

Diversity, Equity, and Inclusion Annual Report, 2018-2019

Report from the President

In September 2018 I committed Bryn Mawr to a multi-year effort to build equity and inclusion across the College by addressing institutional and structural bias, and shared a [draft framework for action in 2018-2019](#). This cover memo offers a high-level summary of work in several priority areas, and a few examples of actions taken. A more comprehensive report of actions taken and changes instituted follows, and I welcome additions for things that we have missed.

I am grateful to the many students, faculty, and staff who are actively engaged in the work to make Bryn Mawr a place where each community member feels like they belong and their contributions are valued and affirmed. In particular, I want to thank the students whose advocacy and collaborative spirit have been important influences in the changes we are making. We have also engaged outside experts and facilitators to bring new perspectives and tools where we are still building knowledge, skills, and capacity to continue this work effectively. As you review the steps we have made thus far, I invite you to share your ideas about priorities and projects for the 2019-2020 framework.

Faculty Hiring

Over the past few years the Faculty and the Administration have enacted changes to policies to help build more diverse pools of faculty candidates, including:

- Opening searches for new faculty to both advanced and beginning assistant professor candidates
- Broadening areas of scholarly expertise in which we search
- Added new approaches to faculty searches to ensure we take advantage of opportunities to recruit and hire faculty from underrepresented groups
- Anti-bias training for faculty participating on search committees; all departments participated.

These changes have had a positive impact. In AY 2010, 18.7% of tenure-track faculty identified as U.S. people of color. In AY 2019 that percentage was 28%. In 2018-2019 we completed six searches for tenure-track faculty. Three (50%) of our new colleagues identify as U.S. people of color. While we are making progress, there is more work to do, particularly in STEM fields and other disciplines where scholars of color are underrepresented.

Telling Histories Group and Infrastructure Group

In fall 2018, I charged two groups of students, faculty, and staff to develop recommendations on how the College can tell a fuller story of its histories, including celebrating those whose invisible labors shaped the College, and on infrastructure and resources needed to support continuing archival work and student projects on histories of the College. The first project of the Telling Histories Group focused on Old Library:

- A veil now layers an account of the history of the naming of Old Library over the historical landmark plaque.
- A poster provides a more detailed account of this history of naming of the building. In this poster the College acknowledges harm to those excluded, harm that extends to later generations, and harm to the College through the loss of generations of talented students and faculty.

These groups worked through the year and are in the process of sharing their recommendations.

Building Inclusive Classrooms

We invested considerable time and energy this year in engaging faculty and students in issues of inclusivity in classrooms and co-curricular programs. An important element of this work was providing workshops and opportunities to share best practices. To this end we sponsored

- Multiple workshops: TriCo program with Stir Fry Seminars on Creating Community and Dialogue Across Cultures (184 faculty, staff, students); on universal design (20 BiCo faculty participated); and inclusivity in STEM (10 faculty participated).
- Expert visiting speakers: Professor John Asher Johnson spoke to approximately 50 Quaker Consortium (Bryn Mawr, Haverford, Swarthmore, Penn) faculty and students in February about inclusion in STEM, and Professor Marybeth Gasman spoke to approximately 35 BMC faculty later that month about changing university classrooms.
- 11 sessions of the Community Day of Learning (with about 140 total attendance) provided opportunities for faculty-student-staff discussion.

Racial Equity in College Policies and Practices

Facilitators from the Race Matters Institute led four workshops designed to launch racial equity impact analyses of policies and practices in student advising (faculty, deans, LILAC staff); staff hiring, retention, and promotion; faculty hiring and retention; and alumnae/i relations.

- Workshops included disaggregating data to identify disparities, backmapping to identify barriers, and using a Race Impact Assessment tool to examine policies and practices.
- Each group has developed follow-up plans for continued analysis and proposals for action. Groups will report regularly on progress to the President's Office, and updates will be shared with the community (including in the attached report).
- We have already planned an additional program for all faculty and staff involved with student advising for September 2019.

