guide (lead by OPAs), which are the materials that Jess sent along.

Those statements recognize that these are difficult conversations and are talked about to build trust in a space. They also encourage people to share, but OPAs could have established their group as a place where they share stories/thoughts together, and not with others outside of their small circle - again to build trust. OPAs are accustomed to the language of "stories stay in and learning goes out". This is all of the same language used in our other SJI sessions within the division.

All the best,

Brandon Cheatham

(he/him/his)

Coordinator of Student Staff

Orientation Office

James Madison University

Student Success Center 2208

(540) 568-5175

From: Cheatham, Brandon G - cheathbg <cheathbg@jmu.edu>

Sent: Thursday, August 19, 2021 11:33 AM

To: Beverly, Jessica Erin - weedje <weedje@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>; Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>

Subject: Re: FOX NEWS INQUIRY

Hello,

The only other component that FROGs received was the video component of the SA SJI Student Staff Training, which took place prior to training, as FROG homework. I reference that training and video in an email to FROGs prior to training beginning. If you would like the entire email, I can forward it along, but the language that references the training is below.

" Social Justice and Inclusion Training Part 1:

Included in this year's training for student staff within the Division of Student Affairs is a Social Justice & Inclusion training. This training will occur in two parts and requires some prework before you return to campus.

To complete Part 1 of this training you will need to:

oppressors reached out or voiced concerns? Your response would be greatly appreciated.

Thank you,

Jessica Chasmar
Fox News Digital

This message and its attachments may contain legally privileged or confidential information. It is intended solely for the named addressee(s). If you are not an addressee indicated in this message (or responsible for delivery of the message to an addressee), you may not copy or deliver this message or its attachments to anyone. Rather, you should permanently delete this message and its attachments and kindly notify the sender by reply e-mail. Any content of this message and its attachments that does not relate to the official business of Fox Corporation, or its subsidiaries must be taken not to have been sent or endorsed by any of them. No representation is made that this email or its attachments are without defect.

Subject: RE: FROG Updates and Reminders
Date: Thursday, August 19, 2021 at 11:46:37 AM Eastern Daylight Time
From: Iwerks, Jennifer Leigh - iwerksjl
To: Cheatham, Brandon G - cheathbg, Beverly, Jessica Erin - weedje, Miller, Tim - millertm, Lewis, Brent - lewis2be
CC: Sunde, Sarah Ann - sundesa, Ouren, Casey Marie - ouren2cm, Lonett, Carson Yandira - lonettcy
Attachments: NEW Privileged Border Target Worksheet.docx

Hi all,

I wanted to add that I did also receive the request from FOX News and just deleted it since it was forwarded.

I also wanted add that Jess, Jordan and I used scholarly sources in the creation of this training. The attached document is a reference that was used to create the identities chart in the video (referenced in the news request). You can see the sources in the footer on this document, in case that is helpful to know and reference in any response.

Best,
Jennifer

From: Cheatham, Brandon G - cheathbg
Sent: Thursday, August 19, 2021 11:39 AM
To: Beverly, Jessica Erin - weedje <weedje@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>
Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>; Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>
Subject: Fw: FROG Updates and Reminders

reference :

Social Identities

Privileged Identities (which they are also labeling “Agent”)

Oppressed Identities (which they also label “target”)

I see where the hang up came in with students, it was likely the agent and target language because this is the exact same PP from last year, however they added the terms “agent” and “target” because folks are seeing it more in the literature (folks being mostly Jordan). I’ve asked Jess to stick with privileged and oppressed language for now because we aren’t there yet, it’s another one of those moments where we are trying to do good work but advancing past where we are as a campus.

The training itself is sound and true, it’s just we went to advanced on adding new language which is where the complaint from FOX News is coming from. They are referring a research article in their work about privileged, border, and target groups. Either way, someone isn’t going to like it regardless of the language used and I’m okay with that but it is a bit frustrating on both sides and I get it.

From: Beverly, Jessica Erin - weedje

Sent: Thursday, August 19, 2021 11:51 AM

To: Cheatham, Brandon G - cheathbg <cheathbg@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>; Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>

Subject: RE: FOX NEWS INQUIRY

Hi all,

I appreciate all the comments – here is the PPT from the video for reference.

