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# **DRAFT Proposals for Advancing Diversity, Equity, and Inclusion at Hamilton College**

Presented by the Advisory Council

DRAFT

January 2021

## **Summary of the Formation and Work of the Advisory Council** **June 2020 – January 2021**

In June 2020, President Wippman announced a commitment to developing a comprehensive plan of action for advancing diversity, equity, and inclusion (DEI) at Hamilton College, beginning with the following steps:

- Host listening sessions and form an Advisory Council
- Expedite a new equity and inclusion plan
- Commit \$200,000 per year for the next five years to increase funding for the College's equity and inclusion initiatives, with a focus on how we can support Black and Latinx members of our community

The faculty, students, staff, alumni, and community members appointed to the Advisory Council met weekly throughout the fall semester. We reviewed data and progress toward the College's DEI goals. An outside consultant facilitated listening sessions to allow members of the community to share, process, and grapple with injustices at the College. Vice presidents presented DEI efforts underway in the administrative, academic, and student life divisions. We used all of this information to inform our proposals to President Wippman.

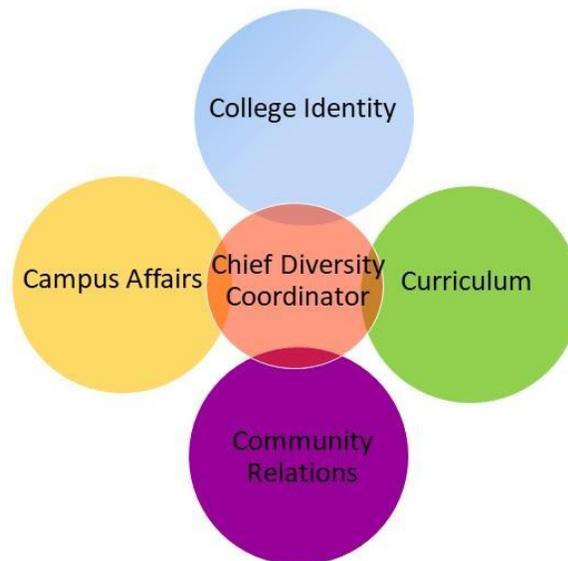
Members of the Council are deeply invested in the College's commitment to fostering an inclusive and equitable community that supports all of its members. We acknowledge that there is a lot of work to do to achieve this vision and that it will take time, resources, and community-wide participation. In particular, we agree that a full-time person reporting directly to the president should coordinate the work across divisions and departments on behalf of Black, Indigenous, and People of Color (BIPOC) and LGBTQ+ members in our community. Engaging a diverse group of voices that represents all constituencies is critical for developing a DEI Strategic Plan that is meaningful for Hamilton now and in the future, and we are strongly in favor of gathering data and reporting on the College's progress.

We are grateful for the input we received from students, faculty, staff, alumni, and other College constituents, and we look forward to the additional discussions prompted by these draft proposals.

## Proposals

Five themes emerged from our work:

- ◆ **Coordination** — Who and what fulfills the crucial role of coordinating and tracking all DEI efforts
- ◆ **College Identity** — Who we are and what we aspire to be
- ◆ **Curriculum** — What we consider integral to and indicative of intellectual excellence
- ◆ **Campus Affairs** — How we strive to operate in accordance with our aspirations
- ◆ **Community Relations** — How we strive to communicate and connect with the broader community in the interest of DEI



The Council recommends four areas for action:

1. People, Planning, and Practices
2. Research and Pedagogy
3. Relationships
4. Reporting

The proposals in each of these action areas are intentionally concise and are coded by color to the five overarching themes that shaped our thinking. They focus more on structural changes than the programmatic initiatives that will take shape over time as part of the College's strategic planning for DEI.

