

Diversity, Equity and Inclusion
Draft Framework for Academic Year 2019-2020
September 17, 2019

A note: In spring semester 2019 four groups of faculty and staff worked with consultants from the Race Matters Institute to develop a racial equity lens for examining practices of faculty hiring, staff hiring and advancement, student advising and alumnae/i relations and development. A number of initiatives noted below build on this work to disaggregate data and to change practices that can lead to disparities.

Support for Students

New Staffing:

- The new Associate Dean for Equity, Inclusion and Community Life, Ann-Therese Ortiz, joined the College in mid-August and is beginning work with students and other colleagues to shape this role.
- Dean Walters has appointed Nora Woods to the new position of Interfaith Chaplain to support the spiritual growth of students, encourage religious literacy and interfaith dialogue, promote ethical reflection and provide pastoral care.
- The College is hiring a new assistive technology specialist to support students with disabilities by making educational materials and environments usable and accessible to all students.
- The Dean's Office will continue its successful pilot of adding two full-time residential life coordinators to our staff, one of whom also serves as an adviser to the Enid Cook '31 Center. Both also serve as advisors to SGA and the AMO groups. Kimberly Farrar will continue in this role and be joined by new RLC, Joi Dallas.

Services:

- The Bias Response Team will continue to review and address reports of alleged bias or discrimination submitted via the online form or through in-person reports. While continuing to work to raise awareness of this resource, the team will seek to be clear and explicit about the follow-up from reports, recognizing that there can be limits on what can be shared due to either legal or procedural agreements of confidentiality (e.g., the Honor Code).
- The Undergraduate and Graduate Handbooks will be updated to clarify where to go and with whom to talk when issues arise.
- Continue to provide access to legal counseling services for undocumented students through the Pensby Center and the Center for Career and Civic Engagement.

- Continue to provide group and individual counseling sessions for international students to comply with the new Federal Unlawful Presence Policy. Counseling will be offered by Pensby staff and immigration attorneys.
- Continue to provide training for key staff to be prepared in the event of contact by U.S. Immigration and Customs Enforcement.
- Appoint a new BiCo Title IX officer to separate this role from Dean's Office responsibilities at both colleges. Dean Walters will remain Bryn Mawr's Title IX officer until the appointment is made.
- With leadership from Bookstore Manager Jim Huang, continue to pursue opportunities to reduce the costs of access to textbooks and other course materials.
- Prioritize fundraising to grow the Dean's Emergency Fund.
- Sustain the Dean's Fund for Equity and Inclusion and prioritize fundraising to expand this resource.

Programs:

- The Pensby Center has assumed responsibility for managing the Breaking Barriers mentoring program for first-generation students, and will take a comprehensive look at support provided for first-gen students.
- THRIVE and the Metacognition course are continuing to evolve to address student needs including the use of Digital Storytelling as a way to make the narratives of our students more visible.
- The Graduate Deans will work with Counseling Services to provide training for peer-supported graduate student groups focused on wellness and mental health issues and to develop a prevention approach
- GSSWSR has revised policies and procedures from the perspectives of inclusion and equity, and has made changes to support accessibility and those with health/ mental health challenges.
- The Postbac Premed Program is supporting a student group for Postbac students from groups underrepresented in medicine. The Program will also offer the option of affinity-based partnerships in its mentoring program for current students.

Support for Faculty and Staff

For several years the Senior Staff has worked to achieve the living wage target of \$15/hour minimum for all full-time staff. We will achieve this goal by the end of 2019-2020.

The College is working to modify the parental leave policy to offer additional support.

Human Resources and other offices will continue efforts to ensure that all faculty and staff are aware of the expanded number of faculty/staff liaisons and the roles they can play in conflict resolution.

The College will offer another session of the successful supervisor training program, which includes a module on diversity, equity and inclusion.

The College will continue to provide an online workplace harassment training program for faculty and staff.

Through the College's participation in the Pennsylvania Consortium for the Liberal Arts, Bryn Mawr faculty will have the opportunity to participate in a series of convenings (funded by a grant by the Booth Ferris Foundation) that offer support and networking opportunities for faculty with marginalized identities.

Faculty Hiring and Advancement

Provost Mary Osirim and the Faculty Committee on Appointments revised the language used in advertisements for new faculty positions. These changes include revisions to the standard text that describes the College, clear expectations that faculty hired with participate in DEI initiatives, and the requirement that all candidates include a diversity and inclusion statement in their job application. Mary Osirim and the Faculty Committee on Appointments will monitor the impact of these changes on search pool composition and search outcomes.

The faculty have proposed forming a new Committee on Faculty Searches pending a second vote of the faculty this fall. Guided by Provost Osirim and the Faculty Committee on Appointments, members of this new committee will participate as members of search committees to ensure that faculty searches are inclusive and employ best practices.

The ad hoc faculty committee considering revisions to the Course Evaluation Form will continue to examine ways in which the teaching evaluation process might better highlight inclusive classroom pedagogy.

Staff Hiring and Advancement

Human Resources will use the Race Equity Impact Analysis to assess and approve all job ads and standard language describing the College.

Using the lens of equity and inclusion and research on best practices, Human Resources will review policies and procedures for recruiting, hiring, and onboarding new staff members and make changes as needed. HR will then provide documentation and training for hiring managers in all departments.