-Jess

Jessica Weed

[she/her/hers](#)

Coordinator, Organization Development

[JMU Student Activities & Involvement](#)

The Union, 320

540-568-6613 | weedje@jmu.edu

[JMU Green Dot](#)

[#BlackLivesMatter](#)

First-Gen Graduate

From: Cheatham, Brandon G - cheathbg

Sent: Thursday, August 19, 2021 11:49 AM

To: Beverly, Jessica Erin - weedje <weedje@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>; Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>

“Things which matter most must never be at the mercy of things which matter least” – Goethe

“Take a Stand, Leave a Mark” – John Jakes

From: "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>

Date: Thursday, August 19, 2021 at 12:03 PM

To: "Miller, Tim - millertm" <millertm@jmu.edu>

Subject: FW: FOX NEWS INQUIRY

Tim,

So I done some background discussion on the phone with Jess and if you look at these slides they do reference :

Social Identities

Privileged Identities (which they are also labeling “Agent”)

Oppressed Identities (which they also label “target”)

I see where the hang up came in with students, it was likely the agent and target language because this is the exact same PP from last year, however they added the terms “agent” and “target” because folks are seeing it more in the literature (folks being mostly Jordan). I’ve asked Jess to stick with privileged and oppressed language for now because we aren’t there yet, it’s another one of those moments where we are trying to do good work but advancing past where we are as a campus.

The training itself is sound and true, it’s just we went to advanced on adding new language which is where the complaint from FOX News is coming from. They are referring a research article in their work about privileged, border, and target groups. Either way, someone isn’t going to like it regardless of the language used and I’m okay with that but it is a bit frustrating on both sides and I get it.

From: Beverly, Jessica Erin - weedje

Sent: Thursday, August 19, 2021 11:51 AM

To: Cheatham, Brandon G - cheathbg <cheathbg@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>; Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>

Subject: RE: FOX NEWS INQUIRY

Hi all,

I appreciate all the comments – here is the PPT from the video for reference.

-Jess

Jessica Weed

[she/her/hers](#)

Subject: Fwd: FOX NEWS INQUIRY

Date: Thursday, August 19, 2021 at 12:06:38 PM Eastern Daylight Time

From: millertm@jmu.edu

To: Vass, Mary-Hope - vassmg

FYI, we won't respond without you.

Tim M. Miller Ed.D.

Begin forwarded message:

From: "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>

Date: August 19, 2021 at 11:07:36 AM EDT

To: "Beverly, Jessica Erin - weedje" <weedje@jmu.edu>, "Miller, Tim - millertm" <millertm@jmu.edu>

Cc: "Iwerks, Jennifer Leigh - iwerksjl" <iwerksjl@jmu.edu>

Subject: RE: FOX NEWS INQUIRY

Thanks Jess for sending this over. Can you share with me what was sent to the FROGS regarding the training? Is this the in regards to the SJI student staff training or "We are JMU" training?

From: Beverly, Jessica Erin - weedje

Sent: Thursday, August 19, 2021 10:56 AM

To: Lewis, Brent - lewis2be <lewis2be@jmu.edu>; Miller, Tim - millertm <millertm@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>

Subject: FW: FOX NEWS INQUIRY

Hi Dr. Lewis and Dr. Miller,

Wanted to forward this to you as appropriate, I have not responded. The email sent would have been crafted by Orientation; the pre-written did not instruct students not to share information, so I am unsure of what the O Team sent along/verbiage. Copying Jen as I'm not sure if she also received an inquiry. Let me know what I can do to assist, etc. Thanks!

Best,
Jess

Jessica Weed

[she/her/hers](#)

Coordinator, Organization Development

[JMU Student Activities & Involvement](#)

The Union, 320

540-568-6613 | weedje@jmu.edu

[JMU Green Dot](#)

[#BlackLivesMatter](#)

Subject: FW: Critical Race Theory

Date: Sunday, August 22, 2021 at 7:23:16 PM Eastern Daylight Time

From: Coltman, Heather - coltmahj

To: Bauerle, Cynthia - bauerlcm, Molina, Rudy - molinarm, Tongen, Anthony L - tongenal, Muhonja, Besi - muhonjbx, Ogundipe, Bayo - ogundiaa, Bryson, BJ - brysonbj, Owusu-Ansah, David - owusuadx, Shackelford, Kristi - shackekl

For consideration as we meet

From: Newcomer, Bradley - newcombr <newcombr@jmu.edu>

Date: Friday, August 20, 2021 at 4:44 PM

To: Coltman, Heather - coltmahj <coltmahj@jmu.edu>

Cc: Newcomer, Bradley - newcombr <newcombr@jmu.edu>

Subject: FW: Critical Race Theory

Just a heads up and a quick question.

