

To: Bryn Mawr Community Members

From: The Diversity Leadership Group (Kim Cassidy, President; Mary Osirim, Provost; Jennifer Walters, Dean of the Undergraduate College; Cheryl Horsey, Chief Enrollment Officer; Gina Siesing, CIO & Director of Libraries; Darlyne Bailey, Professor & Dean Emeritus, GSSWSR; Kathy Tierney, Director of Athletics; Ann-Therese Ortíz, Associate Dean for Equity, Inclusion, & Community Life; Vanessa Christman, Assistant Dean for Access & Community Development; Rod Matthews, Multimedia Services)

Date: June 11, 2020

Re: Annual Report, DEI Framework for Action, 2019-2020

We write this year's report in the context of racist killings that have taken place in the U.S. through this spring and of evidence of deep racial disparities in health outcomes and economic fallout from the COVID-19 pandemic. These each point to grave inequalities in our American systems—inequalities that have demanded attention and action for years. We also write in the context of anger expressed by many students and alumnae about racism at Bryn Mawr, and about the College's communications about the current moment of protest for racial justice.

This report represents our commitment to remain accountable for the steps we have taken to act on goals we have set for ourselves, and to acknowledge the potential that this time offers for deeper change.

The College, inclusive of the graduate programs, made building an institution-wide commitment to address structural and institutional racism a priority over the past six years. As is evidenced in the annual reports published since this time, many people on campus have worked to advance this commitment and meaningful changes are in process. We have also made mistakes or omissions in some of our efforts, and are determined to learn from them. We reaffirm our commitment to accountability—to measuring our progress, to re-examining and revising as we move forward.

The College as an institution and many members of our community have not always recognized or addressed the full extent of pain that Black students, faculty, and staff have experienced. And we now find ourselves at a new moment in the U.S. that asks us to revisit our work to redress inequities and racism, and to reconsider the role of the College in a broader social movement for racial justice. In 2019 the Board of Trustees added a commitment to racial equity part of its mission statement, and to take responsibility for elements of white supremacy culture within our institution. We are obligated to hold ourselves accountable to that goal, and to continually review, revise, and recommit to it. We must keep advancing our ongoing work as we also realize the imperative of this moment.

This is a multi-generational commitment, undertaken with diligence and urgency, but also a long-term commitment. It requires that we continue to remember that this institution, like all others, are part of the problem; that we need and must be open to guidance; and that we cannot be afraid to look carefully at who we are.

We are sharing some early plans at the same time we release this report, and we will take care to seek input from the community. We aspire to create a shared sense of purpose. As we have seen even over the past several days in our country, our impact is amplified when we work together.

The report that follows reflects work done in the past academic year, 2019-2020, to advance diversity and equity at Bryn Mawr. The College has prioritized its work to address institutional racism and other forms of systematic disparity, and to build a more equitable community in six broad areas:

- Increasing support and services for students
- Revising faculty hiring practices to build a more diverse faculty
- Enacting equity in staff policies and practices
- Engaging and acknowledging racism and bias in the College's past and present
- Identifying structural racism and disparities across the College with help from outside experts, and pursuing change in college and departmental policies and practices
- Providing education to faculty, staff, and students on racism and other forms of systemic bias.

We want to acknowledge the effort of all of those—students, faculty, and staff—who have contributed to progress over the past year and to express our gratitude for our efforts to build a better Bryn Mawr. We acknowledge that one year of action, no matter how productive, is insufficient to address 400 years of national racial trauma or to 135 years of bias and disparities at this institution. Each year's work is nonetheless essential to redressing harms and building institutional culture and practices that serve the interests of all members.