I reiterate my thanks to those who have led or participated in these and other efforts. In order to fully fulfill our mission of access, equity and inclusion, this work will need to be ongoing and a critical piece of everything that we do. I am confident of the changes we can make through continued focus and collective action.

Equity and Inclusion Framework: 2018-2019 Comprehensive Report*

**We attempted to include much of the work this year, but we welcome additions of action items that we may have missed.*

CAMPUS LEARNING FOR ACTION

Faculty Searches/Hiring/Support

- In September the Bryn Mawr and Haverford Provost Offices sponsored two BiCo workshops on bias in the faculty hiring process organized by Cornell Interactive Theater Ensemble (CITE). Fifty-three Bryn Mawr faculty participated, including chairs of current faculty searches and at least one member of every department. Feedback was very positive.
- In November, a number of Bryn Mawr faculty participated in a workshop on bias in faculty hiring hosted by the Pennsylvania Consortium for the Liberal Arts.
- In February, facilitators from the Race Matters Institute held a workshop for faculty to bring a race equity lens to faculty hiring and support. The Provost, the Appointments Committee, and other faculty have developed a follow-up plan to this workshop.
- In April, the Committee on Appointments brought a new plan for representation on search committees that would focus more attention on diversifying applicant pools.
- In AY2019-20, applicants for full-time, continuing faculty positions will be required to submit a statement on diversity, equity, and inclusion.

Inclusive Classrooms and Programs

- Building more inclusive classrooms in STEM disciplines was the focus of a faculty workshop held in fall 2018 and of a February 2019 colloquium organized by Kate Daniel of the Physics Department with Harvard astrophysicist John Asher Johnson titled “This is Not a Diversity Talk” (attended by approximately 50 faculty from Quaker Consortium institutions).
- The Provost’s Office and the GSSWSR hosted TriCo workshops in November created by Stir Fry Seminars on Creating Community and Dialogue Across Cultures; 30 faculty, 51 graduate and undergraduate students, and 103 staff attended.
- In December, the Education Program hosted one of their open pedagogy workshops on universal design for learning with approximately 20 BiCo faculty attending.
- In March the Provost’s Office sponsored Professor Mary Beth Gasman’s lecture, “Educating a Diverse Nation,” attended by approximately 35 faculty.
- GSSWSR sponsored a March capacity-building workshop to support the trans community.
- The theme of the March 22 mini-Community Day of Learning was Building Inclusive Classrooms and Programs. Approximately 140 students, faculty, and staff participated in sessions.
- A group of faculty and staff are reviewing the course evaluation form with an eye to issues of equity and inclusion.

Race Matters Institute (RMI) Workshops: Advising, Faculty Hiring, Staff Hiring/ Retention/ Promotion, Alumnae Engagement

- Began work on disaggregating data to identify possible disparities of outcomes, backmapping disparities to identify causes, and reviewing policies and practices using Racial Equity Impact Analysis.
- Conveners have submitted plans for next steps to President Cassidy; there will be ongoing quarterly reviews for progress on action steps.

Bryn Mawr's Histories

- Telling Histories (Ignacio Gallup-Diaz, convener) and Histories Infrastructure (Alison Cook-Sather and Alicia Peaker, co-conveners) Groups formed in October 2018; recommendations sent to the President in early June.
- A pilot Oral History Project was initiated by two students with staff support in spring semester 2019. Work is continuing in order to make this a sustainable initiative.
- New signage and a poster in Old Library were created by the Telling Bryn Mawr's Histories Group to share the history of naming of the building and acknowledge the legacy of harm created by institutional racism and anti-Semitism.
- A mini-Community Day of Learning on Bryn Mawr's Histories took place on March 1; more than 140 students, faculty, and staff participated.
- Search for a new College Archivist successfully completed, May 2019.
- Added Black at Bryn Mawr tours for THRIVE, Alumnae Volunteer Summit, and Family Weekend.

