

## Commitments to Diversity, Equity, Inclusion and Anti-Racism (November 16, 2020)

Report Date: 7/15/21

### 2020-2021 YEAR-END PROGRESS 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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Challenges/ Next Steps
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 <a href="#">website</a> in December 2020 and March 2021.	Develop more user-friendly reporting format for FY22.
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. <i>Responsible: Institutional Research, Planning and Assessment (IR); to consult faculty/ staff/ students in selecting an instrument.</i>	March 2021 and biannual thereafter; meetings to follow within 1 month of results.	N/A	Campus climate surveys developed by external national survey groups were launched 3/30/21, and were open for approximately one month with repeated reminders to those who had not completed the survey. Results of all surveys will be available to share with the campus in fall 2021.	Share survey results with the campus while providing appropriate context for the results (e.g., sample size, question biases); connect survey results as well as qualitative reporting of experiences with future action steps.

Assess the effectiveness of the actions suggested in the Plan using an impact survey. The information will be used to change activity or alter programs as needed (including ending efforts that are not working). <i>Responsible: IR; consult with faculty, students, staff in selecting instrument.</i>	Yearly, in April	N/A	Pulse surveys were conducted on the impact of the Teach-Ins and Who Built Bryn Mawr. At least half of the sample of students surveyed participated in these activities, and at least 90% of those who participated reported they learned something. 72% of those who participated in WBBM and 91% of Teach-In participants reported a positive impact on their personal experience.	Continue use of Pulse surveys to assess effectiveness of programming.
Develop a set of metrics for annual reporting by March 2021. Metrics provided to the community by May 2021 and annually thereafter. <i>Responsible: IR, in consultation with CPEAR.</i>	By April 2022	N/A	<a href="#">CPEAR</a> (Campus Partnership for Equity and Anti-Racism) established a progress and assessment working group. The working group recommended that data on admissions, retention, financial aid, student outcomes, faculty and staff recruitment, as well as other key areas should first be disaggregated by race and ethnicity. Institutional Research (IR) prepared a list of these measures indicating the source of the data and their availability in an effort to create meaningful, sustainable metrics.	Continue discussions between IR and CPEAR to establish a focused set of metrics related to institutional progress that provide meaningful data and which can be collected and analyzed on an ongoing basis.
Review Faculty By-Laws. <i>Responsible: Faculty.</i>	Begin Spring 2021	N/A	The Faculty hopes to form a review committee in fall 2021.	Challenging to identify volunteers for this effort.

Annual open forum regarding College budget. <i>Responsible: Chief Financial and Administrative Officer (CFO/CAO).</i>	Begin Spring 2021	N/A	Open forums took place on February 10 and March 24, 2021. Faculty, staff, and students (both undergraduate and graduate) participated. SGA representatives are invited to and attend meetings of the Trustees' Finance Committee and Investment Subcommittee.	These forums will continue each year.
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**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 and Responsibility	Timeline	Budget	End of Year Report, June 2021	Challenges/Next Steps
Review adding a new distribution requirement that includes diversity, equity and inclusion education and/or courses that address structural and institutional hierarchies and their impact. <i>Responsible: Curriculum Committee.</i>	Discussion and framing of the requirement Spring 2021 through Fall 2021. If requirement approved, launch in Fall 2022 for Class for 2026	\$10,000/year for three years for curricular development grants	Curriculum Committee held numerous discussions of curricular and co-curricular options, including open meetings with students and faculty, and reported to the faculty as a whole at their May 2021 meeting. The Committee asked the President to form a working group to continue to develop possible options and to support pilot courses/ approaches in Spring 2022.	Fall 2021: working group will identify learning goals for the requirement and propose possible models to the Curriculum Committee; simultaneously we will offer several pilot approaches to a possible requirement in spring 2022 to explore their impact and implementation pathway.

