

Commitments to Diversity, Equity, Inclusion and Anti-Racism

Commitments released November 16, 2020

Spring 2021 Midsemester Update, March 31, 2021 (additional actions since [12/20/20 Update](#))

- 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.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY AND ACCOUNTABILITY				
Action	Timeline	Budget	Responsible Groups	Progress Update, March 2021
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.	Campus climate surveys developed by external national survey groups launched 3/30/21, and will be open until late April. Results of all surveys will be available to share with the campus in fall 2021.
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.	CPEAR (Campus Partnership for Equity and Anti-Racism) has established a progress and assessment subcommittee chaired by CPEAR co-convenor Mary Osirim, and is currently working to develop a set of metrics.
Review Faculty By-Laws	Begin Spring 2021	N/A	Chair of the Faculty and members of the faculty.	Elections for the four review committee positions will take place in April.
Annual open forum regarding College budget	Begin Spring 2021	N/A	Chief Financial and Administrative Officer	Open forums on the College budget took place on February 10 and March 24, 2021.

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				
Action	Timeline	Budget	Responsible Groups	Progress Update, March 2021
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	The Curriculum Committee is actively exploring options for a possible distribution requirement. Committee members will soon begin meeting with various groups of faculty and students to solicit feedback for such a course; the committee has also reached out to alumnae and to Haverford College. Lastly, the committee hopes to initiate a number of pilot courses in 2021-22.
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	First Year Experience Coordinator Kimberly Farrer and Assistant Dean Mary Beth Horvath are working with the Thrive Committee and student Thrive mentors to revamp the curriculum. They have also completed a course on restorative justice in student affairs at the Center for Restorative Justice at the University of San Diego to inform thinking about harm reduction and inclusive practices.

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	Twenty-two teach-in sessions have been or will be offered in spring semester 2021; all facilitators are receiving a stipend for their work. Administrative supportive has been provided by College staff.
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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				
Action	Timeline	Budget	Responsible Groups	Progress Report, March 2021
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	A working group of trustees was appointed in December 2020, and is meeting through spring semester 2021
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	Sign explaining removal installed February 2021.
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	Removal complete; sign explaining removal installed February 2021.

Include information about removals on new Equity, Inclusion, and Anti-Racism website.	By January 29, 2021	N/A	President's Office and Communications Office; Special Collections	New EIAR website goes live the week of March 29, 2021, and mentions the removals.
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 central website ; 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	Telling Bryn Mawr Histories Praxis course offered Spring 2021, and will be offered again in Spring 2022. New webpages created to showcase College history projects and resources. With support from Pensby and LITS, the student-led Perry House Oral Histories Project launched on 2/2/21. Students were compensated for their work on this project. Additional student projects will be funded in 2021-2022.
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	Pilot exhibit supported by Special Collections and the President's Office opened 2/12/21, with invitations for community input and student participation on future installments; digital version available . Friday Finds session 2/26/21. Four student internships funded for summer 2021 to develop next installment; advertised widely . Faculty-staff advisory committee established.

<p>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 2023.</p>	<p>Recommendation of working group to History Advisory Group by Fall 2021; Memorial completed by Fall 2023 -- subject to change based on final plan</p>	<p>\$5,000 planning; \$75,000 for memorial</p>	<p>Working Group, History Advisory Group</p>	<p>Monument Lab, a public art and history collective, is meeting with the History Advisory Group, visiting several classes, touring campus, and engaging in preliminary research to submit a proposal in May 2021 for a multi-year project and development of a memorial for those excluded or invisible at Bryn Mawr across the institution's history.</p>
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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				
Action	Timeline	Budget	Responsible Groups	Progress Report, March 2021
<p>Restructure relationship between Access Services and Counseling Services to increase collaboration, sharing of appropriate information, and improve services to BIPOC students with disabilities.</p>	<p>Convene student users and staff by Dec 20, 2020. Develop action plan by April 2021. Implement, August 2021. Review annually for effectiveness.</p>	<p>TBD, based on plan</p>	<p>Undergraduate Dean, Assoc Dean Health and Wellness, Director of Counseling, Director of Access Services, student users</p>	<p>Following two listening meetings with students in December 2020, Dean Walters formed a working group including Assoc. Dean Reggie Jones, Dir. Of Access Services Deb Alder, Dean AT Ortíz, Title IX Dir. Kim Taylor, and Acting BiCo Exec. Dir. Of Campus Safety Lil Burroughs to develop learning resources, examine the relationship between Access Services and Counseling Services, and examine protocols used in mental health crises and barriers to students accessing accommodations.</p>

