_____ This cover memo offers a high-level summary of work in several priority areas, and a few examples of actions taken. A more comprehensive report of actions taken and changes instituted follows, and I welcome additions for things that we have missed.

I am grateful to the many students, faculty, and staff who are actively engaged in the work to make Bryn Mawr a place where each community member feels like they belong and their contributions are valued and affirmed. In particular, I want to thank the students whose advocacy and collaborative spirit have been important influences in the changes we are making. We have also engaged outside experts and facilitators to bring new perspectives and tools where we are still building knowledge, skills, and capacity to continue this work effectively. As you review the steps we have made thus far, I invite you to share your ideas about priorities and projects for the 2019-2020 framework.

Faculty Hiring

Over the past few years the Faculty and the Administration have enacted changes to policies to help build more diverse pools of faculty candidates, including:

- < Opening searches for new faculty to both advanced and beginning assistant professor candidates
- Broadening areas of scholarly expertise in which we search
- Added new approaches to faculty searches to ensure we take advantage of opportunities to recruit and hire faculty from underrepresented groups
- Anti-bias training for faculty participating on search committees; all departments participated.

These changes have had a positive impact. In AY 2010, 18.7% of tenure-track

Building Inclusive Classrooms

We invested considerable time and energy this year in engaging faculty and students in issues of inclusivity in classrooms and co-curricular programs. An important element of this work was providing workshops and opportunities to share best practices. To this end we sponsored

- Multiple workshops: TriCo program with Stir Fry Seminars on Creating Community and Dialogue Across Cultures (184 faculty, staff, students); on universal design (20 BiCo faculty participated); and inclusivity in STEM (10 faculty participated).
- Expert visiting speakers: Professor John Asher Johnson spoke to approximately 50 Quaker Consortium (Bryn Mawr, Haverford, Swarthmore, Penn) faculty and students in February about inclusion in STEM, and Professor Marybeth Gasman spoke to approximately 35 BMC faculty later that month about changing university classrooms.
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Equity and Inclusion Framework: 2018-2019 Comprehensive Report* *We attempted toincludemuch of the work this year, but we welcome additions of action items that we may have missed.

CAMPUS LEARNING FOR ACTION

Faculty Searches/Hiring/Support

In September the Bryn Mawr and Haverford ProvpasHaverford ProvpasHavere 0 1 154.33 692.47 Tm0 g0 G()]TJE

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- In spring 2019 student AMO coordinators organized AMO Celebration and Awards Night to recognize the contributions of individuals and student organizations that work towards promoting diversity and inclusion.
- Community Diversity Assistants led an effort to enhance their training program and effectiveness. Initiatives included development of a timeline of diversity at Bryn Mawr.
- Students expanded the calendar of Black at Bryn Mawr tours to add THRIVE, Alumnae Volunteer Summit and Family Weekend. Coordinators trained new guides; both are paid positions.

SUPPORT FOR STUDENTS

New Staffing

- Two full-time residential life coordinators were appointed in 2018-2019, one of whom serves as an adviser to the Enid C} I [ïCenter; both also served as advisors to SGA and AMO groups.
- Counselor position added to Counseling Services staff for 2018-2019.
- Community-building coordinator appointed at GSSWSR; work includes leading monthly community conversations on DEI topics.
- New assistive technology specialist position approved to begin in fall 2019 to support students with disabilities by making all educational materials and environments equally usable and accessible to all students.
- Search for an Associate Dean for Equity, Inclusion, and Community Life was completed in May 2019.
- Interfaith Chaplain (part-time) appointed for 2019-2020 to support the spiritual growth of students, encourage religious literacy and interfaith dialogue, promote ethical reflection, and provide pastoral care.

Promoting Equitable, E3(f)10(a iLCa iL0 0 1(r)8(o/F137t2.38 Tm0 9 re[P)-5(r)8(o)4(m) g0g)-5(E)9(qu)5 1 2132 0 612 792 r

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ENROLLMENT

Expand Recruiting Partnerships with Community-Based Organizations

- K Finalized a new partnership with Uplift Education (Texas).
- < Active conversations taking place about additional new partnerships.

Financial Aid

 Identified five polices/practices that impact financial aid packaging for review over summer 2019. Anticipate changes of policy to be announced affecting the 2020-2021 academic year.