

## **Commitments to Diversity, Equity, Inclusion and Anti-Racism**

**AS OF November 16, 2020**

- I. **We demand transparency and accountability in the progress of diversity, equity, and inclusion and anti-racism at the College that includes but is not limited to quantitative and qualitative assessments.**

| <b>AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY AND ACCOUNTABILITY</b>  |  |               |  |
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| <b>Action</b>   | <b>Timeline</b>  | <b>Budget</b> | <b>Responsible Groups</b>  |
| Provide status report to the community at mid-semester and at the end of the semester using a table or chart format.  | Week 8 and Week 15 each semester   | N/A           | President's Office   |
| Full end-of-year report of the Academic Year's equity and anti-racism activities for the year including a dashboard.  | May 31 each year   | N/A           | President's Office   |
| Administer a campus climate assessment to students, faculty and staff in March 2021 and then biannually thereafter. Disseminate results to the campus and post on the website, including open sessions to explain and discuss results as well as action step responses. | March 2021 and biannual thereafter; meetings to follow within 1 month of results | N/A           | Institutional Research, Planning and Assessment (IR). Committee of students, faculty and staff to consult with IR to select instrument.            |
| Assess the effectiveness of the actions suggested in the Plan using an impact survey. The information will be used to change activity or alter programs as needed (including ending efforts that are not working).  | Yearly, in April   | N/A           | Institutional Research, Planning and Assessment (IR). Committee of students, faculty and staff to consult with IR to select instrument.            |
| Develop a set of metrics for annual reporting by March 2021. Metrics provided to the community by May 2021 and annually thereafter.   | By April 2022  | N/A           | Institutional Research, Planning and Assessment (IR). Committee of students, faculty and staff to consult with IR to select metrics for reporting. |
| Review Faculty By-Laws  | Begin Spring 2021  | N/A           | Chair of the Faculty and members of the faculty.   |

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| Annual open forum regarding College budget | Begin Spring 2021 | N/A | Chief Financial and Administrative Officer |
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**II. We demand the College to adopt a holistic approach to diversity, equity and inclusion and anti-racism in education and practices for the next academic years.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF HOLISTIC APPROACH   |  |   |  |
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| Action  | Timeline   | Budget  | Responsible Groups   |
| Curriculum Committee will review adding a new distribution requirement that includes diversity, equity and inclusion education and/or courses that address structural and institutional hierarchies and their impact.                                 | Discussion and framing of the requirement Spring 2021 through Fall 2021. If requirement approved, launch in Fall 2022 for Class for 2026 | \$10,000/year for three years for curricular development grants | Curriculum Committee   |
| Revamp the THRIVE program through the lens of issues of diversity, equity and inclusion. Create two summer student fellowships to assist with planning this course. Evaluate this approach after two cycles to determine its effectiveness.           | Immediate adaptation, Summer 2021 for program development, launch program Fall 2021.   | \$9,400 for student stipends; staff compensation TBD            | Dean's Office, Teaching and Learning Institute, Pensby Center  |
| Substitute teach-in format across the spring semester for the Community Day of Learning. This will include teach-ins during quarantine before classes begin, as well as at least six during the semester.   | Spring 2021  | \$15,000  | President's Office, Pensby Center, Teaching and Learning Institute, and Student, Faculty and Staff Organizing Committee                        |
| Ensure that all departments institute mandatory diversity, equity and inclusion training that addresses the needs within the area. This work will include support for departments that are addressing specific anti-racism department work as part of | Planning Spring 2021. Implementation   | TBD depending on program. Consider                              | President, Provost, Chief Financial and Administrative Officer, Director of Human Resources, Senior Staff, Diversity Leadership Group, Faculty |

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| that training e.g., Alumnae Relations and Development used the tools from the Race Matters Institute to revamp their approach to alumnae/i engagement.   | Fall 2021 and ongoing.   | synergies with teach-ins and cross-departmental trainings. | Leadership, Student Consultants. Consultation with department heads for specific needs. Opportunities also available through the Teaching and Learning Institute. |
| Review faculty hiring and review practices to support our commitment to diversity, equity and inclusion.   | Review for hiring practices completed by the end of Spring 2021. Review of tenure and promotion practices completed by the end of the Fall 2021. | N/A  | Committee on Appointments and the Provost   |
| Conduct a series of workshops with administrative department heads to review recent revisions to staff recruitment and hiring policies, which were rewritten/republished in February 2020 to reflect equity and inclusion best practices. We will track searches and outcomes. | Workshops completed by May 2021. Evaluation May 2022.  | N/A  | Human Resources   |