<p>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. <i>Responsible: Dean's Office, in consultation with Pensby Center and TLI.</i></p>	<p>Immediate adaptation, Summer 2021 for program development, launch program Fall 2021.</p>	<p>\$9,400 for student stipends; staff compensation TBD</p>	<p>First Year Experience Coordinator Kimberly Farrer and Assistant Dean Mary Beth Horvath are working with the THRIVE Committee, student THRIVE mentors, and TLI student consultants to revamp the curriculum. They completed a course on restorative justice in student affairs at the Center for Restorative Justice at the University of San Diego to inform thinking about harm reduction and inclusive practices.</p>	<p>FY22: Implement and assess the new THRIVE programming; make adjustments based on assessment.</p>
<p>Substitute teach-in format across the spring semester for the Community Day of Learning. This will include teach-ins during quarantine before classes begin, as well as at least six during the term. <i>Administrative support from President's Office.</i></p>	<p>Spring 2021</p>	<p>\$15,000</p>	<p>Twenty-five teach-ins organized by students, faculty, staff, and guests were offered during the semester. Organizers were compensated and almost all sessions were recorded. 96% of students surveyed were aware of the Teach-Ins and 57% reported participating in at least one teach-in</p>	<p>FY 22: Build awareness of access to past teach-ins; support teach-in sessions each semester and advertise widely; encourage teach-in offerings during non-course times.</p>
<p>Provide information on faculty hiring process and building diverse candidate pools and search processes. <i>Responsible: Provost's Office</i></p>	<p>12/18/20</p>	<p>N/A</p>	<p>Information was posted to Provost's website 12/22/20.</p>	<p>New Associate Provost Michael Allen will review and update annually as needed.</p>

<p>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 addressing specific anti-racism department work as part of that training e.g., Alumnae Relations and Development used the tools from the Race Matters Institute to revamp their approach to alumnae/i engagement. <i>Responsible: Senior Staff; Director of Human Resources; Faculty Leadership.</i></p>	<p>Planning Spring 2021. Implementation Fall 2021 and ongoing.</p>	<p>TBD based on program. Consider synergies with teach-ins and cross-departmental trainings.</p>	<p>A survey sent to administrative department heads in April-May 2021 gathered professional development and education activities undertaken in FY21; 64% of administrative departments reported that they organized or participated in DEI/AR professional education.</p> <p>Beginning in January 2021, 28 different faculty, administrators and staff have participated in monthly professional development and training offered via the College's membership in LACRELA. We will continue to offer this opportunity to as wide a range of staff and faculty as possible. In addition, LACRELA encourages participants to share their learning with colleagues.</p> <p>TLI launched Pedagogy Circles for Diversity, Equity, and Inclusion in spring 2021; approx. 70 students, faculty, staff, and administrators participated.</p>	<p>Create a repository of resources for other departments; assist departments in developing programming for AY '22. Senior administrators will be responsible for working with department leaders to ensure that all departments offer work-relevant, high quality programming.</p> <p>The new Associate Provost will work with the Provost to provide similar support to academic departments.</p>
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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>
<p>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. <i>Responsible: Human Resources.</i></p>	<p>Workshops completed by May 2021. Evaluation May 2022.</p>	<p>N/A</p>	<p>An educational session/discussion in which approximately 30 administrative department heads participated was hosted on December 16, 2020. Another session with the Staff Association Executive Council was hosted on March 5, 2021. Human Resources has been meeting with hiring managers to review revisions to the recruitment and hiring process whenever there is a vacancy or a position requested.</p>	<p>FY22: expand workshops to managers throughout the organization; provide additional information resources to support inclusive recruitment and hiring.</p>

- 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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Challenges/ Next Steps
President will notify the Board of demand to remove M. Carey Thomas inscription on Old Library façade and remove Thomas items from the collections. <i>Responsible: Board of Trustees.</i>	President notifies by November 20, 2020		A working group of trustees was appointed in December 2020 to consider the issue, and met through June 2021. Initial report submitted to the Board June 2021 for discussion.	Board response expected in fall 2021.
M. Carey Thomas bust removed to storage. Temporary sign of removal posted; fuller signage to be provided. <i>Responsible: Special Collections.</i>	Removal and temporary sign complete; fuller signage by January 29, 2021	\$750	Sign explaining removal installed February 2021.	n/a
M. Carey Thomas portrait currently hung in the Rare Book Room in Canaday removed to storage; signage explaining removal hung. <i>Responsible: Special Collections.</i>	By January 29, 2021	\$750	Removal complete; sign explaining removal installed February 2021.	n/a
Include information about removals on new Equity, Inclusion, and Anti-Racism website. <i>Responsible: President’s Office, Communications.</i>	By January 29, 2021	N/A	New <a href="#">EIAR website</a> launched March 30, 2021, and mentions the removals.	Review and update as needed.

