

Report Date: 7/15/21

| Provide status report to the community at mid-semester and at the end of the semester using a table or chart format. <i>Responsible: President's Office.</i> | Week 8 and Week 15 each semester | N/A | Status reports circulated to campus constituents and posted to the College website in December 2020 and March 2021. | Develop more user-friendly reporting format for FY22. |
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| Full end-of-year report of the Academic Year's equity and anti-racism activities for the year including a dashboard. <i>Responsible: President's Office.</i> | May 31 each year | N/A | Report completed, circulated and posted to the College website in July 2021 <i>[link to be added]</i> | Challenging to find format that captures the depth of work while retaining readability. Develop more dynamic reporting format for FY22, incorporating graphic and narrative elements. |

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. *Responsible: Institutional Research, Planning and Assessment (IR); to consult faculty/ staff/ students in selecting an instrument.*

March 2021 and biannual

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. *Responsible: Dean's Office, in consultation with Pensby Center and TLI.*

Immediate adaptation, Summer 2021 for program development, launch program Fall 2021.

\$9,400 for student stipends; staff compensation TBD

First Year Experience Coordinator KimbTm 167.9 21.

Ensure that all departments institute mandatory diversity, equity and inclusion training that addresses the needs within the area. This work will include support for departments that are

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| <p>Review faculty hiring and review practices to support our commitment to diversity, equity and inclusion. <i>Responsible: Committee on Appointments and Provost.</i></p> | <p>Review for hiring practices completed by the end of Spring 2021. Review of tenure and promotion practices completed by the end of the Fall 2021.</p> | <p>N/A</p> | <p>The Committee on Appointments, along with the Provost, reviewed the College's policy on opportunity hires and discussed at length those ways that the College's hiring practices reflect the College's commitment to diversity, equity and inclusion.</p> | <p>Given the recent success departments and programs have had in diversifying their faculty through national searches, the Committee on Appointments reaffirmed the College's established process of hiring. The option of an opportunity hire will remain available to departments and programs. The Committee on Appointments and Provost's Office will continue to use best practices to inform our hiring processes.</p> |
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Conduct a series of workshops with administrative department heads to review recent revisions to staff recruitment and hiring policies, which were

Telling Histories and History Infrastructure Working Group: numerous recommendations implemented since Fall 2019, including funding for research through student internships (see below); 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).

*Distributed Responsibility:
President's Office, Special*

President's Office funded
research and an exhibit Tf1 0 0 n>

Student Life and Wellness
Center more conveniently
located centrally on campus
and make counseling and
medical services fully
accessible. *Responsible: UG
Dean, CFO/CAO, Dir. of*

| Increase Enid Cook '31 Center program funding, establish professional full-time Director position to run ECC, and establish paid student coordinator position to cover campus-wide, BiCo, and ECC events including (but not limited to) Black History Month, Latin/x History Month, Friendsgiving, Legacy Day and other programs and events and provide substantive and ongoing support for Bryn Mawr BIPOC students. <i>Responsible: UG Dean, Assoc Dean for Equity, Inclusion & Community Life; Assoc. Dean of Health and Wellness.</i> | Starting 2021 - 2022 | \$100,000 annually | Position description for new position of Assistant Dean for Intercultural Engagement, with primary responsibilities focusing on leading the campus programming of the ECC, was developed in Spring '21. | Joi Dallas has been appointed Assistant Dean for Intercultural Engagement, and will work with students and colleagues on programming for FY22. |
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| The new Enid Cook '31 Director will work with Associate Dean of Equity and Inclusion and Undergraduate Dean to review the program budget to ensure that it meets student needs and activities. <i>Responsible: ECC Director, Assoc. Dean of Equity, Inclusion & Community Life, UG Dean</i> | Fall 2021 | TBD | | Assistant Dean for Intercultural Engagement, who will direct the ECC, will undertake this review with the UG Dean and Assoc. Dean of Equity, Inclusion & Community Life. |

| Rename Dean's Emergency Fund, the "Dean's Student Assistance Fund." <i>Responsible: UG Dean.</i> | Nov. 2020 | N/A | Complete | n/a |
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| Double allocation of fund. <i>Responsible: UG Dean.</i> | Nov. 2020 | Doubled to approx. \$10,000 annually | Complete | n/a |
| Publicly release spending reports of this fund at the end of each semester. <i>Responsible: UG Dean.</i> | January 2021 and ongoing | N/A | A webpage and online request form was published on the Bryn Mawr website. The page reports the total amount of funds expended to assist students and a detailed report is available by request. | AY 22: continue to make information about fund use available. |
| Appoint committee to administer Student Assistance Fund that includes representation from BIPOC staff/faculty from range of departments; post members on Website. <i>Responsible: UG Dean.</i> | Nov. 2020 | N/A | Committee appointed first week of December 2020. Members: Susan Chadwick (Financial Aid), Joi Dallas (Pensby), Joann O'Doherty (Dean's Office), Ann-Therese Ortiz (Assoc. Dean for Equity, Inclusion, and Community Life), Jennifer Walters (Dean's Office). | AY 22: post membership to website. |

Use a transformational justice model to guide our relationship with local law enforcement and our approach to Campus Safety. By December 18th Dean Walters will hold an open listening meeting. By February 12th 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,



Provide regular learning opportunities for faculty regarding unique needs of DACAmented and undocumented students.
Responsible: Pensby Center.

Spring
2021

N/A

Plan for pilot implementation of student-developed UndocuAlly materials finalized. Student hired in to consult on implementation rollout. Focus group held with faculty members in May g0

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| Revise BMC financial aid policy so that paid student fellowships will not displace existing financial aid (i.e. receiving a fellowship will not result in a reduction of available aid as long as it does not exceed the cost of attendance). <i>Responsible: Chief Enrollment Officer, Office of Financial Aid.</i> | Begin examining financial aid models in Fall 2021; new policy in place 2022-2023 | TBD | | The Financial Aid Office will begin examining this issue in summer 2021, and must proceed within guidelines set by Federal laws concerning financial aid. |
| Provide trainings for departments to understand the federal guidelines around fellowships and other forms of alternative compensation (among other regulations, federal guidelines require that fellowships be directly related to an academic experience and not a replacement for an already existing paid position) to make opportunities more visible and available. <i>Responsible: Associate Dean for Equity, Inclusion, and Community Life; Office of Financial Aid.</i> | Begin Spring 2021; offer each semester thereafter | N/A | Began work in the spring to help faculty better understand guidelines around fellowships so that summer opportunities could be made available to students. Worked closely with several departments to support students in the process of securing summer fellowships. | Capacity for regular and more formal trainings expected to grow with the addition of the new Assistant Dean position in Pensby in the fall. |

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| Students will be allowed to declare up to four (4) courses CR/NC for AY20-21 with the deadline of June 14th, 2021 to decide. <i>Responsible: Curriculum Committee, Faculty.</i> | Immediate | N/A | Approved by the Faculty | |