2019-2020 Report on Diversity, Equity, and Inclusion Framework for Action

Support for Students

New Staff Appointments:

- Ann-Therese Ortíz, Associate Dean for Equity, Inclusion, and Community Life, has brought new leadership to DEI work and to the Pensby Center and its programming. In addition, she is leading a review of the Bias Incident Reporting process and has delivered training, workshops, and mediation across the College.
- Ellen Farr was appointed to the new position of Assistive Technology Specialist, and is working with students, faculty, and staff to improve student access to the curriculum.
- Joi Dallas, a new Residential Life Coordinator, served as advisor to the Enid Cook '31 Center and worked with students to develop robust programming, including Community Nights, Friendsgiving, and a virtual Legacy Day.
- Kim Taylor was appointed as Bi-College Title IX Officer in February. The College has obtained grant funding to support sexual misconduct prevention programming and Title IX training.
- Nora Woods serves in the new position of Interfaith Chaplain. She has offered individual and group pastoral counseling, support for spiritual life, and interfaith services. In addition, Pensby hired a student manager to supervise the kosher kitchen.

Student Services:

- In response to student requests, the College increased support for undocumented and DACAmented students. Dean Ortíz now serves as staff liaison for students who are undocumented, DACAmented, or from families with mixed immigration status. She is providing attention to specific needs of this community, including a central website, workshops, and outreach; offices partnering in this work include Career and Civic Engagement, which offered a career workshop for undocumented students. The College also continues to provide group and

individual sessions with immigration attorneys (also available to international students), and to lobby Congress for permanent protections.

- Pensby and the Dean's Office has convened a First-Generation/ Low-Income (FGLI) Steering Committee, which created a listserv, website and blog, other means of connection, FGLI Friday Workshops, and oversaw Breaking Barriers and developing recommendations to improve our support of students.
- Pensby created a Food Pantry open to students during college breaks, and collected supplies and warm outerwear for those in need.
- Access Services and its student advisory group have developed informational materials for students with disabilities. This will be an ongoing project.
- Dean Walters has initiated an Advising Review Committee to assess our approach to student advising and explore alternative approaches using a racial equity lens.
- The Counseling Services offered psycho-educational groups and workshops tailored for students with different social identities and experiences and introduced new educational and advocacy services to assist students with navigating health insurance processes.
- The Career & Civic Engagement Center ("the Center") and Alumnae/i Relations and Development launched **Mawrter Connect**, an enhanced networking platform launched for alums and students. An important feature of this platform was the ability for people to self-identify around dimensions of diversity to allow for more meaningful connections in areas important to the Bryn Mawr community. The Center is also beginning a partnership with **Elivade**, a networking platform for Black and Latinx students and professionals co-founded by Bryn Mawr alumna Edisa Rodriguez.
- The Center worked with AMO groups to launch the AMO Partnership Pilot Project in 2019 to bring alumnae/i to campus for events and programming that represent the diverse student body. Visiting alumnae/i are asked to meet with AMO groups during their visits. The Center fully funds this initiative.
- The Center co-sponsored a TriCo Diversity Employment Showcase and led a BMC prep event in fall 2019. In partnership with Center staff, Rachael Bacchus '20 developed a Diversity Internship Workshop.
- The Center collaborated with Access services to provide new resources about accommodations needed for internships, and to work with organizations to ensure supports for student interns.

New Student Opportunities

- The College is establishing bridge programs for medical school admission for first-gen, low income students from underrepresented groups with the Robert Wood Johnson Medical School and with Penn's Perelman School of Medicine.

Faculty Hiring and Support

Faculty Search Outcomes:

- From 2015 to 2019, the percentage of tenure and tenure-track faculty who identify as African-American, Latinx, Asian American, Pacific Islander or Multiracial has increased from 19% to 30%. We understand that we have not made as much progress in STEM fields as in other parts of the curriculum. Provost Mary Osirim is focusing on this issue with chairs of upcoming faculty searches.

- Of the nine successful faculty searches in AY '19-20, four (44%) resulted in hiring a U.S. citizen who identifies as a person of color.
- Athletics secured a NCAA Minorities and Women's Internship Grant for the 2020-2021 academic year.

