



Diversity and Inclusion Task Force Progress Report July 2020 **Prepared by the Diversity and Inclusion Council**

During the academic year of 2015-16, two college-wide committees were created: the [Diversity and Inclusion Task Force](#) and the [Transgender Task Force](#). Each one created lists of recommendations that have since guided the college as to how to bring forth its values of diversity and inclusion. The list below started with their work and has continued to evolve with the work of the Diversity and Inclusion Council.

This report is presented in the context of a national time-sensitive call to address systemic racism as well as the important concerns voiced by The Forgotten, a group of Black alumnae and former faculty and staff. The report provides an update of initiatives addressed, in the process of being addressed, or yet to be initiated. The report's purpose is to provide a context to recent work and to provide a base for work to come.

Completed and On-going Work:

- Adopt a broadly inclusive statement on the definition and value of diversity
 - Statement can be located on our [site](#).
- Hire a Director of Diversity and Inclusion to oversee the Multicultural Center (now the Center for Diversity and Inclusion, CDI), to produce campus programming that addresses the ideals of inclusivity and equity expressed in the Diversity, in addition to serving as an advocate with and for students on matters of diversity.
 - Director of Diversity and Inclusion was hired Spring of 2016.
- Establish the Bias Response Team to respond to Bias Incident Reports.
 - Process, policy and reports can be found [here](#).
- Increase Center for Diversity and Inclusion programming and resources to promote awareness in addition to the use of the Center to meet the broadly encompassing mission around diversity and inclusion.
 - For the last four years, the Center for Diversity and Inclusion has provided and enhanced student programming. Highlights from 2019-20 programming can be found [here](#).
- Creation of the Diversity and Inclusion Council to advise on and evaluate campus-wide matters related to diversity and equity.
 - Mission and membership can be found [here](#).
- Established the Funding for Innovative Diversity Efforts Award (IDEA grants), allowing faculty and staff to sponsor campus initiatives that support the College diversity statement.

- F2017-2020 Roxanne Amico: Sister Stage: support the simple staging of LGBTQ dramas in the Little Theatre.
- S2018 Jenny Hayden: Attend the 2018 Understanding Interventions conference to help build students' perspectives on the problems and potential solutions surrounding diversity in science.
- F2018 Jill Odegaard Peace Paper Project: Global Paper and Social Relations for a series of lectures, papermaking workshops.
- S2019 Elizabeth Ortiz: Attended the 2019 AAC&Us 2019 Conference on Diversity, Equity and Student Success.
- F2019 Sarah Carlson - Changing the Race Dance is a workshop that offers a new way of conversing about racism.
- On Spring 2018 the Different perspectives book club for staff and faculty was established
 - To learn more about books selected over the years visit this [site](#)
- Gender-inclusive restroom policy was created, and gender-inclusive restrooms identified in all academic buildings the Summer of 2017.
- The [transgender admissions policy](#) was approved by the board of trustees the Fall of 2017.
- Updated policies on non-discrimination in reference to gender identity or expression for students, staff and faculty.
- Gender-inclusive housing offered in residence halls was first offered on Fall 2018.
- Chosen name, [policy](#) and process created and launched Spring 2020.
- Completed the [PRIDE index](#) survey in Fall 2018 and received a 3.5 out of 5 rating.
- The Allen House was remodeled and made into the Center for Diversity and Global Engagement. The Allen House officially opened on MLK Jr. Day 2018. The center provides cultural, social, and academic support, in addition to programming for students of diverse backgrounds.

In-Progress Work:

- Develop a comprehensive training schedule for the College community including students, student staff, faculty, staff, cabinet and board of trustee members by Spring 2017. Maintain ongoing diversity training for faculty and staff to promote an inclusive classroom environment.
 - An in-house Diversity training team has been formed that includes current staff and faculty and lead by Director of Diversity and Inclusion
 - The first set of 4 modules were created and mandated to be completed by all staff and faculty by Summer 2020. By 6/30/2020: 50% faculty and 68% of staff have completed all 4 training modules.
 - A second training module program is being developed, which includes: Bias II (race), interfaith, LGBT Allyship and accessibility.
- Establish a goal of doubling the current percentage of faculty and staff of color employed by the institution by 2020. Build inclusive hiring practices through training and renewed processes that include a statement on hiring faculty and staff of diverse backgrounds, a review of academic and co-curricular programming able to attract diverse applicants,

training on unconscious bias for search committees, actively building diverse applicant pools, and real-time monitoring of applicant pool diversity.

- The Provost Office created a task force in Summer 2019, and a detailed guide on how to revamp the search process for faculty was created. The guide included the creation of diversity advocates in each search committee, training on hiring and implicit biases and a broad approach to seeking candidates, among many other recommendations.
- Training was provided to diversity advocates and department chairs, and all faculty were invited to participate in February 2020.
- Establish a retention program for faculty and staff underrepresented in higher education that includes career mentorship and regional networking.
 - Colleague Resource Group Policy was created Summer of 2019.
 - In Fall 2019 the Faculty and Staff Gender and Sexuality Diverse (LGBTQIA+) CRG was created.
 - In the Summer of 2020 the Faculty and Staff of Color CRG was created.

Needs to be Initiated:

- Review college curricula to incorporate diversity as a directly expressed and essential element of a liberal-arts education, as well as establishing intercultural competency as a fundamental skill expected of our graduates.
 - Faculty Council and other faculty committees are taking on the work of evaluating the curriculum and executing changes that address issues surrounding diversity, equity, and antiracism. [Link to Faculty Action Plan](#)
- Facilitate ongoing recruiting efforts and processes by the college and within the college to attract students that would further broaden diversity at the college.
- Encourage and assist the various academic majors at the college to assess and enhance current efforts and processes to attract students to broaden diversity within these majors.
- Encourage and assist the various academic majors to provide adequate, required course materials to prepare students to understand, confront and negotiate effectively the unique challenges that an increasingly diverse society presents for that academic major.

On July 8, 2020 the Diversity council will present President Meade a prioritized list of recommended action steps that will help advance some of the above measures still to be addressed and other time-sensitive priorities.