

Bryn Mawr College
Annual Diversity and Inclusion Report
June 2017

This year's report focuses on new initiatives, substantial progress in ongoing projects, and areas of change in practice over the past 12 months. It

particularly those in service positions. The idea was inspired by a 2016 Community Day of Learning session organized by Iliana Dominguez Franco '16. Humanizing the Hat will continue in 2017-2018.

Staff Wage Equity

Bias Response

During the current academic year, few community members made use of the [bias response](#) mechanism created in fall 2015. In the spring semester, Assistant Dean Stephanie Nixon reached out to all Community Diversity Assistants to discuss this resource and to work with them to share this information with students in their dorms. The President's Diversity Leadership Group (DLG) conducted similar outreach to leaders of all of the College's affinity groups and to learn more about issues of concern for each group. The DLG will meet in May to discuss feedback from these conversations and to consider ways to ensure that all community members are aware of support available in dealing with bias incidents.

Undocumented Students and Immigration Concerns

The College supported efforts led by the American Council on Education and by fellow college presidents urging the new Federal Administration to retain DACA and to support the BRIDGE Act under consideration by the current Congress. Both Bryn Mawr and Haverford have sponsored events for students with lawyers specializing in immigration law, and the College will schedule similar sessions in the future as needed. [Immigration policy information](#) and resources for students, staff, and faculty are available on the College's website and will continue to be updated as circumstances evolve.

Transgender Student Policies

Over the past year, four athletics staff members and two student athletes met to develop the Inclusion of Transgender Student-Athlete Policy. As part of their work, the group conducted a building audit of restrooms and locker facilities in Schwartz, and has recommended changing the second floor restroom to a multi-use all-gender space. The group will review its recommendation with a broader group of students, faculty, and staff with the goal of completing this work in mid-late fall 2017.

Access Services

In 2016-2017

Mental Health and Disability Education

The Pensby Center added the position of Disability and Accessibility Student Coordinator, which was held by Carrie Fillion '19. Benefiting from her leadership, Pensby hosted 14 programs during Disability Awareness Month (including 4 faculty-led workshops, a keynote performer, and student-led programming).

The Provost's Office continued its faculty education program on mental health issues faced by current students, developed in collaboration with the Undergraduate Dean's Office, the Counseling Center, and the Psychology Department. Topics included Challenges of Adjusting to College for Students from Varying Backgrounds; Mental Health Issues Faced by International Students; and Mental Health Concerns of our Students in Today's World.

Orientation and Education for New Members of the Bryn Mawr College Community . 2

Living asLGBTQIA+

In March 2017 three alumnae—Susan Messina '86, Erica Seaborne '07 and Emily Engler '01 – organized a program of alumnae speakers to provide current students with alumnae perspectives on living and thriving as LGBTQIA+ at Bryn Mawr and beyond.

Staff Manager Training

The College is creating a six-session professional development program for managers that will be piloted in 2017-2018. One session will focus on diversity and inclusion in staff recruiting and hiring, and in workplace climate and practices.

Employee Training

The Library and Information Technology Services division has begun offering diversity training to both staff and student employees. Members of the student group GenderQuest provided training sessions on gender identity issues in spring 2017, and religious literacy training will be scheduled in fall 2017.

Admissions Office staff also took part in training sessions on gender identity issues led by GenderQuest.

PLACES AND SPACES

Accessibility

In 2016-2017, Facilities Services redesigned the 4 Tw 2.76 0 Td [(2)-10201370 08 28850 10 10 (1) 3 (d)]

The Black at Bryn Mawr website created by Grace Pusey '15 and Emma Kioko '15 has been archived to preserve their pioneering work.

Perry Garden

Staff from the Pensby Center, Facilities, and the President's Office worked with Precious Robinson '18, Dani Cadet '17, Alexis Wiltshire '17, and alumnae to develop plans for and open the Perry Garden. The garden seeks to focus attention on the spirit of friendship, resilience, and hope that Perry House and its residents embodied. The space is intended to be a source of inspiration for all of us in our work to become a more inclusive community.

We expect Perry Garden to develop and evolve over time. The location of the Garden was selected to maximize accessibility within the constraints of the site and township rules, and the type and colors of plants were selected for characteristics associated with Perry House and its generations of residents. A bronze plaque welcomes visitors and helps to share the history and importance of Perry House. The [Garden was opened on April 28](#) with the participation of the Board of Trustees and was dedicated over Reunion weekend in May 2017.

Enid Cook '31 Center (ECC)

Supported by a programming budget established with the founding of the Cook Center, the ECC hosted a number of programs and exhibits in 2016-2017, including the exhibit created by Alexis Wiltshire '17, "Re-Vision: Archiving Black Experiences at Bryn Mawr College," and the 2017 Legacy Day.

In spring 2017 the ECC elected new student leadership; in 2017-2018 they plan to develop their thinking about the Center as a resource and as a place for cultural programming.

Engaging Histories of Exclusion

In fall 2017 Dean Jennifer Walters will convene a working group composed of students, faculty, staff, and alumnae that will, over the next year, examine the College's historical relationship to racism and other forms of exclusion. The working group will hold events and opportunities for learning and dialogue. Those who are interested may nominate themselves or others by emailing Dean Jennifer Walters at jlwalters@brynmawr.edu.

Under Discussion: Invisible and Visible in Taylor Hall

In 2016 a proposal was developed to create an exhibit in Taylor Hall that would make visible faculty and staff who would not have been visible in 1910 (at a time when the College had become established and was thriving). Interest in this project remains strong, and we hope to move forward on this project in 2017-2018 in collaboration with interested students, faculty, and staff.