

THE OFFICE FOR EQUITY AND INCLUSION

FY20 ANNUAL REPORT

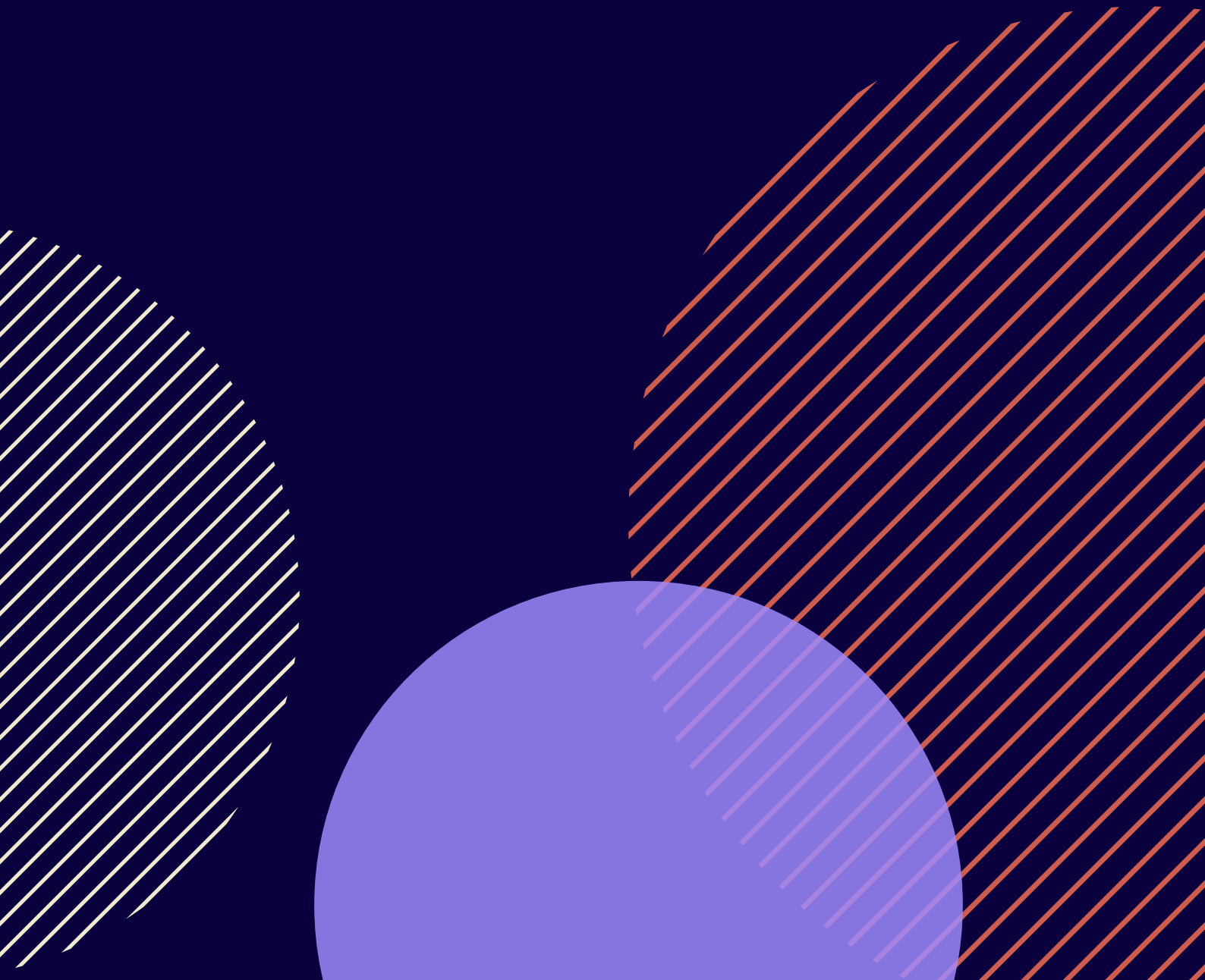



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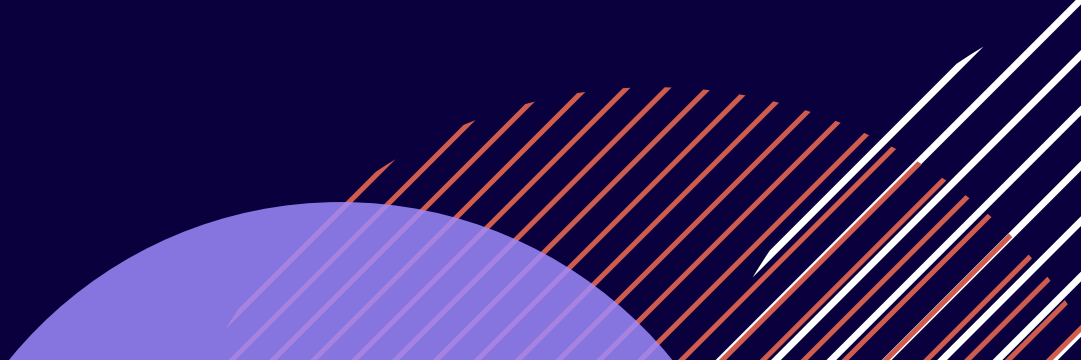
LETTER FROM THE VICE PRESIDENT