First, the heads up: Please read the email I received from Fawn-Amber earlier this week. We have been focusing a lot on the honors curriculum the last few years and have been discussing our recent changes with the lens of the Critical Race Theory attacks happening nationally. She attended a NCHC round table recently and is participating in the national dialog on this topic. We are preparing an internal statement in case something "arises" this year with any of our curricular components. Please see below (highlighted in YELLOW). Are you okay with this statement in case we are questioned about our curriculum and diversity components? Any suggested changes? Yesterday's FOX news item just emphasized to us the importance of being ready in case we get pushback.

Second item, the question: Do you know if the university (or Academic Affairs) is preparing a position statement in support of faculty that may be teaching these topics in their courses? Is JMU preparing a statement similar to the Association of American Law Schools' statement?

Thanks for any comments or information on this front! Here's to a smooth school year startup.

Regards,
Brad

Bradley R. Newcomer, PhD, MBA
Dean of the Honors College
James Madison University
Hillcrest 203 - MSC 1501
Harrisonburg, VA 22807
Phone: 540-568-5535
Email: newcombr@jmu.edu

VPStudentaffairs@jmu.edu

(540) 568-3685

@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: Matthew Gray <matthewallengray@gmail.com>

Date: Friday, August 20, 2021 at 8:43 AM

To: "Miller, Tim - millertm" <millertm@jmu.edu>

Subject: Fwd: Message from Tim Miller and Mary-Hope Vass

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Tim,

Thanks for your work on this. I'd be really mad if you weren't training our orientation guides to be the most welcoming they can be to our new students.

All the best,

Matt

Matthew Gray-Keeling

Begin forwarded message:

From: "Harper, Donna - harperdl" <harperdl@jmu.edu>

Date: August 19, 2021 at 8:32:33 PM EDT

To: "Lara Major (lpmread@gmail.com)" <lpmread@gmail.com>, "Vanessa Evans-Grevious (vevans@ronbrown.org)" <vevans@ronbrown.org>, "Deborah Johnson (deborah0304@gmail.com)" <deborah0304@gmail.com>, Maggie Ragon <RagonMA@ci.staunton.va.us>, "Maria Jankowski (mariajankowski@hotmail.com)" <mariajankowski@hotmail.com>, "Maribeth Herod (maribethherod@cox.net)" <maribethherod@cox.net>, "Kathy Warden (ewarden2000@yahoo.com)" <ewarden2000@yahoo.com>, Lucy Hutchinson <hutchinson.lucy@gmail.com>, "Jeff Grass (jgrass@buysafe.com)" <jgrass@buysafe.com>, John Lynch <john.lynch@troutman.com>, "John Rothenberger (jcrothenberger1@gmail.com)" <jcrothenberger1@gmail.com>, "Welburn, Craig B - welburcb" <welburcb@jmu.edu>, "Matthew Gray-Keeling (matthewallengray@gmail.com)" <matthewallengray@gmail.com>, "Buddy Gadams

Subject: FW: emails regarding Fox News
Date: Friday, August 20, 2021 at 9:07:25 AM Eastern Daylight Time
From: Lonett, Carson Yandira - lonettcy
To: Miller, Tim - millertm

Carson Lonett | She, her, ella
Special Assistant to the Vice President for Student Affairs
Vice President for [Student Affairs](#) Office, James Madison University
Alumnae Hall 207, MSC 7604
540-568-5685

From: Mast, Gloria - mastgm <mastgm@jmu.edu>
Sent: Friday, August 20, 2021 8:44 AM
To: Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>
Subject: emails regarding Fox News

Good morning,

I hope you were able to get some rest last night. I just wanted to confirm that someone will be responding to these emails. I have been forwarding them to Mary Hope and Dr. Miller as advised but my concern is that many are directly addressed to me and if no one responds it will reflect poorly on me. I am concerned Mary Hope will be overwhelmed and unable to respond to them all.

Just a concern. I don't want parents/alums thinking I don't respond.

Thank you,
Gloria

Gloria M. G. Mast (she/her/hers)
Interim Dean of Students
James Madison University

On Aug 20, 2021, at 10:36 AM, Matthew Gray
<matthewallengray@gmail.com> wrote:

What other board members? Send me a text if that's easier for you. [REDACTED]

Matthew Gray-Keeling

On Aug 20, 2021, at 10:34 AM, Miller, Tim - millertm
<millertm@jmu.edu> wrote:

Thanks Matt, I appreciate your support.