Telling College Histories

The College will provide additional, more structured opportunities for interested students, faculty and staff to collect and disseminate diverse narratives of the College's past. These will include:

- A Center for Career and Civic Engagement workshop or intensive in oral history methods open to faculty, students, and staff;

- A LITS workshop on digital tools supported by the College for presenting and preserving histories;
- Work with the Institutional Review Board to develop appropriate practices for collecting, archiving, and sharing oral histories;
- Planning for a Praxis course centered around exploring and expanding the College's archives
- Identify work study positions to support other student projects.

In keeping with the recommendations of the Telling Histories Group and the History Infrastructure Group, President Cassidy will establish the College History Advisory Group to provide ongoing input on College projects, programs, and approaches. Advisory to the President, the Group (composed of staff, students and faculty) may also provide input to other College departments and student groups.

In keeping with recommendations of the Telling Histories Group and the History Infrastructure Group and supported by the President's Office, facilities staff members have taken steps to create a more contemplative and reflective space in the first floor of the Old Library to invite visitors to consider the College's formation up to its present. Due to the scheduled repairs to Old Library and the potential for damage and disruption, we will take initial temporary steps this year and more permanent ones when construction work is completed in Fall 2020.

- Communications and LITS are working to mount physical displays of student projects that can be shared in this space, and will add capacity for digital displays after completion of the building repairs.
- We will begin planning for a way to memorialize and honor those excluded from or marginalized within the College in the past.

Communications, in collaboration with other offices, will make changes to modify the College's website. This ongoing, work-in-progress will include:

- Modifying the History pages to make them more inclusive and more accessible to readers.
- In recognition that there are many histories of the College and many voices who tell them, creating a landing page for student, faculty and staff projects and exhibits, and providing easy access to resources to support histories projects.

The Pensby Center will continue to provide financial support for the Black at Bryn Mawr tours and will work with tour coordinator Jada Ceasar '20 to ensure ongoing staffing for the tours and to assist with a leadership transition after Jada graduates.

Campus Learning for Action

Dee Matthews, Assistant Professor of Creative Writing, is working with faculty and Provost Mary Osirim to plan conversations about inclusive classrooms.

The Cornell Interactive Theater Company will return in September to hold two workshops for faculty and staff, one on inclusive classrooms and student advising and one for staff on the many forms of diversity represented on campus.

GSSWSR is sponsoring a monthly teaching consultation group on intersectionality and inclusivity.

In February 2020, GSSWSR, in collaboration with the Education Program, will host Carla Shedd to speak about her book “Unequal City: Race, Schools, and Perceptions of Injustice.”

Educational Efforts for Students

- THRIVE will continue to include a session on Identity, Equity and Inclusion and will offer additional opportunities for learning about the College’s history. Students will also have the opportunity to take the Black at Bryn Mawr Tour.
- Dialogue on Race will be supported as a program of the Pensby Center. Following passage of the spring 2019 SGA plenary resolution, the group will also offer resources for conflict resolution within the Social Honor Code process.
- Orientation programs for GSAS, GSSWSR and Customs will each include sessions on diversity, equity, and inclusion.
- On September 18, the Postbac Program will host Dr. Horace DeLisser, Associate Professor and Associate Dean of Penn Medicine’s Program for Diversity and Inclusion, to speak on competency in the doctor-patient relationship; open to the TriCo community.

Support Bias Training Opportunities

- Communications Office completed workshops with the Perception Institute in late August.
- Campus Safety will continue annual bias training sessions for its staff.
- GSSWSR will collaborate with Temple and West Chester Universities to offer a faculty development series on microaggressions/ microreparations and on writing support as an equity issue for social work graduate students.

Enrollment

The Admissions Office will continue to build partnerships with Community-Based Organizations, focusing on our newest partnership with Uplift Education and seeking to add at least one additional partnership this year.

The Financial Aid Office will continue its review of financial aid policies and their impact on students and families, with the aim of making policy changes to go into effect in AY 2020-2021.

The Enrollment team will revamp the financial aid website to highlight information about cost and affordability for prospective students and families, and to make new videos on College Affordability and Completing the FAFSA more visible.

Two GSAS students will develop a DEI statement for GSAS to be shared on the website.

Alumnae Engagement

Diversity, equity and inclusion will be the focus of the annual Alumnae/i Volunteer Summit in late September to bring best practices to all aspects of volunteer programs and volunteer engagement.

Continue to use the Race Equity Impact Analysis tool from RMI to assess alumnae/i publications, communications, and events to help ensure that our communication and outreach are inclusive and invite the participation and engagement of all alumnae/i.

Provide support for our alumnae/i group for people of color, Tapestry, to grow in membership and expand programming.

Board of Trustees

In 2019-2020 the Board will continue discussion of race, equity, and inclusion in the practices and responsibilities of the Board.

The Board's Committee on Trustees will continue to work with College staff to develop pipelines (short-, medium-, and long-term) of potential trustee candidates (both alumnae/i and non-alumnae/i) with diverse backgrounds and identities.

The Board will be in close dialogue with the Administration and Faculty to support the campus work on equity and inclusion.