

BRYN MAWR

COLLEGE

Office of the President
101 North Merion Avenue
Bryn Mawr, PA 19010

To: Students, Faculty, Staff

From: Kim Cassidy

Date: July 15, 2021

Re: Annual Report on Diversity, Equity, Inclusion, and Anti-Racism Initiatives

Dear Students, Faculty and Staff:

I write today to report on actions the College has taken in its commitment to racial justice and equity in 2020-21. This work could not have been accomplished without the hard work and strong advocacy of students, faculty, staff and administrators across the campus. I offer this report in two parts:

(1) Report on Commitments in Response to Strike Demands:

First, I am providing a spreadsheet report on work that Bryn Mawr and its students, faculty, and staff have done to advance diversity and foster equity and inclusion at the College in response to the demands of the student-led strike in Fall 2020. This report will be added to my four previous [annual reports](#) to the campus.

Based on feedback from the [Campus Partnership for Equity and Anti-Racism](#) (CPEAR) on an earlier draft of this report, in addition to providing information on progress at year-end, I have added a column on the right side of the table to note next steps planned or challenges in achieving these goals. As further suggested by CPEAR, for additional information on some initiatives, I included links in the report to relevant sites. I hope this additional information is helpful as you review this report.

(2) Further Actions Taken by the College During 2020-2021 to Promote Diversity, Equity, Inclusion, and Anti-Racism:

Additionally, below I am outlining further areas of action in support of DEIA. While they are listed separately from the commitments made in response to the student-led strike of Fall '20, there are many areas of synergy and shared impact across the areas listed below and those in the attached spreadsheet report.

Support for Faculty

- ***Tenure-Track/Tenured Appointments*** - The College made seven tenure-track/ tenured faculty appointments this year; 86% of those appointed in 2020-2021 identify as Black, Asian American, Latinx, or Multiracial.
- ***Course Releases for DEIA Work*** - To support what has often been uncompensated or unseen faculty labor, all junior faculty may now request one course release from the Provost prior to tenure in recognition of visible or invisible labor supporting BIPOC students or work on anti-racism in teaching or service. In addition, the College will fund three course

releases each year for tenured or continuing non-tenure track faculty who wish to devote time to equity, inclusion, or anti-racism work.

- ***Appointment of New Associate Provost*** - Michael Allen, Professor of International Studies and Political Science, has been appointed Associate Provost for Academic Policy. In this position he will focus in particular on issues of social and racial justice and ways that the College is adapting to a new educational landscape in the 21st century.

Support for Students

- ***Launch of STEMLA Fellows Program*** - The College has raised funds to launch STEMLA Fellows, a two-year program for first-generation, low-income students interested in STEM fields that is intended to support their academic success. The first cohort of STEMLA Fellows enrolls this fall and will have already begun their Bryn Mawr careers with a credit-bearing summer program developed by interim co-directors Jennifer Skirkanich (Biology) and Pedro Marengo (Geology).

College Histories

- ***Revision of Campus Maps*** - Campus maps will be updated this summer to mark the location of Perry Garden and Perry House, the former Black Student Cultural Center and Residence.

Through the investments and efforts of faculty, students, staff, and administrators, we have made progress in many areas. At the same time, we have also experienced how challenging it is to build (or rebuild) trust, to address differences, and to transform complex structures and processes.

As many of you have said, the work to advance equity and anti-racism is urgent, and it takes time. As we look ahead to next year, it is vital that we continue our focused efforts to enact meaningful and sustainable change. I want to thank all of you who have contributed and who are collaborating with others across campus in the hard work required to move forward. Your efforts are seen and appreciated – you are a valuable and essential part of this work.

For my part, I will continue to keep a sharp focus on the work of anti-racism and inclusion, and the commitments the College has made as we learn important lessons from the last year and prepare to move forward into the year ahead.