It would help me if some Board members would say this to Jon and other Board members as I am getting beat up pretty good about our work in this area and the FOX news story.

Thanks as always,
Tim

Dr. Tim Miller

Dr. Tim Miller (he, him, his)
Vice President for Student Affairs
James Madison University
VPStudentaffairs@jmu.edu
(540) 568-3685
@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: Matthew Gray <matthewallengray@gmail.com>
Date: Friday, August 20, 2021 at 8:43 AM
To: "Miller, Tim - millertm" <millertm@jmu.edu>
Subject: Fwd: Message from Tim Miller and Mary-Hope Vass

CAUTION: This email originated from outside of JMU. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Subject: FW: Your Video Response

Date: Monday, August 23, 2021 at 11:02:21 AM Eastern Daylight Time

From: Coltman, Heather - coltmahj

To: Davis, Mike - davismk

fyi

From: Miller, Tim - millertm <millertm@jmu.edu>

Date: Monday, August 23, 2021 at 8:30 AM

To: Coltman, Heather - coltmahj <coltmahj@jmu.edu>

Subject: FW: Your Video Response

Just so you have it.

Dr. Tim Miller

Dr. Tim Miller (he, him, his)

Vice President for Student Affairs

James Madison University

VPStudentaffairs@jmu.edu

(540) 568-3685

@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: "Hobson, Kathryn - hobsonkd" <hobsonkd@jmu.edu>

Date: Saturday, August 21, 2021 at 10:46 AM

To: "Miller, Tim - millertm" <millertm@jmu.edu>

Subject: Your Video Response

Dear, Tim,

First, I am deeply disappointed by your video response regarding the student employee training. Second, an apology for hurting those people in positions of privilege is embarrassing for our university and shows the truth of WHITE FRAGILITY and WHITE SUPREMACY built into the fiber of JMU and running through the veins of the administrators. You used the very method of ANTI-OPPRESSIVE PRACTICE APOLOGY (where do you think the idea of impact vs. intent comes from?) to apologize to a community that is not marginalized. That communication is reserved for the minority and not the majority. Third, by capitulating to the skewed article of Fox News is again, embarrassing, and unnecessary, and makes JMU look weak in the face of DEI measures. You cannot have it all ways. You cannot say you support diversity and inclusion and then apologize when that is implemented. Fourth, you threw Jennifer and the other trainer under the bus entirely. While you may take responsibility for the training overall, you dismissed the research and time those women put into YOUR training. And they were NAMED! Are you providing security measures for them now? Fifth, as the new AAAD minor coordinator, I EXPECT/DEMAND to be included amongst those "constituents" reviewing the training materials. Sixth, as a Critical

Subject: Training video debacle

Date: Sunday, August 22, 2021 at 3:37:46 PM Eastern Daylight Time

From: Knorpp, William M - knorppwm

To: Miller, Tim - millertm

Dear Dr. Miller,

Hi. I'd like to speak to you sometime in the not-vastly-distant future about the infamous training video that recently made national news, and about related issues.

I have thought quite a bit about JMU's trajectory over the past few years. I doubt you'll find anyone who's pondered and fretted about these issues more than I have.

The video itself is obviously troubling—but I'm not in favor of making too much out of any one instance of what I believe to be a general phenomenon. I think this should be seen as one instance of an overall tendency that must be illuminated and publicly discussed.

I was glad to see your video expressing JMU's commitment to investigate and analyze this incident. I believe I can contribute to such an effort.

I realize this is a busy time for you, and I certainly don't expect a speedy response. But I do think this is an extremely important matter, and I hope you can find the time to discuss it.

Regards,

Bill Knorpp

Cc: Miller, Tim - millertm <millertm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>; Urgo, Joe - urgojt <urgojt@jmu.edu>; Clevenger, Ritter - clevennr <clevennr@jmu.edu>
Subject: RE: We are JMU TOO-Unity March

Dr. Lewis,

I will go ahead and schedule the TDU Patio and the Quad from 3:30pm-6:30pm for Wednesday, August 25. However there are some operational issues involved with this request, and Joe Urgo will reach out to you.

Thank you,
Debbie Miller

Debra S. Miller
Event Scheduling Coordinator,
The Union, Room 245
James Madison University
MSC 3506
Harrisonburg, VA 22807
(540) 568-6551
(540) 568-6444 (fax)

From: Lewis, Brent - lewis2be <lewis2be@jmu.edu>
Sent: Monday, August 23, 2021 1:10 PM
To: Miller, Debbie - millerds <millerds@jmu.edu>
Cc: Miller, Tim - millertm <millertm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>
Subject: RE: We are JMU TOO-Unity March

Hi Debbie. Yes, it was planned today in response to the FOX News article and the DEI Trainings. We were pulled into a meeting with students today at 11am.