<p>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 <a href="#">central website</a>; forthcoming exhibits drawing on paid student research (see below). <i>Distributed Responsibility: President’s Office, Special Collections; Communications.</i></p>	<p>Began 2019-2020</p>	<p>\$23,000 spent to date; establish \$35,000 annual budget beginning FY22</p>	<p>Telling Bryn Mawr Histories Praxis course offered Spring 2021,  <a href="#">New webpages</a> created to showcase College history projects and resources.  With support from Pensby and LITS, the student-led <a href="#">Perry House Oral Histories Project</a> launched on 2/2/21. Students were compensated for their work on this project. Additional student projects will be funded in 2021-2022.</p>	<p>FY22: the Telling Bryn Mawr Histories Praxis course will be offered Spring 2022, with a focus on College architecture.  The College will continue to support student research via internships; see below.</p>
<p>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. <i>Responsible: Special Collections, President’s Office</i></p>	<p>Exhibit mounted by January 29, 2021</p>	<p>\$5,300 for pilot; \$14,000 for phase two</p>	<p>Pilot exhibit supported by Special Collections and the President’s Office opened 2/12/21, with invitations for community input and student participation on future installments; <a href="#">digital version available</a>. Friday Finds session 2/26/21. Four students funded in summer 2021 to develop the second part of the planned multi-part exhibit. Faculty-staff advisory committee established. Submitted grant to the Mellon Foundation to support this work.</p>	<p>Second exhibit installment planned for fall 2021.  Special Collections, faculty engaged with Telling Bryn Mawr Histories, and the President’s Office are meeting to develop a sustainable ongoing model for this work.</p>
<p>The Summer School for Women Workers in Industry (1921-1937) enrolled the first African American students to take courses at Bryn Mawr. The</p>	<p>April 2021</p>	<p>\$5,000</p>	<p>Digital exhibition <a href="#">For Roses, Too</a> created by student intern was launched April 9, 2021. The College also sponsored an alumnae panel on issues of women, work and labor law today on May 6, 2021 and a screening</p>	<p>Increase community awareness of digital exhibit.</p>



<p>President's Office funded research and an exhibit by a student intern working in Special Collections to mark the centennial. <i>Responsible: Special Collections, President's Office.</i></p>			<p>of <i>Women of Summer</i> and discussion with filmmaker Rita Heller '59 on May 26, 2021.</p>	
<p>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 2023. <i>Responsible: President's Office.</i></p>	<p>Recommendation of working group to History Advisory Group by Fall 2021; Memorial completed by Fall 2023 -- subject to change based on final plan</p>	<p>Budget in development.</p>	<p><a href="#">Monument Lab</a>, a public art and history collective, met with the History Advisory Group<sup>1</sup>, visited several classes, toured campus, and engaged in preliminary research to inform a proposal submitted in May 2021 for a multi-year project and development of a memorial for those excluded or invisible at Bryn Mawr across the institution's history.</p>	<p>FY22 will be the first of a five-year collaboration with Monument Lab that will result in a campus monument that highlights narratives missing or excluded from the College's history. Work on the information gathering stage of the project, informed by broad community input on what stories are missing from Bryn Mawr's history, will begin in Fall 2021.</p>

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<sup>1</sup> Members of the History Advisory Group in 2020-2021 included Khari Bowman '21 (Black at Bryn Mawr student coordinator); Kim Cassidy (President); Alison Cook-Sather (Education); Katie Davenport '21 (SGA Archivist); Higinia Flores Rosas '22 (SGA Social Justice Chair); Jesse Gale (Communications); Ignacio Gallup-Diaz (History); Ruth Lindeborg (President's Office); Alice McGrath (Digital Scholarship); Allison Mills (College Archivist); Ann-Therese Ortíz (Pensby); Eric Pumroy (Special Collections); Monique Scott (Museum Studies); Qinna Shen (German). Additional members who joined later in the year included Lisa Saltzman (History of Art), Fatmata Sesay '23, and Sharon Ullman (History).

