

# BRYN MAWR

## COLLEGE

### **Equity and Inclusion: Draft Framework for Action, 2018-2019** **September 6, 2018**

The broad focus for 2018-2019 will be deepening our understanding across the campus of institutional structures, systems, and processes that create inequities and exclusion in the Bryn Mawr campus community. Even as we learn with and from each other, we will act to make changes that have clear potential for positive impact, and we will also formulate priorities for action for year two.

The lists below include actions taken, actions planned, and programs that we propose to develop through the year. The list is not exhaustive and will be shaped by community input. Suggestions may be sent to [EquityInclusion@brynmawr.edu](mailto:EquityInclusion@brynmawr.edu).

#### Opportunities for Learning

- Cross-cultural communication and classroom/campus climate forum, November 16: at the suggestion of the Graduate School of Social Work and Social Research, the College will bring Stir Fry Seminars, a group of external consultants, to facilitate discussion open to TriCo students, faculty and staff.
- Harassment training: required of all staff. Discuss program options for faculty.
- THRIVE curriculum: modified to include more training on bias and more information on the history of the College.
- New faculty orientation: continue to include information about, and discussion of, creating inclusive classrooms and positive work environments.
- GSAS student orientation: continue to include a session on campus diversity.
- Postbac Premed program: new workshop series on diversity and inclusion in healthcare.
- Staff departmental discussions, spring semester 2019: with assistance of outside facilitators, all departments to meet to discuss changes to address structural and institutional bias.
- Implicit bias training: continue regular implicit bias training for Campus Safety; offer training to other offices.
- Opportunities for academic engagement: invite BMC faculty or outside speakers to explore topics of bias, discrimination, histories of exclusion and other topics for the community.

#### Student Support

- Additional support for student community development and building: the College has hired two Residence Life coordinators whose work in residence halls and across campus will focus on issues of belonging. One of these will serve as an advisor to the Enid Cook '31 Center.

- Expanded staffing for the Pensby Center: a multi-year grant will support making the program assistant position a full-time position.
- Preparation for visits from ICE or other immigration officials: training for relevant staff completed summer 2018.
- Federal Unlawful Presence Policy: information session about recent policy changes will be offered for students and faculty with visas.
- Advocacy on immigration policies: continue efforts to impact legislation through collective actions within various consortia of partner colleges and individual outreach to legislators.
- Legal services for DACA-related issues: explore partnering with other PA colleges on providing free services for students.
- Accessibility: Senior leadership will prioritize action on recommendations made by external reviewers in the spring 2018 review.
- Approaches to wellness:
  - implement a new community education approach to wellness issues in 2018-2019 that is responsive to students' diverse backgrounds and experiences
  - hire a new Health and Wellness Director, who will shape our future approach to supporting student well-being.
- GSAS student community: facilitate conversations on community building, equity and inclusion.
- GSSWSR student services: a coordinator has been appointed to work with the Graduate Student Association to support community building (with a focus on inclusion).

#### Hiring and Retaining Diverse Faculty

- Cornell Interactive Theater Ensemble workshop on equity and inclusion in faculty searches, October 2018: faculty search committees and department representatives to attend.
- Muhlenberg College workshop, November 2018: support faculty attendance at workshop on hiring and retaining diverse faculty.
- Increase the number of diverse candidates in faculty applicant pools: expand assistant professor definition for searches (open to beginning and advanced assistant professor candidates).
- Search committee hiring processes: continue discussion with faculty about the best way to support hiring processes that create diverse candidate pools and hires.
- Mentoring students from diverse backgrounds: continue discussion between Provost and the Committee on Appointments about how to acknowledge this work more fully in faculty evaluations.
- Examine workplace bias: work with faculty to identify and address various forms of bias.

### Hiring and Retaining Diverse Staff

- Support diverse staff hiring: work with Human Resources to implement a plan to better support departments in making diverse staff hires.
- Supervisor training: continue new training workshops for supervisors, which include discussion of creating workplaces where diversity of identities and perspectives is respected and valued.
- Examine workplace bias: work with staff to identify and address various forms of bias.

### Supports for Building Inclusive Classrooms:

- Exchanging best practices: provide ongoing opportunities for faculty to share effective strategies and practices with one another and opportunities for exchange with students.
- Graduate assistants and instructors: provide opportunities for graduate students involved in teaching to discuss issues of inclusion in the classroom.
- GSSWSR monthly diversity/inclusion teaching group: support peer-consultation group for faculty and PhD students focused on addressing diversity/inclusion in the social work curriculum and classroom.
- Promote effective student advising: continue discussion among the deans, Provost and faculty and identify next steps. Find additional ways to incorporate student perspectives.
- Articulating classroom principles: continue the faculty discussion of a statement that includes aspirations for the kind of classroom climate we hope to foster. Extend this conversation to include students.

### Campus Facilities:

- Address accessibility in planning renovation and construction projects: upcoming work includes Park Science Phase II renovation and new student life and wellness building.
- Address accessibility improvements in annual renovation and repairs budget: new entrance and ramp at Old Library completed spring 2018.
- All-gender restrooms: additional all-gender restroom opened in Old Library fall 2018. Continue work to increase access to all-gender bathrooms.

### Telling Our Histories

- Telling Bryn Mawr histories group: first project is to decide on how to tell the story of M. Carey Thomas. The project will include developing a recommendation on signage and/or display for Old Library that provides a full history of MCT's beliefs, work, and impact.

- Historical infrastructure group: analyze technology, advising support, budget, etc. that can best support College historical projects, student academic projects and groups/ grassroots efforts to tell our histories.  
NOTE: as part of the academic experience, students have opportunities to record and reflect on our histories with support and mentorship from faculty and/or staff. The Infrastructure group will help us determine the scale of infrastructure and resources to support, sustain, share, and preserve these important initiatives.
- Oral history group: led by Dean Walters, this group will be trained in collecting oral histories and prioritize collecting the stories of retired and older employees of color, with the goal of telling a broader range of lives and experiences that have immeasurably enriched BMC.

### Enrollment

- Financial Aid outreach and education: increase outreach, education and support for prospective and current students about applying for and receiving financial aid.
- Review Financial Aid packaging: with the new director of financial aid, review the structure of packages and impacts on the student experience.

### Alumnae Relations and Development

- Alumnae of color affinity group: support outreach and engagement through the affinity initiative launched in 2017-2018.
- More inclusive engagement in alumnae activities: consult with alumnae of underrepresented minority groups, develop and launch plan.
- Achieve more inclusive leadership among alumnae volunteers: develop and launch plan (including more diverse club and class leadership).
- Build the Dean's Equity and Inclusion Fund: focus on donor engagement and fundraising.