- III. **We demand support in meeting with the Pennsylvania Historical and Museum commission by February 1, 2021 in order to secure the IMMEDIATE REMOVAL of M. Carey Thomas' name inscribed on the Old Library building façade and the portrait that hangs in Old Library, as well as direct involvement with the progression of Woodrow Wilson's sign removal on New Gulph Rd., and publications for institutional memorialization of such events on the college's website, in the official College Archives and Special Collections, and \$75,000 for independent research on critical race theory through a similar model to the History Advisory Group.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF CONFRONTING OUR HISTORY             |                      |         |   |
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| Action  | Timeline             | Budget  | Responsible Groups  |
| M. Carey Thomas plaque inside Old Library: veil installed with explanation of renaming of building. | Completed March 2019 | \$1,500 | Telling Histories Advisory Group, via recommendation to President |

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| President will notify the Board of demand to remove M. Carey Thomas inscription on Old Library façade and remove Thomas items from the collections.   | President notifies by November 20, 2020                                 |   | Board of Trustees  |
| Woodrow Wilson sign removed.  | Complete  | N/A   | President's Office (request to PA Historical Markers Commission); several student letters also sent        |
| M. Carey Thomas bust removed to storage. Temporary sign of removal posted; fuller signage to be provided.   | Removal and temporary sign complete; fuller signage by January 29, 2021 | \$750   | Special Collections  |
| M. Carey Thomas portrait currently hung in the Rare Book Room in Canaday removed to storage; signage explaining removal hung.   | By January 29, 2021   | \$750   | Special Collections  |
| Include information about removals on new Equity and Anti-Racism website.   | By January 29, 2021   | N/A   | President's Office and Communications Office; Special Collections  |
| Telling Histories and History Infrastructure Working Group recommendations: numerous recommendations implemented since Fall 2019, including funding for research through student internships (see below example); Digital Seed Grants for Perry House history project and 1924/31 history project; Praxis courses (e.g. "Telling Bryn Mawr Histories"); development of <a href="#">central website</a> ; forthcoming exhibits drawing on paid student research (see below). | Began 2019-2020   | \$23,000 spent to date; establish \$35,000 annual budget beginning FY22 | Collaborative effort of LITS, course instructors, Communications, with support from the President's Office |
| Pilot exhibit, "People Who Built Bryn Mawr," suggesting range of unrecognized and recognized individuals who helped shape BMC in its first 25 years. Invite community response to shape phase 2; continue opportunities for student research in Special Collections.  | Exhibit mounted by January 29, 2021                                     | \$5,300 for pilot; \$14,000 for phase two                               | Special Collections, President's Office, and History Advisory Group  |
| Exhibit on students who attended the Summer School for Women Workers in Industry as part of the centennial celebration of the School. The School existed from 1921-1937   | April 2021  | \$5,000   | Special Collections; Student Internship. Funded by President's Office                                      |

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| and enrolled the first African American students to take courses at Bryn Mawr. Research and exhibit accomplished by a student intern working in Special Collections and funded through the President's Office.   |  |   |                                       |
| As per the Telling Histories Working Group recommendation, continue progress on memorial for those excluded or invisible at Bryn Mawr across our history. Initial meetings with Philadelphia Mural Arts Project took place in Spring 2020. Form a working group of students, faculty, staff and alumnae/i to continue the planning with goal of completed memorial by Fall 2022. | Recommendation of working group to History Advisory Group by Fall 2021; Memorial completed by Fall 2023 -- subject to change based on final plan | \$5,000 planning; \$75,000 for memorial | Working Group, History Advisory Group |

**IV. We demand that the Bi-Co stop its violence against disabled students and/or students with mental health concerns by investing \$500,000 in wellness and health services.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF WELLNESS, HEALTH AND ACCESSIBILITY  |   |                    |  |
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| Action  | Timeline  | Budget             | Responsible Groups   |
| Restructure relationship between Access Services and Counseling Services to increase collaboration, sharing of appropriate information, and improve services to BIPOC students with disabilities. | Convene student users and staff by Dec 20, 2020.<br>Develop action plan by April 2021.<br>Implement, August 2021.<br>Review annually for effectiveness. | TBD, based on plan | Undergraduate Dean, Assoc Dean Health and Wellness, Director of Counseling, Director of Access Services, student users |
| Add a question concerning creating an accessible and inclusive classroom experience to course evaluations   | Fall 2021   | N/A                | Provost, Faculty   |
| Use transformative justice framework to change College protocols involving mental health crises (see IX).   | Beginning in Spring 2021  | N/A                | Undergraduate Dean, Associate Dean of Residential Life, Associate Dean   |