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 Health and Wellness, Director of Campus Safety	See item above.
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	A network of partners was not viable due to insurance issues and other barriers. Counseling Services is working with students to find appropriate and affordable care with local practitioners; students may receive co-pay assistance through the Student Assistance Fund.
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	Deb Alder and the Access Leadership Committee's agenda for spring 2021 includes discussion of universal design for learning (UDL) in instruction across the curriculum.

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				
Action	Timeline	Budget	Responsible Groups	Progress Report, March 2016
Develop description for new Student Success position to address needs of DACAmented and Undocumented Students. In recognizing that there are shared needs facing FGLI students, this new position will also coordinate support for FGLI 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 '21; position launches in Fall '21	\$60,000 annually	Associate Dean for Equity, Inclusion, & Community Life with committee of students, faculty and staff.	Dean Ortíz met with the FGLI Steering Committee to identify student needs; surveyed comparable positions nationally; contacted peer institutions. Committee of faculty, students, staff to be convened in April.

VIII. 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				
Action	Timeline	Budget	Responsible Groups	Progress Report, March 2021
Continue paid student consultant positions for administrative offices to get student input on projects or initiatives.	Ongoing	From current department budgets	Administrative Offices	Students receiving paid compensation include student CPEAR members, student members of the Racial Justice Fund, students who offer teach-in sessions, and student consultants advising President Cassidy on communications. Already existing paid positions include CDAs, Peer Health Educators, Black at Bryn Mawr Tour coordinator and guides, students working on the Perry House Oral Histories Project.

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				
Action	Timeline	Budget	Responsible Groups	Progress Report, March 2021
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	Board Committee on Investment Responsibility held an open meeting for students, faculty, and staff on 2/11/21 to discuss its 12/17/20 report and answer questions.
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	Ellie Esmond of the Civic Engagement Office has convened a group of faculty, staff, and students to create application guidelines for projects beginning summer 2021.
Use a transformational justice model to guide our relationship with local law enforcement and our approach to Campus Safety. By December 18 th Dean Walters will hold an open listening meeting. By February 12 th 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 th ; Working group formed by Feb. 12 th ; 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	Dean Walters has formed an initial working group including Assoc. Dean Reggie Jones, CS Dir. Lil Burroughs, BiCo Title IX Dir. Kim Taylor, Dir. Of Counseling Polly O’Keefe, and Dir. Of Access Services Deb Alder; the group is identifying learning resources and transformative justice consultants (from GSSWSR & elsewhere) as well as faculty and student members.

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

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY OF PROTECTIONS				
Action	Timeline	Budget	Responsible Groups	Progress Report, March 2021
Provide training to faculty and staff around the campus protections for DACAmented and undocumented students, including quick card reference for employees.	Immediate	N/A	Pensby Center	<p>Student-developed UndocuAlly sessions reviewed and prepped; plan for pilot implementation developed. Student hired in March to consult around the rollout of pilot session. Two student coordinators will be hired in early April to begin preparation to coordinate work on this for 2021-2022. Pilot session expected to launch in April.</p> <p>Early April: Peer Contact for DACA and Undocumented Students will coordinate distribution of quick reference cards for students; Pensby will make available to staff/ faculty.</p>