

Bryn Mawr College
Annual Diversity and Inclusion Report
June 2017

This year's report focuses on new initiatives, substantial progress in ongoing projects, and areas of changes in practice over the past 12 months. It does not aspire to be a comprehensive account of all community efforts to build a more equitable and inclusive Bryn Mawr, but instead should be read in the contexts of the broader description of commitments described on the new section of the College's website (www.brynmawr.edu/diversity), and of the daily work that students, faculty, and staff do in our classrooms, residence halls, labs, libraries, playing fields, and performance spaces to build a community that embraces and learns from all forms of diversity.

This report acknowledges the work done by many students to advance equity and inclusion. Past and present students have spoken about their concern that this work endure, and we are making ourselves accountable for sustaining these initiatives. The College will continue to reach out to students to collaborate in this effort.

INSTITUTIONAL SYSTEMS AND PRACTICES

Faculty Recruiting

Of the seven tenure-track and one continuing non-tenure track faculty members hired during 2016-2017 to begin at the College in fall 2017, two identify as African American, one as Latina, and one as Asian American. In addition, the College has appointed an African-American pre-doctoral fellow in dance through the Consortium on Faculty Diversity.

Over the preceding three years, 11 of 24 tenure-track faculty who have joined the College are people of color.

Orientations for chairs of faculty searches now include a session on unconscious bias, and chairs are asked to take this information back to all members of search committees.

Student Employment

In response to discussions with students and to a student-led session at the 2016 Community Day of Learning, the College reviewed student employment and pay practices across the entire institution and consulted with student employment specialists at other institutions. For fall 2017 a [new policy](#) will go into place that creates uniform pay practices and student job grades across college offices and raises the base student wage from \$9.50 to \$10/ hour.

In addition, Mercedes Aponte '18 and Evelyn Aviles '17, student managers in Dining Services, created "Humanizing the Hat," a program that was offered as part of Customs Week and that seeks to educate and build a culture of respect for all student workers and

particularly those in service positions. The idea was inspired by a 2016 Community Day of Learning session organized by Iliana Dominguez-Franco '16. Humanizing the Hat will continue in 2017-2018.

Staff Wage Equity

Participants in a session on the \$15/ hour living wage at the 2016 Community Day of Learning requested that the College institute this policy for its staff. While the College's budget could not support doing so in one year, funds were set aside from the general staff salary pool in 2016-2017 to raise minimum staff hourly wages in dining services, housekeeping, and transportation services. The lowest hourly wage for FY2017 was \$12.75/ hour. Continuing what will be a multi-year effort, in FY 2018 the Senior Staff will concentrate a larger percentage of the funding for staff salary increases on raises for our lowest paid staff.

Campus Safety

Campus Safety officers took part in a day-long training on sexuality and gender identity issues led by Qui Alexander '07 in summer 2016. Officers participated in a second diversity training session focused on race and ethnicity, again led by Qui Alexander, in May 2017.

The office is committed to continuing to diversify its staff. At present 58% of the full-time staff and 25% of the on-call staff are individuals of color.

Campus Safety has changed a variety of its practices over the past two years as the office works to partner more effectively with students. These include:

- Officers identifying themselves to students through name badges and business cards
- Discontinuing use of outside security and police assistance for large student parties, and providing students overseeing parties with walkie-talkies to call for assistance only as needed
- Adding a complaint/ compliment form to its website
- Instituting a new policy on approaching/ stopping individuals.

Outside Scholarship Policy

The College has changed its [policy on outside scholarships](#) effective for the 2017-2018 academic year. Going forward, the total amount of outside scholarships a student receives will result in no reduction in the Bryn Mawr Grant. Instead, outside scholarships will reduce the student resource expectation (i.e. loan, summer earnings, work study) in the amount of the outside scholarship (unless the outside scholarships total is greater than the student resource expectation).

Bias Response

During the current academic year, few community members made use of the [bias response](#) mechanism created in fall 2015. In the spring semester, Assistant Dean Stephanie Nixon reached out to all Community Diversity Assistants to discuss this resource and to work with them to share this information with students in their dorms. The President's Diversity Leadership Group (DLG) conducted similar outreach to leaders of all of the College's affinity groups and to learn more about issues of concern for each group. The DLG will meet in May to discuss feedback from these conversations and to consider ways to ensure that all community members are aware of support available in dealing with bias incidents.