Revamped Orientation Programs

- Orientation programs for faculty, new GSAS students, and new undergraduate students (Customs) changed to include new sessions on diversity, equity, and inclusion issues.
- Orientation program for international students brought together with Customs to build inclusion and connections for international students.
- THRIVE curriculum for first-year students revised to expand programming on the history of the College and on racism and bias, including a session organized by the student-led Dialogue on Race. Dialogue on Race also provided training session for CDAs.

Implicit Bias Training

- The Admissions Office staff participated in a TriCo implicit bias training session in November.
- Campus Safety held its third annual implicit bias training program in January.
- The Communications Office will work with the Perception Institute on issues of implicit bias and communications in July 2019.
- The College has contracted with CITE to offer a session on implicit bias in the workplace in September that will be open to all staff.

Education on Harassment Issues

- Online education program disseminated to and required of staff in August 2018 and April 2019
- Online education program disseminated to faculty in April 2019.

STUDENT INITIATIVES

- In fall 2018, the SGA E-board collaborated with AMO groups to create the first annual "Night Market," where students came together to celebrate the diversity of cultures represented at Bryn Mawr.
- At Fall Plenary 2018, students voted to create a Social Justice Taskforce as an SGA committee in order to improve SGA's commitment to social justice and diversity.
- At Spring Plenary 2019, students approved a resolution to bring members of Dialogue on Race into Social Honor Code hearings as relevant.

- In spring 2019 student AMO coordinators organized AMO Celebration and Awards Night to recognize the contributions of individuals and student organizations that work towards promoting diversity and inclusion.
- Community Diversity Assistants led an effort to enhance their training program and effectiveness. Initiatives included development of a timeline of diversity at Bryn Mawr.
- Students expanded the calendar of Black at Bryn Mawr tours to add THRIVE, Alumnae Volunteer Summit and Family Weekend. Coordinators trained new guides; both are paid positions.

SUPPORT FOR STUDENTS

New Staffing

- Two full-time residential life coordinators were appointed in 2018-2019, one of whom serves as an adviser to the Enid Cook '31 Center; both also served as advisors to SGA and AMO groups.
- Counselor position added to Counseling Services staff for 2018-2019.
- Community-building coordinator appointed at GSSWSR; work includes leading monthly community conversations on DEI topics.
- New assistive technology specialist position approved to begin in fall 2019 to support students with disabilities by making all educational materials and environments equally usable and accessible to all students.
- Search for an Associate Dean for Equity, Inclusion, and Community Life was completed in May 2019.
- Interfaith Chaplain (part-time) appointed for 2019-2020 to support the spiritual growth of students, encourage religious literacy and interfaith dialogue, promote ethical reflection, and provide pastoral care.

Promoting Equitable, Effective Advising

- RMI workshop for deans, LILAC staff, and faculty in February 2019 designed to provide tools for race equity assessment of current practices.
- Follow-up plan submitted to President Cassidy April 2019.
- Additional advising workshop for faculty and staff offered by Cornell Interactive Theater Ensemble planned for September 2019.

Services

- Counseling Services expanded offerings, including new support groups and additional drop-in hours.
- Responded to new Federal Unlawful Presence Policy with group and individual counseling sessions offered by Pensby and by sponsoring sessions with immigration attorneys each semester. These services will be continued in AY 2019-2020.
- Provided access to legal counseling services for undocumented students with outside immigration attorneys. These services will be continued in AY 2019-2020.
- Provided training for key staff to prepare for possibility of ICE contact.
- Breaking Barriers: worked with student founders to establish co-coordinators as paid positions. New steering committee met monthly. Student leaders expanded outreach to students and volunteer mentors.
- Bias Incident Response Team continues to review and address reports of alleged bias or discrimination submitted via online form; seven reports addressed in 2018-2019.