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|  |  |   | Health and Wellness, Director of Campus Safety   |
| Develop network of partners for therapy services for BIPOC students and make financial assistance for co-pays available through Student Assistance Fund.   | Spring 2021                                | Covered by Dean's Student Assistance Fund   | Undergraduate Dean, Associate Dean Health and Wellness   |
| Implement universal design standards in curricular and co-curricular programs through setting policies and expectations for instructors and program directors, training, and continuing education.   | Beginning in Spring 2021. Assess annually. | N/A   | Provost, Chief Information Officer, Undergraduate Dean, Faculty, Teaching and Learning Institute |
| Over the next three years, the College will increase accessibility in the following ways:<br>a. Replace Old Library elevator to achieve compliance<br>b. Improve wheelchair access to Edman Dining Hall<br>c. Improve wheelchair access to Rhoads North entrance<br>d. Improve wayfinding/signage to direct people to accessible entrances to campus buildings | 2021 - 2023                                | \$325,000 over three years  | CFO, Director of Facilities  |
| Move student life offices now in Cambrian Row (including Pensby Center, religious life, and Civic Engagement) to a new Student Life and Wellness Center more conveniently located centrally on campus and make counseling and medical services fully accessible.   | 2020 – 2021                                | Project cost is \$17.5 million, accessibility is core motivation and design principle | Undergraduate Dean, CFO, Director of Facilities  |
| Improve accessibility in Park Science Building including adding an additional wheelchair lift, incorporating classroom listening loop, widening doors and other modifications.   | 2021 - 2023                                | Remaining project cost is \$17 million; accessibility-related costs will be tracked.  | Undergraduate Dean, CFO, Director of Facilities  |

V. We demand transparency on scholarship tax for international students.

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF INTERNATIONAL STUDENT INCOME TAX COMPLIANCE  |                         |                        |   |
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| Action   | Timeline                | Budget                 | Responsible Groups                                  |
| Financial Aid and the Controller's Office will work to implement a system whereby BMC provides funding to international students to cover the payment of taxes on their scholarships. The new policy and information regarding process will be posted on the Financial Aid webpage and information will be available in the International Services & Advising office. Information will be included in orientation with new international students. | Effective December 2020 | Est. \$90,000 annually | Financial Aid, Student Accounts, and Payroll office |

VI. We demand that Bryn Mawr College hires a full-time staff member that becomes the Associate Dean for Student Success and Advising for Undocumented Students in the Pensby Center that will work with the Staff Contact for DACA and Undocumented Students and the Peer Contact for DACA and Undocumented Students.

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF STUDENT SUCCESS  |   |                   |   |
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| Action   | Timeline  | Budget            | Responsible Groups  |
| Develop description for new Student Success position to address needs of DACAmended and Undocumented Students. In recognizing that there are shared needs facing FG LI students, this new position will also coordinate support for FG LI students. Recruit and hire new Student Success position. | Convene committee of students, faculty and staff in Spring 2021 to identify priority areas and skill sets for position. Search in Spring/Summer 2021; Position launches in Fall '21 | \$60,000 annually | Associate Dean for Equity, Inclusion, & Community Life with committee of students, faculty and staff. |

VII. **We demand for the restructuring in the current operations of the Enid Cook '31 Center, to be implemented by the 2021-2022 academic year.**

**AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF RESTRUCTURING ENID COOK '31 CENTER**

| Action  | Timeline             | Budget             | Responsible Groups  |
|---|----------------------|--------------------|---|
| Increase Enid Cook '31 Center program funding, establish professional full-time Director position to run ECC, and establish paid student coordinator position to cover campus-wide, BiCo, and ECC events including (but not limited to) Black History Month, Latin/x History Month, Friendsgiving, Legacy Day and other programs and events and provide substantive and ongoing support for Bryn Mawr BIPOC students. | Starting 2021 - 2022 | \$100,000 annually | Undergraduate Dean, Associate Dean for Equity and Inclusion, Residential Life, Associate Dean Health and Wellness |
| The new Enid Cook '31 Director will work with Associate Dean of Equity and Inclusion and Undergraduate Dean to review the program budget to ensure that it meets student needs and activities.  | Fall 2021            | TBD                | ECC Director, Associate Dean of Equity and Inclusion, Undergraduate Dean  |

VIII. **We demand the implementation of a “reparations fund” towards a yearly allocation of funds and resources to Black and Indigenous students in the form of grants for summer programs, affinity groups, multicultural spaces, and individual expenses such as books, online courses, therapy, and any and all financial need beyond the scope of racial justice work.**

**AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF REALLOCATING RESOURCES**

| Action  | Timeline             | Budget                               | Responsible Groups |
|---|----------------------|--------------------------------------|--------------------|
| Rename Dean's Emergency Fund, the “Dean's Student Assistance Fund”          | Nov. 2020            | N/A                                  | Undergraduate Dean |
| Double allocation of fund.  | Nov. 2020            | Doubled to approx. \$10,000 annually | Undergraduate Dean |
| Publicly release spending reports of this fund at the end of each semester. | Jan 2021 and ongoing | N/A                                  | Undergraduate Dean |

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| Appoint committee to administer Student Assistance Fund that includes representation from BIPOC staff/faculty from range of departments; post members on website | Nov. 2020 | N/A | Undergraduate Dean |
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**IX. We demand that Bryn Mawr acknowledge the unseen labor of Black women and Black trans/nonbinary people on campus.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF INCREASED VISIBILITY OF LABOR                          |  |                                 |                        |
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| Action   | Timeline   | Budget                          | Responsible Groups     |
| Publicly recognize the unseen efforts of Black employees, in ways that would be meaningful to them.                    | Meeting by mid-February 2021; share findings by end of February 2021 | TBD                             | President's Office     |
| Continue paid student consultant positions for administrative offices to get student input on projects or initiatives. | Ongoing  | From current department budgets | Administrative Offices |

**X. We demand that the school continue to pay the students who are participating in the strike.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF STUDENT CONTRIBUTIONS TO INSTITUTIONAL CHANGE      |                 |                         |                            |
|--|-----------------|-------------------------|----------------------------|
| Action   | Timeline        | Budget                  | Responsible Groups         |
| Create Change Agent fund, providing funds for students who analyze and recommend solutions for College inequities. | By October 2021 | Initial budget \$10,000 | Pensby Center              |
| Pay all striking student workers up to 20 hours for missed work.   | Current         | TBD                     | Offices employing students |

**XI. We demand Bryn Mawr College take an ACTIVE role in Police and Penal Abolition at local, regional, and global scale.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF RESTORATIVE AND TRANSFORMATIONAL JUSTICE  |   |   |  |
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| Action  | Timeline  | Budget  | Responsible Groups   |
| CIO will work with external advisor to determine what, if any, securities related to the penal system or the defense industry are held by Bryn Mawr in the endowment; information to be shared with community.  | By 12/18/20   | N/A   | Chief Investment Officer, Endowment's external advisor   |
| Create Racial Justice Impact Fund that will support students, faculty and staff who engage with organizations or communities as part of their curricular, co-curricular or professional development. Funded projects could include some compensation to the organization to underwrite their support of the partnership.  | First awards Spring and Summer 2021; Ongoing  | Initial budget \$10,000                                   | President's Office, Civic Engagement Office, Committee of students, faculty and staff to distribute the awards   |
| Use a transformational justice model to guide our relationship with local law enforcement and our approach to Campus Safety. By December 18 <sup>th</sup> Dean Walters will hold an open listening meeting. By February 12 <sup>th</sup> she will create a working group and a draft charge for that group to determine the specific implementation of this recommendation. This working group will include paid transformative justice experts including those from the Social Justice Initiative at the Graduate School of Social Work and Social Research, as well as students, faculty and staff, including from Campus Safety. | Listening meeting by Dec. 18 <sup>th</sup> ; Working group formed by Feb. 12 <sup>th</sup> ; First recommendations due by June 2021 | TBD based on recommendations                              | Dean's Office, Social Justice Initiative at the Graduate School of Social Work and Social Research, Campus Safety Director, Associate Dean Health and Wellness, Working Group                |
| Expand Customs "Week" to include more explicit emphasis on building relationships and harm reduction. Customs Week has been reconceived as a longer program due to COVID and we will continue this model of extended engagement over the summer going forward.  | Planning late-spring to early summer 2021. Implemented Summer 2021.   | Dean's Office to cover cost of program via Customs budget | Dean's Office, outside transformational justice experts including those through the Social Justice Initiative at the Graduate School of Social Work and Social Research, Student Consultants |
| Recommitting to the demands made by Black Students in 2015, include additional training on harm reduction for Honor Board members and Dorm Leadership teams.  | Planning in Spring 2021; implement in Fall 2021   | Dean's Office covers via program budget                   | Dean's Office, local organizations   |