Undocumented Students and Immigration Concerns

The College supported efforts led by the American Council on Education and by fellow college presidents urging the new Federal Administration to retain DACA and to support the BRIDGE Act under consideration by the current Congress. Both Bryn Mawr and Haverford have sponsored events for students with lawyers specializing in immigration law, and the College will schedule similar sessions in the future as needed. [Immigration policy information](#) and resources for students, staff, and faculty are available on the College's website and will continue to be updated as circumstances evolve.

Transgender Student Policies

Over the past year, four athletics staff members and two student athletes met to develop the Inclusion of Transgender Student-Athlete Policy. As part of their work, the group conducted a building audit of restrooms and locker facilities in Schwartz, and has recommended changing the second floor restroom to a multi-use all-gender space. The group will review its recommendation with a broader group of students, faculty, and staff with the goal of completing this work in mid-late fall 2017.

Access Services

In 2016-2017 [Access Services](#) created an Accessibility Student Advisory Group in order to engage student voices and perspectives in identifying challenges and issues and developing solutions.

In fall 2017 the College will conduct an external review of Access Services in order to develop a strategic plan for the work of this office.

International Initiatives

In fall 2017, Professor of Education Alice Lesnick began a three-year term as Faculty Convener for International Programs. Professor Lesnick has established an International Coordinating Council and several working groups, one of which focuses on international students' experience. During the current year, the work of the latter contributed to meal

service and enhanced support for international students (and others) who have to remain at the College over winter break.

In addition, International Programs has created a new section of the College website, [Global Bryn Mawr](#), which brings together information about resources for international students and staff and about global curricular and co-curricular opportunities.

Website

In February 2017 the Communications Office created a [central place on the College's website](#) to access information related to programming, relevant curricular initiatives, and college initiatives, policies, and practices that support creating a more inclusive community. The President's Office will collaborate with the Communications Office to keep this online resource up to date.

Student Handbook

The Student Handbook has been updated for fall 2017 to provide students with additional information on religious resources and spaces and on policies allowing students to be excused from class in observance of religious holidays. The College is in the process of developing a comprehensive calendar of religious holidays for faculty, staff and students.

Alumnae Affinity Groups

Working with alumnae/i volunteers Kierstin Gray '01, Nicole Huynh '06, and Joanna Pinto-Coelho '09, the Office of Alumnae Relations has created an Alumnae of Color affinity group. The Office continues to support the GSSWSR Black Alumnae/i Network, led by Tawanna Ford Sabbath, M.S.S. '71, Ph.D. '86.

EDUCATION

Community Day of Learning (CDL)

The [2017 CDL](#) was titled "Minds and Bodies: Belonging in Our Communities" and was intended to create a broad framework in which to explore issues that shape our sense of self, how communities come to define their identities (including the spoken and unspoken assumptions of what it takes to belong), and how each of us come to help define the nature of our communities. Attendance was again robust, and the addition of an online session proposal form contributed to the largest number of sessions to have been offered for a CDL (48) and the largest number of sessions organized by students.

We will review the structure of the CDL during summer 2017 to ensure its continuing vitality.

Mental Health and Disability Education

The Pensby Center added the position of Disability and Accessibility Student Coordinator, which was held by Carrie Filion '19. Benefiting from her leadership, Pensby hosted 14 programs during Disability Awareness Month (including 4 faculty-led workshops, a keynote performer, and student-led programming).

The Provost's Office continued its faculty education program on mental health issues faced by current students, developed in collaboration with the Undergraduate Dean's Office, the Counseling Center, and the Psychology Department. Topics included Challenges of Adjusting to College for Students from Varying Backgrounds; Mental Health Issues Faced by International Students; and Mental Health Concerns of our Students in Today's World.

Orientation and Education for New Members of the Bryn Mawr Community

Under the leadership of staff from the Undergraduate Dean's Office, the former wellness course required of first-year students has been replaced by THRIVE, a more comprehensive program designed to help students succeed in the Bryn Mawr community. THRIVE included multiple sessions focused on diversity, identity, and community, supplementing information provided during the Customs Week Diversity Workshop.

Orientation for new faculty as well as those for new staff now include sessions focused on diversity, equity, and inclusion.

Open Space Conversations

In fall 2017, the new Dean of the Undergraduate College Jennifer Walters created weekly lunchtime Open Space Conversations. Members of the community were invited to suggest and/ or lead topics for discussion. Over the course of the academic year these conversations addressed a number of important issues related to inclusion, diversity, and campus climate, including Islamophobia, racism in sports, inequities in student employment, and religious diversity.