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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Challenges/ Next Steps
<p>Restructure relationship between Access Services and Counseling Services to increase collaboration, sharing of appropriate information, and improve services to BIPOC students with disabilities. <i>Responsible: UG Dean, Assoc. Dean of Health and Wellness, Dir. of Counseling, Dir. of Access Services.</i></p>	<p>Convene student users and staff by Dec 20, 2020. Develop action plan by April 2021. Implement, August 2021. Review annually for effectiveness.</p>	<p>TBD, based on plan</p>	<p>Following two listening meetings with students in December 2020, Dean Walters formed a working group including Assoc. Dean Reggie Jones, Dir. Of Access Services Deb Alder, Assoc. Dean AT Ortíz, Title IX Dir. Kim Taylor, and Acting BiCo Exec. Dir. Of Campus Safety Lil Burroughs to develop learning resources, examine the relationship between Access Services and Counseling Services, and examine protocols used in mental health crises and barriers to students accessing accommodations. In April 2021, two additional listening meetings were held with students. <b>Take-aways</b> include: 1) The experiences of students with disabilities are unique to each individual based on the nature of their disability, the expectations and practices of faculty in the major, the buildings students want to access, and their own learning and social goals. 2) More education is needed throughout the College – from dining services to faculty – so that a greater appreciation and respect for the diversity of our student body with respect to disabilities will influence behavior and policies. 3) Students often do not tell the</p>	<p>1) Health and Wellness is working with Access Services to create a role for a social work intern to support students with disabilities starting in AY 2021-2022. 2) Access Services and the Dean are discussing ways to increase education of the community about their responsibilities toward students with disabilities. 3) In summer and fall 2021 Health and Wellness, Deans Office, and Campus Safety will review and revise on-call and crisis protocols and training.</p>

			College when departments or services are not hitting the mark. 4) Students perceive that the Access Services Office is under-resourced. 5) Students with disabilities include undergraduates, graduate students, and postbacs.	
Add a question concerning creating an accessible and inclusive classroom experience to course evaluations. <i>Responsible: Provost, Faculty.</i>	Fall 2021	N/A	Launched Fall Semester 2020	Information from the question to be included in reflections on the dossier submitted by faculty for tenure and promotion.
Use transformative justice framework to change College protocols involving mental health crises (see IX). <i>Responsible: UG Dean, Assoc Dean of Res. Life, Assoc. Dean of Health and Wellness, Dir. of Campus Safety.</i>	Beginning in Spring 2021	N/A		In summer 2021 the UG Dean is convening a learning circle on transformative justice for members of the Student Affairs team, Campus Safety, and other interested members of the Bryn Mawr community.
Develop network of partners for therapy services for BIPOC students and make financial assistance for co-pays available through Student Assistance Fund. <i>Responsible: UG Dean, Assoc. Dean of Health and Wellness.</i>	Spring 2021	Covered by Dean's Student Assistance Fund	The Health and Wellness Center maintains relationships with networks of BIPOC therapists and will highlight them on the Center's website. To facilitate a connection with an individual provider outside of the College, a counselor will meet with a student for a brief assessment to understand their needs and come up with a plan to address them. The student can independently seek out an off-campus counselor from one of the networks or our counselors may assist in making a good match with an outside	FY22- assess impact of revised practices in spring 2022

			counselor as needed. Counseling Services follows up with a student to check in. If there is a waiting period to see that counselor, our staff will continue to meet with the student until that new relationship is established.	
Implement universal design standards in curricular and co-curricular programs through setting policies and expectations for instructors and program directors, training, and continuing education. <i>Responsible: Provost, CIO, UG Dean, Faculty, TLI.</i>	Beginning in Spring 2021. Assess annually.	N/A	<a href="#">The Access Leadership Committee</a> discussed the importance of making universal design for learning (UDL) across the curriculum a priority, and several TLI student consultants worked to gather student experiences and perspectives and generate resources. Implementation requires active involvement and commitment by faculty in every department. Information about practices that “worked” for students in the pandemic (e.g., recording lectures) has been shared with the Provost.	-Provost to share the compiled list of best practices with the faculty in August 2021. -Provost will form a working group in fall 2021 to explore these best practices and ways that they can be incorporated into the curriculum. -Implementation of selected best practices in spring 2022.
Over the next three years, the College will increase accessibility by -Replace Old Library elevator to achieve compliance -Improve wheelchair access to Edman Dining Hall -Improve wheelchair access to Rhoads North entrance. <i>Responsible: CFO/ CAO, Dir. of Facilities.</i>	2021 - 2023	\$325,000 over three years	Projects budgeted and included in Facilities construction schedule.	- Old Library elevator to be installed summer 2021. - Wheelchair access to Erdman Dining Hall to be improved summer 2021. - Wheelchair access to Rhoads North to be improved summer 2021
Move student life offices now in Cambrian Row (including Pensby Center, religious life, and Civic Engagement) to a new	2020 – 2021	Project cost is \$17.5 million, accessibility	Student Life and Wellness Center moving forward and currently on schedule to meet completion and move-in dates.	Construction on schedule to be completed by end of fall semester 2021; offices to move into new spaces