Search Practices and Education:

- Provost Osirim and the faculty Committee on Appointments changed the faculty search process to require a diversity and inclusion statement from all candidates for faculty positions.
- Using tools from the Race Matters Institute, the group reviewed and revised the description of the College and its values to communicate a commitment to inclusion.

Staff Policies and Practices

- As of May 31, 2020 and after a multi-year effort of redirecting salary increases to our lowest wage positions, the College achieved a minimum wage of \$15/ hour for all permanent positions.
- In consultation with the College's Senior Staff and as a result of our work with Race Matters Institute, Human Resources created a new comprehensive staff recruitment and hiring manual based on current best practices for inclusive job descriptions, searches, and hiring procedures that is now being used for all staff searches. As with faculty searches, descriptions of the College used in job ads have been revised to attract a more diverse pool of candidates.
- A module on diversity, equity and inclusion has been added to the supervisor training sessions. About 75% of staff supervisors have completed the training so far.

College Histories

The College began to implement recommendations in the June 2019 reports of the Telling Histories and History Infrastructure Working Groups. Progress included:

- Establishing a Histories Advisory Committee to the President, including faculty, staff, and students
- Revising the overview of College history on the College's website to acknowledge the legacy of bias and its harms.
- Initiating discussion with Philadelphia's Mural Arts Project about options to create a memorial that tells a more comprehensive history of the College and of what has been lost by policies of exclusion.
- Plan for a new exhibit, *People Who Built Bryn Mawr*, to recognize underrecognized, varied and important contributions to the College by staff, faculty, and students across the past 135 years.
- Creating a single location on the College website to find resources for pursuing projects on the College's histories and digital archives of past projects
- Creating opportunities for students to engage the College's archives for scholarly projects on the College's histories, including a Praxis Course taught by Professor Ignacio Gallup-Diaz, "Telling Bryn Mawr Histories"; summer archival internships (in 2020 on the Summer School for Women Workers in Industry); and the *Telling Perry Histories* oral history project, overseen by the Pensby Center and Residential Life, supported by College Archives and Alumnae Relations and Development, and funded through a LITS Digital Projects grant.
- Establishing an Oral Histories Steering Group to create policies and structures to guide oral history projects and identify opportunities for training.

The Black at Bryn Mawr Tour, led by Jada Ceasar '20 for the past three years, is offered by students paid by the College. The Tour is offered as part of THRIVE; for alumnae/i at Alumnae Volunteers Weekend and Reunion; at Family Weekend; and on request of departments and other groups. For 2020-2021, the student leader will be Khari Bowman '21.

Identifying Racial Disparities and Making Structural Change

Alumnae Relations and Development (ARD):

- Made diversity, equity, and inclusion the focus of training and planning at the annual summit for alumnae volunteers, and followed up with clubs and other alumnae groups to rethink events and outreach.
- Following training with the Race Matters Institute, created an internal leadership group to review practices and policies; to create goals and metrics for outreach and inclusion for FY21; and to create structures to keep these goals top of mind for all staff
- Continued education, including a workshop with Dean Ann-Therese Ortíz.

Career and Civic Engagement Center:

- The Center annually reviews disaggregated participation data in all events, programs, funding opportunities, and appointments it offers to identify any gaps that exist and to create outreach strategies to address those gaps.
- Center staff are working to create explicit DEI strategic goals for 2021-2024 drawing on the results of a student-led project from the Advancing Diversity in Higher Education course and on tools from workshops offered by Race Matters Institute, CITE, and Dean Ann-Therese Ortíz.

