

To: Bryn Mawr Community Members

From: The Diversity Leadership Group (Kim Cassidy, President; Mary Osirim, Provost; Jennifer Walters, Dean of the Undergraduate College; Cheryl Horsey, Chief Enrollment Officer; Gina Siesing, CIO

Christman, Assistant Dean for Access & Community Development; Rod Matthews, Multimedia Ser

Date: June 11, 2020

Re: Annual Report, DEI Framework for Action, 2019-2020

We write this year's report in the context of racist killings that have taken place in the U.S. through spring and of evidence of deep racial disparities in health outcomes and economic fallout from the COVID-19 pandemic. These each point to grave inequalities in our American systems—inequalities that have demanded attention and action for years. We also write in the context of anger expressed by students and alumnae about racism at Bryn Mawr, and about the College's communications about this current moment of protest for racial justice.

This report represents our commitment to remain accountable for the steps we have taken to achieve our goals we have set for ourselves, and to acknowledge the potential that this time offers for deeper change.

The College, inclusive of the graduate programs, made building an institution-wide commitment to address structural and institutional racism a priority over the past six years. As is evidenced in the reports published since this time, many people on campus have worked to advance this commitment, and meaningful changes are in process. We have also made mistakes or omissions in some of our efforts, and are determined to learn from them. We reaffirm our commitment to accountability—measuring our progress, to re-examining and revising as we move forward.

The College as an institution and many members of our community have not always recognized or addressed the full extent of pain that Black students, faculty, and staff have experienced. And we

- Of the nine successful faculty searches in AY '19-20, four (44%) resulted in hiring a U.S. citizen who identifies as a person of color.
- Athletics secured a NCAA Minorities and Women's Internship Grant for the 2020-2021 academic year.

Search Practices and Education:

- Provost Osirim and the faculty Committee on Appointments changed the faculty search process to require a diversity and inclusion statement from all candidates for faculty positions.
- Using tools from the Race Matters Institute, the group reviewed and revised the description of the College and its values to communicate a commitment to inclusion.

Staff Policies and Practices

- As of May 31, 2020 and after a multi-year effort of redirecting salary increases to our lowest wage positions, the College achieved a minimum wage of \$15/ hour for all permanent positions.
- In consultation with the College's Senior Staff and as a result of our work with Race Matters Institute, Human Resources created a new comprehensive staff recruitment and hiring manual based on current best practices for inclusive job descriptions, searches, and hiring procedures that is now being used for all staff searches. As with faculty searches, descriptions of the College used in job ads have been revised to attract a more diverse pool of candidates.
- A module on diversity, equity and inclusion has been added to the supervisor training sessions. About 75% of staff supervisors have completed the training so far.

College Histories

The College began to implement recommendations in the June 2019 reports of the Telling Histories and History Infrastructure Working Groups. Progress included:

The Black at Bryn Mawr Tour, led by Jada Ceasar '20 for the past three

The Campaign for Anti-Racist Literacy at BMC (CARLA):

- This grassroots group (launched in 2018) of staff, faculty, and students continued developing an anti-racist framework, leading BMC to center anti-racism and encouraging action steps including: meeting with President Cassidy with considerations for the appointment of the next Provost; direct outreach to faculty to enhance participation in the Posse Plus retreat; and alignment of course proposals and evaluations with anti-racist goals.

Board of Trustees:

- The Committee on Trustees has continued to act on its multi-year effort to building more diverse Board membership and leadership.
- Beginning in spring 2019, the Board of Trustees devoted substantial time to education and to review and revision of practices using a racial equity lens. This work was led by members of its Equity and Inclusion Working Group, co-chaired by Patrick McCarthy Ph.D. '80 and Jomaira Pujols Salas '13.
 - In October 2019, the Board held a retreat on diversity, equity, and inclusion facilitated by the Race Matters Institute.
 - In February 2020, each Board committee used tools provided by RMI to review its practices and set priorities for work
 - The Committee on Trustees has assumed oversight of continued actions.

Education for Staff, Faculty, and Students

- Workshops led by expert outside facilitators took place on advising (faculty and deans); on multi-dimensional diversity in the workplace (staff and faculty); on microaggressions and micro-reparations, and on writing support as an equity issue (GSSWSR faculty); and on multicultural competencies in the doctor-patient relationship (Postbac Program).
- The 2020 Summer Syllabus Writing Workshop, open to all faculty, is focusing on a decolonizing framework in developing our syllabi and our classes.
- Some faculty took part in the Pennsylvania Consortium for the Liberal Arts' Faculty of Color Symposium.
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- BMC and HC Departments of Athletics and PE planned workshops for student-athletes, coaches and athletics staff on unpacking anti-racism and privilege and creating an inclusive culture. These were cancelled due to COVID-19, and are being rescheduled for 2020-2021. Nevin Caple, a nationally recognized speaker, will facilitate.
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