- Title IX officer continues to investigate alleged violations; 24 reports received in 2018-2019.
- BMC Bookstore manager Jim Huang continues to work with faculty to identify lower-cost options for textbooks and course materials.
- Undergraduate Student Handbook and website will be revised for fall 2019 to provide students with more information about best contacts and resources for problem-solving.

Policies

- Faculty voted to change policy for participation in Commencement to be inclusive of those graduating in August and December of the same calendar year.
- Policy changed to allow awarding of degrees at Convocation to those who cannot participate in ceremony on Saturdays for religious reasons.

SUPPORT FOR FACULTY AND STAFF

Attracting and Retaining a Diverse Faculty

- In May the faculty approved creation of a new Committee on Faculty Searches. One goal of this committee is to ensure that faculty searches are designed and carried out to support the College's goal of building a diverse faculty.
- The Undergraduate Dean, Provost and President hosted two meetings for faculty to learn more about forms of workplace bias experienced by faculty, and to consider remedies.
- See above re: work following up on the Race Matters Institute workshop.
- An ad hoc faculty committee is assessing bias in teaching evaluations.

Ensuring Equitable Staff Hiring, Retention, and Promotion

- Revised supervisor training program to add module on diversity, equity, and inclusion issues.
- Discontinued asking job candidates for their salary history so as not to perpetuate under-compensation at previous positions.
- Began work on disaggregating data, backmapping disparities to identify causes, and reviewing policies and practices using Racial Equity Impact Analysis. Follow-up plans submitted to President Cassidy.

Expand Workplace Issues Resources

- Redesigned faculty/staff liaison role. Six faculty and staff now serve as liaisons for any faculty or staff members experiencing a workplace issue. Developed website to expand knowledge of this resource, and to provide liaisons' background to promote informed individual choice of the liaison with whom an employee wishes to speak.

Building Inclusion within the Staff Association

- The Staff Association established monthly open discussions to foster inclusion. Rod Matthews serves as a liaison to the President to share insights and concerns.
- The Staff Association has requested that race equity workshops be made more widely available to staff.
- The Staff Association plans to amend its constitution in summer 2019 to strengthen representation and governance.
- The Staff Association continues to advocate for supervisor training; the latter includes a module on diversity, equity, and inclusion.

ENROLLMENT

Expand Recruiting Partnerships with Community-Based Organizations

- Finalized a new partnership with Uplift Education (Texas).
- Active conversations taking place about additional new partnerships.

Financial Aid

- Identified five policies/practices that impact financial aid packaging for review over summer 2019. Anticipate changes of policy to be announced affecting the 2020-2021 academic year.
- Creating educational, short videos useful for all students and families on College Affordability and on Completing the FAFSA.

BOARD OF TRUSTEES

Reviewing Board Practices with a Race Equity Lens

- Established trustee working group on Equity and Inclusion, October 2018, with goal of final report in April 2020.
- Developing immersive education on race, equity, and inclusion for all trustees. Initial plenary session April 2019, with full-day retreat planned for October 2019.
- Working with College staff, created pipelines (short-, medium-, and long-term) of potential trustees (both alumnae and non-alumnae) from underrepresented groups to bring trustees with diverse backgrounds to the Board.

ALUMNAE ENGAGEMENT

Prioritize Equity and Inclusion in Goals of Alumnae Relations and Development Division

- Two staff leader-advocates appointed for division.
- Disaggregated data on alumnae/i engagement, volunteer leadership, and giving. Began backmapping disparities to identify causes, and reviewing policies and practices using Racial Equity Impact Analysis.
- Analyzed data on participation in alumnae events. Reviewing programming to appeal to more diverse audiences.

Implement Strategies to Increase Diversity of Alumnae Clubs and of Volunteer Leadership

- Launched work with alumnae clubs to make equity and inclusion part of their mission.
- Launched collaboration with Alumnae Association's Committee on Leadership Development to build more diverse leadership pipelines.
- Worked with alumnae to reimagine the affinity group for alumnae of color. Appointed co-chairs fall 2018, began monthly planning call with leadership group to develop outreach and programming strategy.