

December 2020 End of Semester Status Report: Commitments to Diversity, Equity, Inclusion and Anti-Racism

Note: Progress report focuses on commitments with end of semester timelines and other commitments where action was completed (Roman numerals refer to original strike demands). Additional actions the College has taken that support the goals of equity and anti-racism but were not included in the strike demands appear at the end of the report.

- I. We demand transparency and accountability in the progress of diversity, equity, and inclusion and anti-racism at the College that includes but is not limited to quantitative and qualitative assessments.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY AND ACCOUNTABILITY				
Action	Timeline	Budget	Responsible Groups	Progress Update December 2020
Provide status report to the community at mid-semester and at the end of the semester using a table or chart format.	Week 8 and Week 15 each semester	N/A	President's Office	First progress report provided 12/18/20.
Annual open forum regarding College budget	Begin Spring 2021	N/A	Chief Financial and Administrative Officer	Educational sessions on College budget scheduled for 2/10/21 and 3/24/21, each at 4 pm.

- II. We demand the College to adopt a holistic approach to diversity, equity and inclusion and anti-racism in education and practices for the next academic years.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF HOLISTIC APPROACH				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
Provide information on faculty hiring process and building diverse candidate pools and search processes.	12/18/20	N/A	Provost	Information to be posted to Provost's website 12/22/20.
Conduct a series of workshops with administrative department heads to review recent revisions to staff recruitment and hiring policies, which were rewritten/republished in February 2020 to reflect equity and inclusion best practices. We will track searches and outcomes.	Workshops completed by May 2021. Evaluation May 2022.	N/A	Human Resources	HR held first educational session with Administrative Office Heads at their 12/16/20 meeting.

- III. We demand support in meeting with the Pennsylvania Historical and Museum commission by February 1, 2021 in order to secure the IMMEDIATE REMOVAL of M. Carey Thomas' name inscribed on the Old Library building façade and the portrait that hangs in Old Library, as well as direct involvement with the progression of Woodrow Wilson's sign removal on New Gulph Rd., and publications for institutional memorialization of such events on the college's website, in the official College Archives and Special Collections, and \$75,000 for independent research on critical race theory through a similar model to the History Advisory Group.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF CONFRONTING OUR HISTORY				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
M. Carey Thomas plaque inside Old Library: veil installed with explanation of renaming of building.	Completed March 2019	\$1,500	Telling Histories Advisory Group, via recommendation to President	Complete
President will notify the Board of demand to remove M. Carey Thomas inscription on Old Library façade and remove Thomas items from the collections.	President notifies by November 20, 2020		Board of Trustees	Board notified 11/20/20. Board working group appointed 12/11/20; recommendation to Board due 6/30/21.
Woodrow Wilson sign removed.	Complete	N/A	History Advisory Group and President's Office (request to PA Historical Markers Commission); several student letters also sent	Complete
M. Carey Thomas bust removed to storage. Temporary sign of removal posted; fuller signage to be provided.	Removal and temporary sign complete; fuller signage by January 29, 2021	\$750	Special Collections and History Advisory Group	Fuller signage drafted and shared with History Advisory Group 12/8/20 for comment.
M. Carey Thomas portrait currently hung in the Rare Book Room in Canaday removed to storage; signage explaining removal hung.	By January 29, 2021	\$750	Special Collections and History Advisory Group	Storage order placed. Fuller signage drafted and shared with History Advisory Group 12/8/20 for comment.

Pilot exhibit, "Who Built Bryn Mawr?," suggesting range of unrecognized and recognized individuals who helped shape BMC in its first 25 years. Invite community response to shape phase 2; continue opportunities for student research in Special Collections.	Exhibit mounted by January 29, 2021	\$5,300 for pilot; \$14,000 for phase two	Special Collections, President's Office, and History Advisory Group	Plan and draft texts of pilot exhibit, renamed "Who Built Bryn Mawr?," sent to History Advisory Committee for comment 12/5/20. Installation on schedule. Planning begun for summer research opportunities and for Praxis course opportunity in 2020-2021.
As per the Telling Histories Working Group recommendation, continue progress on memorial for those excluded or invisible at Bryn Mawr across our history. Initial meetings with Philadelphia Mural Arts Project took place in Spring 2020. Form a working group of students, faculty, staff and alumnae/i to continue the planning with goal of completed memorial by Fall 2022.	Recommendation of working group to History Advisory Group by Fall 2021; Memorial completed by Fall 2023 -- subject to change based on final plan	\$5,000 planning; \$75,000 for memorial	Working Group, History Advisory Group	Initial meeting with Monument Lab, a Philadelphia-based collective, 12/22/20. Meeting with History Advisory Group to take place week of 1/25/21. Memorial will be conceptualized with extensive community input.

IV. We demand that the Bi-Co stop its violence against disabled students and/or students with mental health concerns by investing \$500,000 in wellness and health services.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF WELLNESS, HEALTH AND ACCESSIBILITY				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
Restructure relationship between Access Services and Counseling Services to increase collaboration, sharing of appropriate information, and improve services to BIPOC students with disabilities.	Convene student users and staff by Dec 20, 2020. Develop action plan by April 2021. Implement, August 2021. Review annually for effectiveness.	TBD, based on plan	Undergraduate Dean, Assoc Dean Health and Wellness, Director of Counseling, Director of Access Services, student users	First staff planning meeting held week of 12/7/20. First student listening session organized by Dean Walters for 12/15/20.

