

Diversity, Equity and Inclusion
Draft Framework for Academic Year 2019-2020
September 17, 2019

A note: In spring semester 2019 four groups of faculty and staff worked with consultants from the Race Matters Institute to develop a racial equity lens for

- Continue to provide group and individual counseling sessions for international students to comply with the new Federal Unlawful Presence Policy. Counseling will be offered by Pensby staff and immigration attorneys.
- Continue to provide training for key staff to be prepared in the event of contact by U.S. Immigration and Customs Enforcement.
- Appoint a new BiCo Title IX officer to separate this role from Dean's Office responsibilities at both colleges. Dean Walters will remain Bryn Mawr's Title IX officer until the appointment is made.
- With leadership from Bookstore Manager Jim Huang, continue to pursue opportunities to reduce the costs of access to textbooks and other course materials.
- Prioritize fundraising to grow the Dean's Emergency Fund.
- Sustain the Dean's Fund for Equity and Inclusion and prioritize fundraising to expand this resource.

Programs:

- The Pensby Center has assumed responsibility for managing the Breaking Barriers mentoring program for first-generation students, and will take a comprehensive look at support provided for first-gen students.
- THRIVE and the Metacognition course are continuing to evolve to address student needs including the use of Digital Storytelling as a way to make the narratives of our students more visible.
- The Graduate Deans will work with Counseling Services to provide training for peer-supported graduate student groups focused on wellness and mental health issues and to develop a prevention approach
- GSSWSR has revised policies and procedures from the perspectives of inclusion and equity, and has made changes to support accessibility and those with health/ mental health challenges.
- The Postbac Premed Program is supporting a student group for Postbac students from groups underrepresented in medicine. The Program will also offer the option of affinity-based partnerships in its mentoring program for current students.

Support for Faculty and Staff

For several years the Senior Staff has worked to achieve the living wage target of \$15/hour minimum for all full-time staff. We will achieve this goal by the end of 2019-2020.

The College is working to modify the parental leave policy to offer additional support.

Human Resources and other offices will continue efforts to ensure that all faculty and staff are aware of the expanded number of faculty/staff liaisons and the roles they can play in conflict resolution.

The College will offer another session of the successful supervisor training program, which includes a module on diversity, equity and inclusion.

The College will continue to provide an online workplace harassment training program for faculty and staff.

Through the College's participation in the Pennsylvania Consortium for the Liberal Arts, Bryn Mawr faculty will have the opportunity to participate in a series of convenings (funded by a grant by the Booth Ferris Foundation) that offer support and networking opportunities for faculty with marginalized identities.

Faculty Hiring and Advancement

Provost Mary Osirim and the Faculty Committee on Appointments revised the language used in advertisements for new faculty positions. These changes include revisions to the standard text that describes the College, clear expectations that faculty hired with participate in DEI initiatives, and the requirement that all candidates include a diversity and inclusion statement in their job application. Mary Osirim and the Faculty Committee on Appointments will monitor the impact of these changes on search pool composition and search outcomes.

The faculty have proposed forming a new Committee on Faculty Searches pending a second vote of the faculty this fall. Guided by Provost Osirim and the Faculty Committee on Appointments, members of this new committee will participate as members of search committees to ensure that faculty searches are inclusive and employ best practices.

The ad hoc faculty committee considering revisions to the Course Evaluation Form will continue to examine ways in which the teaching evaluation process might better highlight inclusive classroom pedagogy.

Staff Hiring and Advancement

Human Resources will use the Race Equity Impact Analysis to assess and approve all job ads and standard language describing the College.

Using the lens of equity and inclusion and research on best practices, Human Resources will review policies and procedures for recruiting, hiring, and onboarding new staff members and make changes as needed. HR will then provide documentation and training for hiring managers in all departments.

Telling College Histories

The College will provide additional, more structured opportunities for interested students, faculty and staff to collect and disseminate diverse narratives of the College's past. These will include:

- A Center for Career and Civic Engagement workshop or intensive in oral history methods open to faculty, students, and staff;

- A LITS workshop on digital tools supported by the College for presenting and preserving histories;
- Work with the Institutional Review Board to develop appropriate practices for collecting, archiving, and sharing oral histories;
- Planning for a Praxis course centered around exploring and expanding the College's archives
- Identify work study positions to support other student projects.

In keeping with the recommendations of the Telling Histories Group and the History Infrastructure Group, President Cassidy will establish the College History Advisory Group to provide ongoing input on College projects, programs, and approaches. Advisory to the President, the Group (composed of staff, students and faculty) may also provide input to other College departments and student groups.

In keeping with recommendations of the Telling Histories Group and the History Infrastructure Group and supported by the President's Office, facilities staff members have taken steps to create a more contemplative and reflective space in the first floor of the Old Library to invite visitors to consider the College's formation up to its present. Due to the scheduled repairs to Old Library and the potential for damage and disruption, we will take initial temporary steps this year and more permanent ones when construction work is completed in Fall 2020.

- Communications and LITS are working to mount physical displays of student projects that can be shared in this space, and will add capacity for digital displays after completion of the building repairs.
- We will begin planning for a way to memorialize and honor those who