From: Miller, Debbie - millerds
Sent: Monday, August 23, 2021 1:09 PM
To: Lewis, Brent - lewis2be <lewis2be@jmu.edu>
Subject: RE: We are JMU TOO-Unity March

Dr. Lewis,
Is this event planned for today?
You mentioned Wednesday, is that the date for this event?

Thanks,
Debbie

Debra S. Miller
Event Scheduling Coordinator,
The Union, Room 245
James Madison University
MSC 3506
Harrisonburg, VA 22807

that I was hired to do until I saw Tim Miller's youtube apology. While I personally/professionally may be able to weather the storm should there be a target on my back, I worry about the local adjuncts and untenured faculty we count on to teach this CORE course in the COE. These adjuncts are local teachers and principals who might reconsider teaching the course or the objectives and content they were hired to teach based on the response of JMU for fear of backlash. I have included ELED 310/210's objectives and goals below and highlighted the ones that I see as most relevant to the situation at hand. The final project requires students to be able to identify their identities of privilege and oppression and how they have manifested in schooling and life. They then identify ways to use their privilege to advocate for students. This is the necessary and foundational work of teachers, which is why it is a CORE course for all in the COE. I worry about how many students will be turned off from this important work because of our institutional response.

Additionally, as someone on several search committees, how do we honestly and ethically say that JMU values diversity, equity, and justice when the institution won't publicly support us doing the basic ABCs/Level 1 diversity work with students when things get hard? How do we ethically recruit (and retain) faculty of color and marginalized faculty when we won't publicly be supported for doing the work? How are we living out our mission, goals, and strategic plans related to DEI work in even the most basic way? I (and dozens of marginalized faculty across JMU) feel that JMU had the opportunity to stand by these [website words](#) and messaging from the University Faculty Meeting on Friday, but instead chose not to, which has sowed distrust and concern that we will not be supported when it is our course that is sensationalized or taken out of context.

Please show us that you care about all of us that teach this course (or similar courses/content) by having our backs when things get rocky and public. Doing this work means that there will always be pushback because it is uncomfortable and hard, but please show that you value our work with engaging students and faculty with difficult history, conversations, and critical reflection by standing by us in the hard parts...especially the most vulnerable faculty and adjuncts. I desperately want to believe that JMU and the COE want to do this work in ways that matter and are important. I think about the COE's 5 P's Infographic (attached) and [College of Education's Statement of Solidarity, Commitment, & Action](#), and I perhaps naively, think we are progressing in small concrete ways. I then wonder how many faculty will not do the work now because they fear a lack of support from the institution. How do we fix this? How do we support those who will continue to do the work?

I welcome the opportunity to discuss the course, next steps, etc. I don't have all the answers, but I do know that something needs to be done across multiple spheres of influence.

Sincerely,

Kara M. Kavanagh

Professional and Governing Guidelines, Standards, Policies, and Laws that guide this course content, goals, and objectives:

[Virginia Department of Education \(see new Teacher Evaluation Strand 6 here\)](#)

[InTASC Standard #9 \(see 9e, 9j, 9l, 9m, 9n, and 9o specifically\)](#)

[JMU Strategic Plan and Goals \(see Goal #2\)](#)

[JMU Academic Affairs Goals \(see Goal #2\)](#)

Course (and Ongoing Life) Goals

From: Miller, Tim - millertm
Sent: Thursday, August 19, 2021 11:06 AM
To: Beverly, Jessica Erin - weedje <weedje@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>
Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>; Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy <lonettcy@jmu.edu>
Subject: Re: FOX NEWS INQUIRY

Sarah and Casey,
Can you share what content was presented to the FROGs in their entirety so I can be prepared to respond to this inquiry?