Student Life and Wellness Center more conveniently located centrally on campus and make counseling and medical services fully accessible. <i>Responsible: UG Dean, CFO/CAO, Dir. of Facilities.</i>		is core motivation and design principle		for beginning of spring semester 2022.
Improve accessibility in Park Science Building including adding an additional wheelchair lift, incorporating classroom listening loop, widening doors and other modifications. <i>Responsible: UG Dean, CFO/CAO, Dir. of Facilities.</i>	2021 - 2023	Remaining project cost is \$17 M; accessibility-related costs will be tracked.	Enabling projects begun in late spring 2021 to support launch of Phase 2.	Phase 2 of Park Science renovations, including accessibility improvements, are beginning in fall 2021.

**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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Challenges/ Next Steps
Financial Aid and the Controller's Office will 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; available in the International Services & Advising office; and included in orientation with new international students. <i>Responsible: Financial Aid, Student Accounts, Payroll.</i>	Effective December 2020	Est. \$90,000 annually	Payments paid for taxes accrued by international students in fall semester 2020 and spring semester 2021.	FY22: continue new policy.

VI. We demand that Bryn Mawr College hires a full-time staff member that becomes the Associate Dean for Student Success and Advising for Undocumented Students in the Pensby Center that will work with the Staff Contact for DACA and Undocumented Students and the Peer Contact for DACA and Undocumented Students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF STUDENT SUCCESS				
Action and Responsibility	Timeline	Budget	Year-End Report, June 2021	Challenges/ Next Steps
Develop description for new Student Success position to address needs of DACAmented and Undocumented Students. In recognizing that there are shared needs facing FGLI students, this new position will also coordinate support for FGLI students. Recruit and hire new Student Success position. <i>Responsible: Assoc. Dean for Equity, Inclusion &amp; Community Life; FGLI Steering Committee.</i>	Convene committee of students, faculty and staff in Spring 2021 to identify priority areas and skill sets for position. Search in Spring/Summer '21; position launches in Fall '21.	\$60,000 annually	Assoc. Dean Ortíz met with the FGLI Steering Committee <sup>2</sup> to identify student needs; surveyed comparable positions nationally; contacted peer institutions.  Position description for new Assistant Dean for Student Support and Belonging was developed and shared with student focus groups in April. Position was posted in May.	Applications are currently being accepted for a summer search process; position expected to start in Fall '21.

<sup>2</sup> The FLGI Steering Committee members in 2020-2021 were Rosario Santiago '22, Kaila Hamdani (Admissions), Aury Garcia (Counseling Services), Doanh Wang (Athletics), Emilie Leather (Financial Aid), and Vanessa Christman (Pensby).

**VII. We demand for the restructuring in the current operations of the Enid Cook '31 Center, to be implemented by the 2021-2022 academic year.**

<b>AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF RESTRUCTURING ENID COOK '31 CENTER</b>				
<b>Action and Responsibility</b>	<b>Timeline</b>	<b>Budget</b>	<b>Year-End Report, June 2021</b>	<b>Next Steps/ Challenges</b>
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 &amp; 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.
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 &amp; 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.

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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
Rename Dean’s Emergency Fund, the “Dean’s Student Assistance Fund.” <i>Responsible: UG Dean.</i>	Nov. 2020	N/A	Complete	n/a
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 <a href="#">webpage</a> 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 Ortíz (Assoc. Dean for Equity, Inclusion, and Community Life), Jennifer Walters (Dean’s Office).	AY 22: post membership to website.