**XII. We demand a significant reduction of winter break and summer break housing costs for international students.**

| <b>AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF COST REDUCTIONS FOR HOUSING</b>  |                           |                    |                           |
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| <b>Action</b>   | <b>Timeline</b>           | <b>Budget</b>      | <b>Responsible Groups</b> |
| We have reduced the costs for summer break housing for all students starting in Summer 2021 from \$125 to \$70 per week for housing when no dining is provided and from \$170 per week to \$105 per week when dining is provided. | New rates for Summer 2021 | \$100,000 annually | Treasurer's Office        |

**XIII. We demand a transparent list of “protections” that Bryn Mawr claims they offer for undocumented students.**

| <b>AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY OF PROTECTIONS</b>  |                 |               |                           |
|---|-----------------|---------------|---------------------------|
| <b>Action</b>   | <b>Timeline</b> | <b>Budget</b> | <b>Responsible Groups</b> |
| List: <ul style="list-style-type: none"><li>• The College will not release information about students' citizenship or immigration status (including information regarding students' visas and Green Cards) unless presented with a subpoena or similar legal requirement.</li><li>• The College does not use <a href="#">E-Verify</a> to verify a student's (or staff member's) eligibility to work at the College.</li><li>• Campus Safety will not be involved with enforcing federal immigration laws, including Green Card and visa issues, nor will they inquire about or record a student's immigration status when interacting with students. Law enforcement officials seeking to come on campus are expected to check in first with Campus Safety and present a warrant or other enforceable legal instrument.</li><li>• We value our diverse community and its power to help students become well-rounded and engaged citizens. Bryn Mawr College does not discriminate on the basis of national origin or citizenship in our admissions process, and undocumented and Deferred Action for Childhood Arrivals</li></ul> | Immediate       | N/A           | Pensby Center             |

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| <p>(DACA) students graduating from U.S. high schools or earning a high school equivalency diploma in the U.S. are encouraged to apply.</p> <ul style="list-style-type: none"> <li>• The College will continue to welcome applicants and to support students of all nationalities and religions.</li> <li>• We will continue to meet full, demonstrated financial need for all students, including undocumented and international students, enrolled at Bryn Mawr.</li> </ul> <p>From <a href="https://www.brynmawr.edu/pensby/daca-and-undocumented-students">https://www.brynmawr.edu/pensby/daca-and-undocumented-students</a></p> |             |     |               |
| <p>Provide training to faculty and staff around the campus protections for DACAmended and undocumented students, including quick card reference for employees.</p>   | Immediate   | N/A | Pensby Center |
| <p>Provide regular learning opportunities for faculty regarding unique needs of DACAmended and undocumented students.</p>  | Spring 2021 | N/A | Pensby Center |

#### XIV. We demand to include undocumented students without DACA in work payment systems.

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF FUNDING OPPORTUNITIES   |  |          |   |
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| Action  | Timeline   | Budget   | Responsible Groups  |
| Raise awareness among undocumented students that the work-study requirement can be waived and replaced with equivalent grant funding (which does not need to be repaid).  | Spring 2021  | \$32,000 | Office of Financial Aid; Associate Dean for Equity, Inclusion, and Community Life |
| Revise BMC financial aid policy so that paid student fellowships will not displace existing financial aid (i.e. receiving a fellowship will not result in a reduction of available aid as long as it does not exceed the cost of attendance). | Begin examining financial aid models in Fall 2021; new policy in place 2022-2023 | TBD      | Chief Enrollment Officer; Office of Financial Aid                                 |

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| Provide trainings for departments to understand the federal guidelines around fellowships and other forms of alternative compensation (among other regulations, federal guidelines require that fellowships be directly related to an academic experience and not a replacement for an already existing paid position) to make opportunities more visible and available. | Begin Spring 2021; offer each semester thereafter | N/A | Associate Dean for Equity, Inclusion, and Community Life; Office of Financial Aid |
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**XV. We demand grade protection and the implementation of student suggestions to the Curriculum Committees.**

| AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF ACADEMIC PROTECTIONS   |           |        |                                  |
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| Action   | Timeline  | Budget | Responsible Groups               |
| Students will be allowed to declare up to four (4) courses Cr/NC for AY20-21 with the deadline of June 14th, 2021 to decide. | Immediate | N/A    | Curriculum Committee and Faculty |

**XVI. We demand that Bryn Mawr College respond to each of the individual above demands in the form of concrete action and change by 11/16/2020. We will not conclude the strike until our demands are met and a statement is issued with a timeline detailing how specific demands will be fulfilled. The school, (remembering that the brunt of this labor should not be on the backs of Black students, staff, and faculty) will employ and properly compensate all students in the fulfillment of these demands as well as continue to support organizers, strikers, and leaders in more formalized and routine teach-ins.**