## Actions

### People, Planning, and Practices

- ◆ Create a dedicated full-time chief diversity officer position (title to be determined) that reports directly to the president to coordinate DEI efforts campus-wide
- ◆ Create a comprehensive strategic plan for DEI
- ◆ Continue adding new people of color to the Board of Trustees
- ◆ ◆ Work with the Committee on Academic Policy to make antiracism and inclusion a high priority in faculty allocations
- ◆ Allocate two FTE to support and augment the DEI efforts of Student Life
- ◆ Continue to monitor and expand admission diversity outreach efforts:
  - Track and report admission outreach outcomes and, with Institutional Research, assess student outcomes and success for students from under-represented backgrounds
  - Differentiate formal partnership efforts and outcomes from other recruiting efforts and outcomes
- ◆ Identify and apply for external grants to fund faculty positions related to DEI
- ◆ ◆ Continue and enhance efforts to recruit and retain underrepresented faculty and staff
  - Support faculty and staff programs that exemplify best practices in recruitment and retention
- ◆ Provide comprehensive and iterative DEI training programs specifically designed for campus constituencies, including students, faculty, and staff
- ◆ Institute a comprehensive DEI summit that culminates with the Voices of Color Lecture and reception
- ◆ Review and revise the Communications Style Guide for inclusive language and respectful and consistent references to specific populations and identities
- ◆ Continue the “Hamilton Academy” initiative to foreground inclusive pedagogies as integral to educational excellence
  - Create an annual slate of optional workshops

- Provide support for the development of Universal Design for Learning pedagogical and course management approaches

## Research and Pedagogy

◆ Provide funding and resources for community projects such as “Know Thy Institution”

◆ ◆ Seek funding for (10) DEI Community Engagement Student Fellowships akin to the Emerson and Levitt Scholars programs

◆ ◆ Augment efforts to recruit Postdoctoral Fellows of Color

◆ Review (underway) of the Social, Structural, and Institutional Hierarchies (SSIH) requirement; bolster SSIH implementation, as needed

◆ Identify opportunities to represent DEI in the curriculum (e.g., Anti-racism, Community Policing, Black Feminism, LGBTQ+, etc.)

## Relationships

◆ Enhance communication and student input protocols with Student Assembly, student organizations, and affinity groups

◆ Partner with local and regional community agencies and programs to develop and nurture opportunities for recruiting BIPOC into staff and facilities management vacancies

◆ Conduct collaborative DEI workshops with local law enforcement personnel

◆ Conduct collaborative DEI workshops with local school personnel

◆ Work with KPD to explore the use of body cameras

## Reporting

◆ Enlist an outside expert to assist with the development of a DEI strategic plan

◆ ◆ Create a DEI Dashboard that tracks progress on a semester-by-semester basis

◆ ◆ Conduct comprehensive campus climate surveys and make the data available via the DEI Dashboard

◆◆ Inventory and Assess DEI efforts that are already underway

◆◆ Create and make readily available a full directory of all current DEI programs and resources across divisions

## **Conclusion**

The Advisory Council is pleased to share these draft proposals with the Hamilton community and welcomes feedback as it strives to finalize them.

## **Members of the Advisory Council**

- Steve Bellona P'03, Mayor, Village of Clinton
- Phyllis Breland '80, Hamilton Director of Opportunity Programs (Retired)
- Josie Collier '97, P'14, Chair of the Alumni Council and President of the Alumni Association, *Co-Chair of the Advisory Council*
- Mark Fedorcik '95, Trustee
- Todd Franklin, Professor of Philosophy and Africana Studies
- Maria Genao-Homs, Associate Dean of Students for Diversity and Inclusion
- Amari Leigh '21, *Co-Chair of the Advisory Council*
- Terry Martinez, Vice President and Dean of Students and Chief Diversity Officer
- Imad Qasim '79, Trustee
- Natalie Sanchez '07, Chair of the Alumni Council Equity and Inclusion Committee
- David Saxe, Custodial Services Supervisor
- Lisa Trivedi, Professor of History
- Caleb Williamson '17