X. We demand that Bryn Mawr acknowledge the unseen labor of Black women and Black trans/nonbinary people on campus.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF INCREASED VISIBILITY OF LABOR				
Action and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
Publicly recognize the unseen efforts of Black employees, in ways that would be meaningful to them. <i>Responsible: President's Office.</i>	Meeting by mid-February 2021; share findings by end of February 2021	TBD	All BIPOC staff invited to two meetings with President Cassidy during spring 2021 to identify opportunities and concerns.	AY 22: Changes in-progress include publishing job classifications and salary bands; providing disaggregated data on employment trends; identifying professional growth opportunities and creating better ways to compensate labor.
Continue paid student consultant positions for administrative offices to get student input on projects or initiatives. <i>Responsible: relevant administrative offices.</i>	Ongoing	From current department budgets	Students receiving paid compensation include student CPEAR members, student members of the Racial Justice Fund, students who offer teach-in sessions, and student consultants advising President Cassidy on communications. Already existing paid positions include CDAs, Peer Health Educators, Black at Bryn Mawr Tour coordinator and guides, students working on the Perry House Oral Histories Project.	AY 22: Continue paid student consultant positions.

**IX. We demand that the school continue to pay the students who are participating in the strike.**

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF STUDENT CONTRIBUTIONS TO INSTITUTIONAL CHANGE				
Action and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
Create Change Agent fund, providing funds for students who analyze and recommend solutions for College inequities. <i>Responsible: Pensby Center.</i>	By October 2021	Initial budget \$10,000		To be developed fall 2021; possible organizational synergies with Racial Justice Fund.
Pay all striking student workers up to 20 hours for missed work. <i>Responsible: President's Office.</i>	By end of fall semester	TBD	Complete	n/a

**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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
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. <i>Responsible: Chief Investment Officer.</i>	By 12/18/20	N/A	Board Committee on Investment Responsibility held an <a href="#">open meeting</a> for students, faculty, and staff on 2/11/21 to discuss its 12/17/20 report and answer questions.	AY 22: Trustees will offer additional community education sessions about the work of the Board.
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. <i>Responsible: Civic Engagement Office, convening student, faculty, staff committee.</i>	First awards Spring and Summer 2021; Ongoing	Initial budget \$10,000	Ellie Esmond and Lisa Armstrong of the Center for Career and Civic Engagement convened a group of faculty, staff, and students, who have created guidelines, an application and review process, and website.	Website and application form will go live summer 2021; first projects to be funded fall 2021.

<p>Use a transformational justice model to guide our relationship with local law enforcement and our approach to Campus Safety. By December 18<sup>th</sup> Dean Walters will hold an open listening meeting. By February 12<sup>th</sup> 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. <i>Responsible: UG Dean, Dir. of Campus Safety, Assoc. Dean of Health and Wellness, BiCo Title IX Officer, Dir. of Counseling, Dir. of Access Services.</i></p>	<p>Listening meeting by Dec. 18<sup>th</sup>; Working group formed by Feb. 12<sup>th</sup>; 1st recommendations due by June 2021</p>	<p>TBD based on recommendation</p>	<p>Dean Walters formed an initial working group including Assoc. Dean Reggie Jones, Campus Safety Dir. Lil Burroughs, BiCo Title IX Dir. Kim Taylor, Dir. Of Counseling Polly O’Keefe, and Dir. Of Access Services Deb Alder; the group is identifying learning resources and transformative justice consultants (from GSSWSR &amp; elsewhere) as well as faculty and student members.</p>	<p>This process continues in summer 2021 through the transformative justice learning circle noted above and in the fall with the appointment of a new BiCo Exec. Dir. of Campus Safety.</p>
<p>Expand Customs “Week” to include more explicit emphasis on building relationships and harm reduction. Customs Week has been reconceived as a longer program due to COVID and we will continue this model of extended engagement over the summer going forward. <i>Responsible: UG Dean’s Office.</i></p>	<p>Planning late-spring to early summer 2021. Implemented Summer 2021.</p>	<p>Dean’s Office to cover cost of program via Customs budget</p>	<p>Planning launched late spring 2021.</p>	<p>Summer planning for Customs Week and THRIVE includes student consultants. Training and education of DLT will include harm reduction philosophy and practices.</p>
<p>Recommitting to the demands made by Black Students in 2015, include additional training on harm reduction for Honor Board members and Dorm Leadership teams. <i>Responsible: UG Dean’s Office.</i></p>	<p>Planning in Spring 2021; implement in Fall 2021</p>	<p>Dean’s Office covers via program budget</p>	<p>Honor Board Head and UG Dean held initial discussions, spring 2021.</p>	<p>The Honor Board co-chair and the UG Dean are developing plans during summer 2021 for education and training of the Honor Board to take place in the Fall of 2021 when the new Honor Board is oriented.</p>

