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		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.

III.   We demand support in meeting with the Pennsylvania Historical and Museum commission by February 1, 2021 in order to secure the
                              name inscribed on the Old Library building façade and the portrait that hangs in Old

                                                                                                                ns for

institutional memorialization of such
$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	

VIII. We demand the implementation of a

XII.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY OF PROTECTIONS				
Action	Timeline	Budget	Responsible Groups	Progress Report December 2020

List:

citizenship or immigration status (including information

presented with a subpoena or similar legal requirement. The College does not use E-Verify

Campus Safety will not be involved with enforcing federal immigration laws, including Green Card and visa issues, nor will they inquire a

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