

# Annual Diversity and Inclusion Report, 2017-2018

5/18/18

The 2017-2018 Diversity and Inclusion Report provides an overview of new initiatives, progress on long-range priorities, and changes in practices during the past 12 months. Many important initiatives were led by students; this report acknowledges the commitment and work of many but is not an exhaustive list. More information on initiatives and ongoing programs can be found at [www.brynmawr.edu/diversity](http://www.brynmawr.edu/diversity) or on departmental websites.

## PLACES AND SPACES

### History Working Group

- In spring 2017 the College established a History Working Group led by Dean Jennifer Walters; in August, the working group was charged with considering how the College should address the legacies of M. Carey Thomas. A moratorium was placed on the use of “Thomas” to describe the original library and its Great Hall while the Group did extensive research and outreach to campus constituencies and to alumnae/i to develop its recommendations. Those recommendations were published on [5/3/18](http://www.brynmawr.edu/diversity). The Board of Trustees will deliberate on these recommendations this spring and summer. Following release of their decisions, the College will collaborate with community members to implement those decisions.

### Unity Resource Center

- In response to a student effort led by Hannah Chinn '19, the College designated a room on the main floor of the Campus Center the Unity Resource Center to serve as a central, collaborative space hosted by and for Alliance of Multicultural Organizations (AMO) groups and members of marginalized groups.

### ECC Fellow

- In 2017-2018, the Provost's Office provided funding to pilot a faculty fellow in residence to advise the Enid Cook Center. The College plans to continue this program in 2018-2019.

### Black at Bryn Mawr Tour

- Working with the Pensby Center and with support from Vanessa Christman, Assistant Dean of the College for Access and Community Development, Jada Ceasar '20 provided leadership in sustaining and updating the Black at Bryn Mawr tour. Additional guides have been trained, and tours were offered during the Community Day of Learning, and will be offered at Reunion. Jada will research enhancing and sustaining the Black at Bryn Mawr program in summer 2018 as a Pensby Fellow.

## INSTITUTIONAL SYSTEMS AND PRACTICES

### Faculty Hiring

- Three faculty of color were hired in the ten tenure-track searches conducted in 2017-2018. Over the past four years (including this year), 14 of 34 tenure-track faculty that have been hired are people of color.
- The Provost and the faculty are collaborating on additional changes to increase the number of underrepresented candidates in 2018-2019 and beyond, including best practices to increase the diversity of candidate pools and bias training for candidate selection teams.

### Staff Resources for Pensby

- The College will increase administrative support for Pensby to a full-time position in 2018-2019.
- The College has obtained grant support to increase staffing time for program support and development beginning in 2018-2019.

### Access Services

- The College commissioned an external campus accessibility review, which took place in April 2018. The report will guide setting priorities for action.
- A more accessible entrance to College Hall will be complete by the end of spring 2018.
- Phase I of the Park Science renovation will increase accessibility in this major academic building.
- In partnership with Professor of Education Alison Cook-Sather, Carrie Fillion '18 developed a Universal Design in Learning component for the Teaching and Learning Initiative.
- Several student forums discussed policies and practices to support students with mental health challenges.

### Undocumented Students and Immigration Concerns

- Bryn Mawr continues to advocate, with other colleges and universities, to make DACA protections permanent and to support continued opportunities for students from all countries to study in the U.S. President Cassidy joined the Presidents' Alliance on Higher Education and Immigration to increase public understanding of how immigration policies and practices impact our students, campuses, and communities and to support policies that create a welcoming environment for immigrant, undocumented, and international students.
- Bryn Mawr signed an amicus brief to the Second Circuit Court of Appeals to support continuing DACA protections.
- The College is offering training to pertinent staff on how to respond to Federal requests for information concerning the immigration status of community members.
- The BiCo Migrant Rights Coalition, with leadership from Rebeca Salas '19, Daniela Lopez Lopez '19, Leticia Robledo '20, Maria Minaya '18, and Miriam Myers '18, engaged in education and advocacy for undocumented students.

### New Initiatives in Collaboration with the Pensby Center (including International Student Support)

- With support from a summer 2018 Pensby Fellowship and from Assistant Dean Christina Rose, Yeidaly Mejia '19 created a pilot First Gen support program, "Breaking Barriers"; Alex Berndt '19 also provided leadership to the pilot project. In April, two open planning forums were held to further shape a program to be rolled out in 2018-19 that will now be administered by the Pensby Center.
- Dialogue on Race hosted a cohort experience in Spring 2018; is launching a partnership with the AMO groups; and is beginning overlap mentor education with THRIVE.
- Pensby organized "Courageous Conversations," a Tri-College program for faculty, staff and students with the goal of building skills to talk across different world and religious views. Pensby expanded the number of faith/ non-faith advisors to 12.
- Through collaboration of LILAC and the Pensby Center, the College has added Curricular Practical Training (CPT) for undergraduate international students on an F-1 visa. CPT allows F-1 students to accept paid alternative employment, internships and cooperative education or any other required internship or practicum that employers offer through

cooperative agreements with the students' school, thus expanding summer options for international students.