Enrollment (Admissions and Financial Aid):

- The College increased financial aid for all students with demonstrated financial need. These changes included giving \$2,000 more grant aid to our lowest income students and reducing summer savings expectations for all need-based financial aid recipients.
- Undergraduate Admissions staff continued work to build equitable review processes for admissions applications.
 - All admissions officers again participated in bias training before application review season.
 - Beginning in 2020-2021, the College will use "Landscape," a service of the College Board, to ensure that application review is done with awareness of obstacles and disadvantages faced by candidates from poorly resourced schools and communities.
- Undergraduate Admissions continues to seek new partnerships with community-based organizations (CBOs) and is developing an MOU with Evanston Scholars, a non-profit CBO in greater Chicago, to build outreach to low-income, first-generation, and students of color.

LITS:

- Focused on staff recruitment through a DEI lens. 25% of new hires in the past year have been from underrepresented groups, an increase from 20% the previous year.
- Reviewed student employment data, and made changes to student recruitment to increase awareness of opportunities for students of all demographic groups.
- Formed a DEI Working Group to prioritize and continuously take action around anti-racist professional development and building equitable and inclusive practices.

The Campaign for Anti-Racist Literacy at BMC (CARLA):

- This grassroots group (launched in 2018) of staff, faculty, and students continued developing an anti-racist framework, leading BMC to center anti-racism and encouraging action steps including: meeting with President Cassidy with considerations for the appointment of the next Provost; direct outreach to faculty to enhance participation in the Posse Plus retreat; and alignment of course proposals and evaluations with anti-racist goals.

Board of Trustees:

- The Committee on Trustees has continued to act on its multi-year effort to building more diverse Board membership and leadership.
- Beginning in spring 2019, the Board of Trustees devoted substantial time to education and to review and revision of practices using a racial equity lens. This work was led by members of its Equity and Inclusion Working Group, co-chaired by Patrick McCarthy Ph.D. '80 and Jomaira Pujols Salas '13.
 - In October 2019, the Board held a retreat on diversity, equity, and inclusion facilitated by the Race Matters Institute.
 - In February 2020, each Board committee used tools provided by RMI to review its practices and set priorities for work
 - The Committee on Trustees has assumed oversight of continued actions.

Education for Staff, Faculty, and Students

- Workshops led by expert outside facilitators took place on advising (faculty and deans); on multi-dimensional diversity in the workplace (staff and faculty); on microaggressions and micro-reparations, and on writing support as an equity issue (GSSWSR faculty); and on multicultural competencies in the doctor-patient relationship (Postbac Program).
- The 2020 Summer Syllabus Writing Workshop, open to all faculty, is focusing on a decolonizing framework in developing our syllabi and our classes.
- Some faculty took part in the Pennsylvania Consortium for the Liberal Arts' Faculty of Color Symposium.
- Major workshops on inclusive classrooms were postponed when the Community Day of Learning was cancelled due to the pandemic. These will be rescheduled for 2020-2021.
- The Pensby Center presented workshops for enrollment staff, deans and student life staff, LITS staff, Career and Civic Engagement Staff, Alumnae Relations and Development staff, and at New Employee Orientation.
- Pensby offered workshops and trainings for students in THRIVE, the Postbac Program, and GSAS.
- Multiple administrative departments participated in anti-bias training, including Campus Safety and Communications.
- Pensby offered book discussions and seminars for faculty and staff on racism and white privilege in the classroom.
- Several departments—including LITS, the Center for Career and Civic Engagement, and Alumnae Relations and Development—have established internal DEI teams to lead and support colleagues in continuing education and program development.
- The Student-Athlete Advisory Committee (SAAC) and Athletics Department co-sponsored a "Big Cheesecake Panel" to discuss diversity in athletics recruitment for student-athletes, coaches and staff.

- BMC and HC Departments of Athletics and PE planned workshops for student-athletes, coaches and athletics staff on unpacking anti-racism and privilege and creating an inclusive culture. These were cancelled due to COVID-19, and are being rescheduled for 2020-2021. Nevin Caple, a nationally recognized speaker, will facilitate.
- If travel conditions permit, Athletics Department staff will attend the re-scheduled NCAA Inclusion Forum