Thanks,

Dr. Tim Miller

Dr. Tim Miller (he, him, his)
Vice President for Student Affairs
James Madison University
VPStudentaffairs@jmu.edu
(540) 568-3685
@JMUtimMiller on Facebook, Twitter, and Instagram

"Things which matter most must never be at the mercy of things which matter least" – Goethe

"Take a Stand, Leave a Mark" – John Jakes

From: "Beverly, Jessica Erin - weedje" <weedje@jmu.edu>
Date: Thursday, August 19, 2021 at 10:55 AM
To: "Lewis, Brent - lewis2be" <lewis2be@jmu.edu>, "Miller, Tim - millertm" <millertm@jmu.edu>
Cc: "Iwerks, Jennifer Leigh - iwerksjl" <iwerksjl@jmu.edu>
Subject: FW: FOX NEWS INQUIRY

Hi Dr. Lewis and Dr. Miller,

Wanted to forward this to you as appropriate, I have not responded. The email sent would have been crafted by Orientation; the pre-written did not instruct students not to share information, so I am unsure of what the O Team sent along/verbiage. Copying Jen as I'm not sure if she also received an inquiry. Let me know what I can do to assist, etc. Thanks!

- Watch the Pre-Recorded Video on YouTube: <https://youtu.be/rHuUZjYuons>
- Complete the attached reflection sheet as prompted to in the video
- Utilize the attached PowerPoint PDF to follow along with the video
- Utilize the attached position description as you complete Part 1

We will be completing Part 2 as a staff and will include more in-depth discussions regarding Social Justice and your role. "

To reply to other components:

- The training references marginalized groups during the video, but it was not in the materials covered today.
- The training session has ended, and we did not receive any comments or concerns from FROGs/OPAs (in both the large and small group settings). OPAs were aware that if FROGs wanted to talk further, they could contact me, as myself, Jess and, Jacob were on standby to respond if needed. OPAs are still able to do this even though the session has ended.

All the best,

Brandon Cheatham

(he/him/his)

Coordinator of Student Staff

Orientation Office

James Madison University

Student Success Center 2208

(540) 568-5175

From: Beverly, Jessica Erin - weedje <weedje@jmu.edu>

Sent: Thursday, August 19, 2021 11:12 AM

To: Miller, Tim - millertm <millertm@jmu.edu>; Lewis, Brent - lewis2be <lewis2be@jmu.edu>

Cc: Iwerks, Jennifer Leigh - iwerksjl <iwerksjl@jmu.edu>; Sunde, Sarah Ann - sundesa <sundesa@jmu.edu>;

Ouren, Casey Marie - ouren2cm <ouren2cm@jmu.edu>; Lonett, Carson Yandira - lonettcy

<lonettcy@jmu.edu>; Cheatham, Brandon G - cheathbg <cheathbg@jmu.edu>

Subject: RE: FOX NEWS INQUIRY

Hi all,

Looping Brandon in as we did the in-person SJI training just this morning with the FROGs. He and went

Hello,

Under the Freedom of Information Act, I am requesting all training materials; audio, video and digital be made available to me for review.

The article on Fox News.com is beyond upsetting if what is said is true. I hope that you will release all training materials, to help shed some truth and light on this issue.

I look forward to hearing from you soon.

Thank you.



Subject: Re: FOX NEWS INQUIRY

Date: Thursday, August 19, 2021 at 4:02:08 PM Eastern Daylight Time

From: Miller, Tim - millertm

To: Sunde, Sarah Ann - sundesa, Beverly, Jessica Erin - weedje, Cheatham, Brandon G - cheathbg, Lewis, Brent - lewis2be, Mays-Bernard, Marsha Elizabeth - maysbeme

CC: lwerks, Jennifer Leigh - iwerksjl, Ouren, Casey Marie - ouren2cm, Lonett, Carson Yandira - lonettcy

We are working on this now.

Our statement on Fox is what we are saying at this point:

"The training was held to help ensure that every student guide for freshmen orientation had the tools and understanding to work with incoming students, who might have a different background than their own," the statement read. "At JMU, we strive to create an inclusive and welcoming community for all students. We also seek feedback on the training to constantly work on improving how we communicate and train student staff members."

Dr. Tim Miller

Dr. Tim Miller (he, him, his)
Vice President for Student Affairs
James Madison University
VPStudentaffairs@jmu.edu
(540) 568-3685
@JMUtimMiller on Facebook, Twitter, and Instagram

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[fbclid=IwAR2Yp2Mon9GLrOd_bbU2YQEvOgyWmrma
vkuzxGsAQ8_wNGCJ4fABIJlq-B0](https://www.facebook.com/jmu/posts/10156123456789012)

Please be in touch with Tim Miller at millertm@jmu.edu if you have any questions or would like more information. As always, any media inquiries should be referred to University Spokesperson, Mary-Hope Vass at vassmg@jmu.edu.

Sincerely,

Tim Miller, Vice President for Student Affairs
Mary-Hope Vass, University Spokesperson