Pensby Programming

In addition to the ongoing Monthly Pensby Conversations, [the Pensby Center](#) rolled out Faith Zones Programming; supported the Dialogue on Race initiative, led by Paola Bernal '17, and created a student coordinator position to sustain this program; and added a disability and accessibility student program coordinator. Community Diversity Assistants added weekly in-dorm office hours to their monthly "hangout" programming and the all-campus programs they led each semester (Fall- "Problematic Faves" and Spring- "Say What You Need to Say"). Spectra LGBTQIA+ History month included 20+ programs.

Living as LGBTQIA+

In March 2017 three alumnae—Susan Messina '86, Erica Seaborne '07, and Emily Engler '01 – organized a program of alumnae speakers to provide current students with alumnae perspectives on living and thriving as LGBTQIA+ at Bryn Mawr and beyond.

Staff Manager Training

The College is creating a six-session professional development program for managers that will be piloted in 2017-2018. One session will focus on diversity and inclusion in staff recruiting and hiring, and in workplace climate and practices.

Employee Training

The Library and Information Technology Services division has begun offering diversity training to both staff and student employees. Members of the student group GenderQuest provided training sessions on gender identity issues in spring 2017, and religious literacy training will be scheduled in fall 2017.

Admissions Office staff also took part in training sessions on gender identity issues led by GenderQuest.

PLACES AND SPACES

Accessibility

In 2016-2017, Facilities Services redesigned the walkways from the Campus Center to Radnor and to Park Science to improve accessibility. The current accessible entrance to Thomas Hall was made more welcoming by the addition of paintings created out of a [collaboration between Gabrielle Smith '17 and the Art Club](#). In 2017-2018 Facilities Services will follow on this project by creating an additional more convenient and more attractive accessible entrance to Thomas Library.

Black at Bryn Mawr Tour

The [Black at Bryn Mawr tour](#) is a guided walking tour that highlights sites of racial conflict and conversation on campus in order to illuminate the experiences of Black students, faculty, and staff at Bryn Mawr from 1885 to the present. It began as a student project in 2014 and has been updated during 2016-2017 by Jada Ceasar '20, the College's student archivist, with the support of Special Collections, to include new sites and stories drawn from research in the College Archives as well as in-person discussions with community members. The Tour will be an ongoing part of campus programming and funding has been set aside to support student-led tours to be offered several times each year (e.g. Family Weekend, Reunion Weekend).

The Black at Bryn Mawr website created by Grace Pusey '15 and Emma Kioko '15 has been archived to preserve their pioneering work.

Perry Garden

Staff from the Pensby Center, Facilities, and the President's Office worked with Precious Robinson '18, Dani Cadet '17, Alexis Wiltshire '17, and alumnae to develop plans for and open the Perry Garden. The garden seeks to focus attention on the spirit of friendship, resilience, and hope that Perry House and its residents embodied. The space is intended to be a source of inspiration for all of us in our work to become a more inclusive community.

We expect Perry Garden to develop and evolve over time. The location of the Garden was selected to maximize accessibility within the constraints of the site and township rules, and the type and colors of plants were selected for characteristics associated with Perry House and its generations of residents. A bronze plaque welcomes visitors and helps to share the history and importance of Perry House. The [Garden was opened on April 28](#) with the participation of the Board of Trustees and was dedicated over Reunion weekend in May 2017.

Enid Cook '31 Center (ECC)

Supported by a programming budget established with the founding of the Cook Center, the ECC hosted a number of programs and exhibits in 2016-2017, including the exhibit created by Alexis Wiltshire '17, "Re-Vision: Archiving Black Experiences at Bryn Mawr College," and the 2017 Legacy Day.

In spring 2017 the ECC elected new student leadership; in 2017-2018 they plan to develop their thinking about the Center as a resource and as a place for cultural programming.

Engaging Histories of Exclusion

In fall 2017 Dean Jennifer Walters will convene a working group composed of students, faculty, staff, and alumnae that will, over the next year, examine the College's historical relationship to racism and other forms of exclusion. The working group will hold events and opportunities for learning and dialogue. Those who are interested may nominate themselves or others by emailing Dean Jennifer Walters at jlwalters@brynmawr.edu.

Under Discussion: Invisible and Visible in Taylor Hall

In 2016 a proposal was developed to create an exhibit in Taylor Hall that would make visible faculty and staff who would not been visible in 1910 (at a time when the College had become established and was thriving). Interest in this project remains strong, and we hope to move forward on this project in 2017-2018 in collaboration with interested students, faculty, and staff.