- 2018 Pensby Fellow Namrata Basu '19 will collaborate with the Alumnae Relations office and CPD to help create a more formal international alumnae network.

#### Community-Building Honor Roll

- Prompted by conversations between members of the Diversity Leadership Group and leaders of AMO groups, President Cassidy, Dean Walters, and Dean Burgmayer created a Community-Building Honor Roll to honor important and previously less-recognized work that undergraduate and graduate students do to build a stronger and more inclusive campus community.

#### Campus Safety

- SCOPE, LILAC, and Campus Safety organized the Community Day of Learning session, "Candid Conversations: Unpacking the History and Experiences of Communities of Color with Law Enforcement." Follow up programming organized by SCOPE and LILAC took place in March and April.
- Precious Robinson '19 served as SGA Committee on Public Safety Head and liaison to Campus Safety.
- Campus Safety will continue its bias and inclusion training with Qui Alexander in May 2018.

#### All-Gender Restroom Access

- Student activists, led by James Frazier '19, Koko Zhang '19, and Shira Steinberg '19, called attention to the absence of single-stall all-gender restrooms in some public buildings on campus. This activism included an April 2018 art installation involving all multi-user restrooms on campus to call attention to the problem.
- The College is working on solutions for public buildings used heavily by students that do not have all-gender restrooms. A restroom in Bettys Y Coed has been reassigned as single-use all-gender, and efforts are underway to create access in Goodhart Hall and College Hall.

#### Bias Response

- Orientations for faculty, students, and staff now all include information about Bias Response reporting and the Bias Response team.
- In 2018-2019, the College received 16 electronic bias incident reports (4 concerning the same incident) and 3 direct reports. These reports ranged from concerns about the website or published materials to those about interactions among students, faculty, and staff.

#### Oral History Project

- Dean Walters convened a group of students, faculty, and staff interested in documenting the stories and experiences of Black staff and faculty. The committee is developing a plan to train members of the community to take oral histories and to document some of those histories in the coming year.

#### Alumnae/i Affinity Outreach and Activities

- The Alumnae Relations and Development hired Gabrielle Gary to lead affinity group development and programming. Her initial work included development of alumnae/i affinity groups as well as on-campus programs for black alumnae/i and students (February 2018) and LGBTQIA alums and students (April 2018). Gabrielle and ARD are working to expand connections for students to these growing networks in the coming year.

## **EDUCATION**

### Curriculum and Classrooms

- New courses in African American Literature, South and East Asian Art, Middle Eastern Studies, Latinx Studies, and Museum Studies were added to the curriculum by recently hired and continuing faculty.
- Growing out of discussions at this year's POSSE Plus Retreat, a group of faculty, students, and staff have formed an Anti-Racist Literacy Task Force with a goal of developing a framework that would enable everyone, especially in classroom contexts, to build anti-racist learning spaces together. This work will continue into 2018-2019.

### Black History Month: Keynote Speaker and Continuing Conversations

- Dr. Beverly Daniel Tatum, President Emeritus of Spelman College, was the 2018 keynote speaker for Black History Month.
- Dr. Tatum's talk and research also inspired a mini-series of Open Space Conversations, "Food for Thought," organized by Tonja Nixon of the Dean's Office, Vanessa Christman of the Pensby Center, and Alexis Giron '20.

### Open Space Conversations

- 2017-2018 highlights included conversations on disabilities and inclusion, how to build trust, what it means to be a global citizen, and a mini-series on "What is Racial Healing?"

### Faculty

- During her February visit, Dr. Beverly Tatum led a discussion with members of the faculty on creating inclusive classroom communities.
- In April, StoryCore organized a facilitated conversation with faculty on the classroom climate in STEM.
- Sponsored by the TLI, Mary Brunson '20, Sasha Mathrani HC, Manroocha Singh '18, and Fatoumata Sylla '18 led a faculty workshop in April on "Inclusive Classrooms and Campuses."
- In May the Provost's Office organized a faculty panel on "Creating Inclusive Classroom Communities."

### Staff

- A bias training unit is part of the College's new supervisor training program launched in spring 2018.
- Human Resources implemented Harassment Training for all staff.
- The Communications Office staff initiated and took part in a series of workshops on bias and representation during summer and fall of 2017.

### Changes to Orientations, THRIVE

- Additional changes have been made and are under discussion to educate new members of the community on the history, present challenges, and opportunities to address issues of bias, harassment, and discrimination in the community.

### Community Day of Learning 2018

- This year's CDL, "Being Bryn Mawr—Past, Present, Future," included 45 sessions led by 54 undergrads, 7 graduate students, 15 faculty, 26 staff, and 15 alumnae/i, with the goal of generating action plans to help build the Bryn Mawr we hope to be.

### "Civil Rights, A Conversation"

- In April 2018, Professors Linda-Susan Beard and Mecca Jamilah Sullivan and the Program in Africana Studies launched a year of programming to reflect on the history and sustainability of the gains of the Civil Rights era, beginning with events marking the 50<sup>th</sup> anniversary of the assassination of Dr. Martin Luther King, Jr.