



July 1, 2020

To the Authors of the Open Letter:

We write to provide an institution-specific response to the [Open Letter to the Bi-College Community](#). We respond here to each enumerated point, although not in the order presented, to better reflect the coordinated actions that will follow.

We frame this response with a few comments:

We recognize and deeply appreciate the thoughtful work that went into creating the Open Letter, as well as acknowledge the painful experiences and the hope for improvement it reflects. We also affirm that this moment in history

hear and are pained by the experiences of racism in our community. On behalf of the College, we apologize for the harm that students of color, especially Black students, have experienced at Bryn Mawr because we have not taken enough focused and effective action to address racism

committed to continuing and increasing our collective action against racism.

It is clear that we all share the goal to make Bryn Mawr a place where Black students can thrive. We also agree that, in order to achieve this, we need to acknowledge the racism in the structures of our institution and in individual behaviors, and we need to dismantle it at all levels. Indeed, this has been a particular, mission-inscribed and institution-wide focus of Bryn Mawr in recent years, building on work that certain dedicated members of the community have been doing for decades. While this work has been done in good faith, we also agree that where we are at present is not acceptable, that structural and ongoing change is needed, and that this is an important moment of transformation.

We embrace the opportunity to do this work. We are galvanized by the call to translate our individual, deep-rooted feelings of care and commitment into greater collective action, engaging the community across roles and shared governance in order to make Bryn Mawr College better.



Based on recommendations in a recent external review of Africana Studies, our faculty in Africana Studies are exploring ways to strengthen and expand the core requirements and further define our capstone experience. The Program is well-poised to develop a major given the breadth of the research and teaching expertise of several new faculty who have joined the Program in recent years in such areas as poetry, prose, dance, urban education in the U.S., and migration patterns and development in East and West Africa. Faculty are planning to discuss this fully in the fall.

We agree that hiring Black faculty and faculty of color is a priority for the program.

We are deeply committed to the success of students of color in STEM. A group of faculty and

The Open Letter makes several requests for funding. We are aware of, and need to continue to learn about, the financial challenges students face and the ways in which financial barriers impede thriving. We are committed to increasing funds, like the Dean's Emergency Fund, that address individual students' needs. We have increased programmatic support, including an increase in funding to the ECC, and we look forward to identifying additional avenues for effective use of resources to support programming for student groups.

We also have heard the call to use College resources to support other non-profits and groups. We are eager to use our resources to impact racial justice beyond our campus and to do so in ways that are in keeping with our educational purpose. We recently announced the inauguration of a Racial Justice Fund. Its intent is to invest College resources, both money and time, to support faculty, students and staff in making meaningful impacts in our communities and in organizations of change. Community members will have the opportunity to help shape the use of this fund, which will be available starting in September. We look forward to better recognizing and supporting Bryn Mawr College work in local and national communities.

We welcome the opportunity to take a different approach to Black History Month. Beginning this upcoming academic year, we will be celebrating Black History Month on campus from October 15 to November 15. We will be featuring a series of events, including a panel discussion, a film screening, and a community meal. We look forward to celebrating the contributions of Black students, faculty, and staff to our community and to the world.

undertaken substantial, thoughtful, difficult, and painful work to call the community to reflect on the racist history of the College, including the legacy of M. Carey Thomas. The College is committed to continuing to follow through on the recommendations of these groups with guidance from the History Advisory Committee, a group of faculty, students, and staff charged with stewarding community recommendations and prioritizing these efforts.

In short, there is much to do, and we are determined to do it. All priorities for the coming year will be included in Bryn Mawr College's 20-21 Strategic Plan.