X. We demand a significant reduction of winter break and summer break housing costs for international students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF COST REDUCTIONS FOR HOUSING				
Action and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
We have reduced the costs for summer break housing for all students starting in Summer 2021 from \$125 to \$70 per week for housing when no dining is provided and from \$170 per week to \$105 per week when dining is provided. <i>Responsible: CFO's Office.</i>	New rates for Summer 2021	\$100,000 annually	New, reduced rates in effect for summer 2021.	Rates continued through AY '22.

XI. 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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
<p>List:</p> <ul style="list-style-type: none"> <li>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.</li> <li>The College does not use <a href="#">E-Verify</a> to verify a student’s (or staff member’s) eligibility to work at the College.</li> <li>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.</li> </ul>	Immediate	N/A	This <a href="#">list of protections is posted</a> to Pensby website in the DACA- and undocumented students section.	<p>AY 22: Continue to advocate with Congressional delegation and through participation in legal actions of higher education organizations to support protections and educational opportunity for DACA- and undocumented students.</p> <p>Keep website updated.</p>

<ul style="list-style-type: none"> <li>• 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.</li> <li>• The College will continue to welcome applicants and to support students of all nationalities and religions.</li> <li>• We will continue to meet full, demonstrated financial need for all students, including undocumented and international students, enrolled at Bryn Mawr.</li> </ul> <p>From <a href="https://www.brynmawr.edu/pensby/daca-and-undocumented-students">https://www.brynmawr.edu/pensby/daca-and-undocumented-students</a></p>				
<p>Provide training to faculty and staff around the campus protections for DACAmented and undocumented students, including quick card reference for employees. <i>Responsible: Pensby Center.</i></p>	<p>Immediate</p>	<p>N/A</p>	<p>College Counsel provided two information sessions for office heads on campus policies and protections.</p> <p>Pensby worked with Mawrters for Immigrant Justice to make available quick reference cards outlining rights and protections for students. These cards have been available in the lobby of Pensby throughout the semester for any student or employee who would like one.</p>	<p>FY22: College Counsel will continue to provide information sessions to office heads.</p> <p>Pensby is working with HR to make these reference cards available in easily accessible locations for staff.</p>

Provide regular learning opportunities for faculty regarding unique needs of DACAmented and undocumented students. <i>Responsible: Pensby Center.</i>	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 to offer feedback on pilot materials.	Two student coordinators hired in April to begin work for 2021-2022.  Inaugural session expected to launch in Fall '21.
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**XII. We demand to include undocumented students without DACA in work payment systems.**

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF FUNDING OPPORTUNITIES				
Action and Responsibility	Timeline	Budget	Year-End Progress Report, June 2021	Next Steps/ Challenges
Raise awareness among undocumented students that the work-study requirement can be waived and replaced with equivalent grant funding (which does not need to be repaid). <i>Responsible: Financial Aid Office, Assoc. Dean for Equity, Inclusion, and Community Life.</i>	Spring 2021	\$32,000	The Director of Financial Aid has met with Pensby Center staff to ensure that all understand that work-study requirement can be waived and replaced. Pensby staff refer DACA- and undocumented students to Financial Aid for further information. The Financial Aid Director also works with the Assistant Dean for International Student Advising to develop outreach to students who may qualify, as some DACA and undocumented students are hesitant to come forward.	Ongoing outreach required to provide staff and students with information about financial aid available to undocumented students, and to support students in coming forward to request aid.

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.

**XIII. 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 and Responsibility	Timeline	Budget	Year-End Report, June 2021	Next Steps/ Challenges
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 11/18/20.	n/a

**XIV. We demand that Bryn Mawr College respond to each of the individual above demands in the form of concrete action and change by 11/16/2020. We will not conclude the strike until our demands are met and a statement is issued with a timeline detailing how specific demands will be fulfilled. The school, (remembering that the brunt of this labor should not be on the backs of Black students, staff, and faculty) will employ and properly compensate all students in the fulfillment of these demands as well as continue to support organizers, strikers, and leaders in more formalized and routine teach-ins.**