Add a question concerning creating an accessible and inclusive classroom experience to course evaluations	Fall 2021	N/A	Provost, Faculty	Complete.
Use transformative justice framework to change College protocols involving mental health crises (see IX).	Beginning in Spring 2021	N/A	Undergraduate Dean, Associate Dean of Residential Life, Associate Dean Health and Wellness, Director of Campus Safety	First staff planning meeting held week of 12/7/20. First listening meeting held 12/14/20.

V. We demand transparency on scholarship tax for international students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF INTERNATIONAL STUDENT INCOME TAX COMPLIANCE				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
Financial Aid and the Controller's Office will work to implement a system whereby BMC provides funding to international students to cover the payment of taxes on their scholarships. The new policy and information regarding process will be posted on the Financial Aid webpage and information will be available in the International Services & Advising office. Information will be included in orientation with new international students.	Effective December 2020	Est. \$90,000 annually	Financial Aid, Student Accounts, and Payroll office	Payments made for taxes accrued by international students during fall semester 2020.

VIII. We demand the implementation of a “reparations fund” towards a yearly allocation of funds and resources to Black and Indigenous students in the form of grants for summer programs, affinity groups, multicultural spaces, and individual expenses such as books, online courses, therapy, and any and all financial need beyond the scope of racial justice work.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF REALLOCATING RESOURCES				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
Rename Dean’s Emergency Fund, the “Dean’s Student Assistance Fund”	Nov. 2020	N/A	Undergraduate Dean	Complete
Double allocation of fund.	Nov. 2020	Doubled to approx. \$10,000 annually	Undergraduate Dean	Complete
Appoint committee to administer Student Assistance Fund that includes representation from BIPOC staff/faculty from range of departments; post members on website	Nov. 2020	N/A	Undergraduate Dean	Committee appointed first week of December 2020. Members: Susan Chadwick (Financial Aid), Joi Dallas (Residential Life), Joann O’Doherty (Dean’s Office), Ann-Therese Ortíz (Pensby), Jennifer Walters (Dean’s Office). Website changes in process.

XI. We demand Bryn Mawr College take an ACTIVE role in Police and Penal Abolition at local, regional, and global scale.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF RESTORATIVE AND TRANSFORMATIONAL JUSTICE				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
CIO will work with external advisor to determine what, if any, securities related to the penal system or the defense industry are held by Bryn Mawr in the endowment; information to be shared with community.	By 12/18/20	N/A	Chief Investment Officer, Endowment’s external advisor	Report from chair of Committee on Investment Responsibility sent to the campus 12/17/20 with information provided by external endowment advisory firm

<p>Create Racial Justice Impact Fund that will support students, faculty and staff who engage with organizations or communities as part of their curricular, co-curricular or professional development. Funded projects could include some compensation to the organization to underwrite their support of the partnership.</p>	<p>First awards Spring and Summer 2021; Ongoing</p>	<p>Initial budget \$10,000</p>	<p>President's Office, Civic Engagement Office, Committee of students, faculty and staff to distribute the awards</p>	<p>Initial planning meeting of Civic Engagement and President's Office staff 12/9/20. Develop draft plan by 1/15/21</p>
<p>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 and staff, including from Campus Safety.</p>	<p>Listening meeting by Dec. 18th; Working group formed by Feb. 12th; First recommendations due by June 2021</p>	<p>TBD based on recommendations</p>	<p>Dean's Office, Social Justice Initiative at the Graduate School of Social Work and Social Research, Campus Safety Director, Associate Dean Health and Wellness, Working Group</p>	<p>Dean Walters scheduled first open listening meeting 12/15/20.</p>

XII. We demand a transparent list of “protections” that Bryn Mawr claims they offer for undocumented students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY OF PROTECTIONS				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
<p>List:</p> <ul style="list-style-type: none"> • The College will not release information about students’ citizenship or immigration status (including information regarding students’ visas and Green Cards) unless presented with a subpoena or similar legal requirement. • The College does not use E-Verify to verify a student’s (or staff member’s) eligibility to work at the College. • Campus Safety will not be involved with enforcing federal immigration laws, including Green Card and visa issues, nor will they inquire about or record a student’s immigration status when interacting with students. Law enforcement officials seeking to come on campus are expected to check in first with Campus Safety and present a warrant or other enforceable legal instrument. • We value our diverse community and its power to help students become well-rounded and engaged citizens. Bryn Mawr College does not discriminate on the basis of national origin or citizenship in our admissions process, and undocumented and Deferred Action for Childhood Arrivals (DACA) students graduating from U.S. high schools or earning a high school equivalency diploma in the U.S. are encouraged to apply. • The College will continue to welcome applicants and to support students of all nationalities and religions. • We will continue to meet full, demonstrated financial need for all students, including undocumented and international students, enrolled at Bryn Mawr. 	Immediate	N/A	Pensby Center	This list of protections posted to Pensby website in DACA and undocumented students section.

XV. We demand grade protection and the implementation of student suggestions to the Curriculum Committees.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF ACADEMIC PROTECTIONS				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020
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.	Immediate	N/A	Curriculum Committee and Faculty	Approved by the Faculty 11/18/20

ADDITIONAL ACTIONS

Bryn Mawr has joined the [Liberal Arts Colleges Racial Equity Leadership Alliance](#), based at USC’s Race and Equity Center. Membership in the Alliance allows the College to use the Center’s National Assessment of Collegiate Campus Climate surveys; offers faculty and staff opportunities to take part in monthly professional learning experiences on racial equity; and gives employees across all departments access to the Center’s online repository of resources and tools for education and training.