Hearts. Minds. Systems. That's what we get to work on in the Office for Equity and Inclusion. Through individual and community engagement, we reach hearts. Through inclusive education and programming, we nourish minds. Through institutional change and collaborations across the college, we realign systems. All of this is in the service of improving and enriching the educational and work experience of everyone at Smith -- students, staff, and faculty -- especially for those who have been historically excluded.

Smith College, along with the rest of the world, faced a reckoning last year. Before the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others, we were working on a strategic plan to advance equity and inclusion. In July, we posted a draft plan for comment, and hundreds of students, staff, faculty, and alums gave us feedback. At Cromwell Day in November 2020, we announced our preliminary [list of action items](#). As of this moment, 21 of 42 items are completed with many others in process.

The work of racial justice as it intersects with other demands for equity and inclusion is never done. My team and I remain open to your ideas and feedback, and we look forward to making more progress in 2021-22.

Yours,
Floyd Cheung



INTRODUCTION

The Office for Equity and Inclusion (OEI)

grounds its work in the college's mission and sustained commitment to be a diverse, equitable and inclusive campus. We aspire for every member of our community to uphold these principles. To promote a shared understanding across campus, here is our articulation of the principles of diversity, equity and inclusion.

A commitment to **DIVERSITY** requires us to develop an awareness of who makes up our community and what their experiences and identities are.

A commitment to **INCLUSION** requires us to make sure all community members are seen, heard, respected, and valued as full human beings and are encouraged to contribute to community life.

This report is a brief look into the achievements, goals, and collaborations of the Office for Equity and Inclusion.

A commitment to **EQUITY** requires us to remove obstacles to full participation and recognition for members of our community and to pursue corrective justice for those unfairly denied full participation and recognition.

Primary initiatives coordinated through the office provide education and support to individuals and departments as well as encourage self-reflection in ourselves and others.

STAFF

Floyd Cheung | he/him

Vice President for Equity and Inclusion

Floyd Cheung guides the development and administration of all equity- and inclusion-related initiatives and programs at Smith. Among his responsibilities are programming, curricular initiatives, and supporting the recruitment and retention of a diverse faculty, staff and student body.

Queen Lanier | she/her

Assistant to the Vice President for Equity and Inclusion

Queen Lanier is the initial point of contact for the office. She works closely with the vice president to prioritize the workflow of the office, maintain the office budget, and schedule committee and individual meetings for office members. Queen manages all aspects of the office's day-to-day operations while also serving on the Cromwell Day Committee, Inclusion in Action and the Virtual Community Engagement Team.

Toby Davis | he/him

Inclusion Education Trainer/Facilitator

Toby Davis '03 is available to provide a variety of trainings to individual departments, groups and the campus as a whole. In addition, Toby serves as the point person and advocate for low income, first generation, trans and gender-nonconforming students. His areas of interest include antiracism, queer and trans liberation, intergroup dialogue and compassionate communication. He holds a B.A. from Smith College and an M.Ed in Social Justice Education from the University of Massachusetts, as well as a certificate in Social Justice Mediation.

Raven Fowlkes-Witten | they/them

Program and Outreach Coordinator

Raven Fowlkes-Witten serves as the point person and advocate for undocumented, trans and gender non-conforming students. They organize and provide resources for these groups as well as advise and support students as needed. Raven oversees the office social media and is excited by campus programs centered around equity and inclusion.

STAFF

Amy Hunter | she/her

Director of Equal Opportunity and Compliance/Title IX Coordinator

Amy Hunter is responsible for coordinating Smith's compliance under federal and state civil rights laws and regulations related to education, employment and public accommodations. She manages the college's response to reports and complaints of discrimination, including mediations, investigations, findings and recommendations, and provides campus-wide training and outreach aimed at compliance and prevention for employees and students.

Loretta Ross | she/her

Faculty Fellow for Equity and Inclusion and Associate Professor of the Study of Women and Gender

Loretta Ross helped to launch the reproductive justice movement, is now teaching people to call in instead of call out, and serves as the director of IDP102: Thinking Through Race.

Diamond Mark

OEI Intern, 2020

Diamond Mark, an English major, created a glossary of terms related to identity, equity, and social justice for new members of the Smith community.

Sonia Paredes

OEI Intern, 2021

Sonia Paredes, an Economics major, is working on the accessibility map of the campus and helping with social media and communications.

MAJOR ACCOMPLISHMENTS

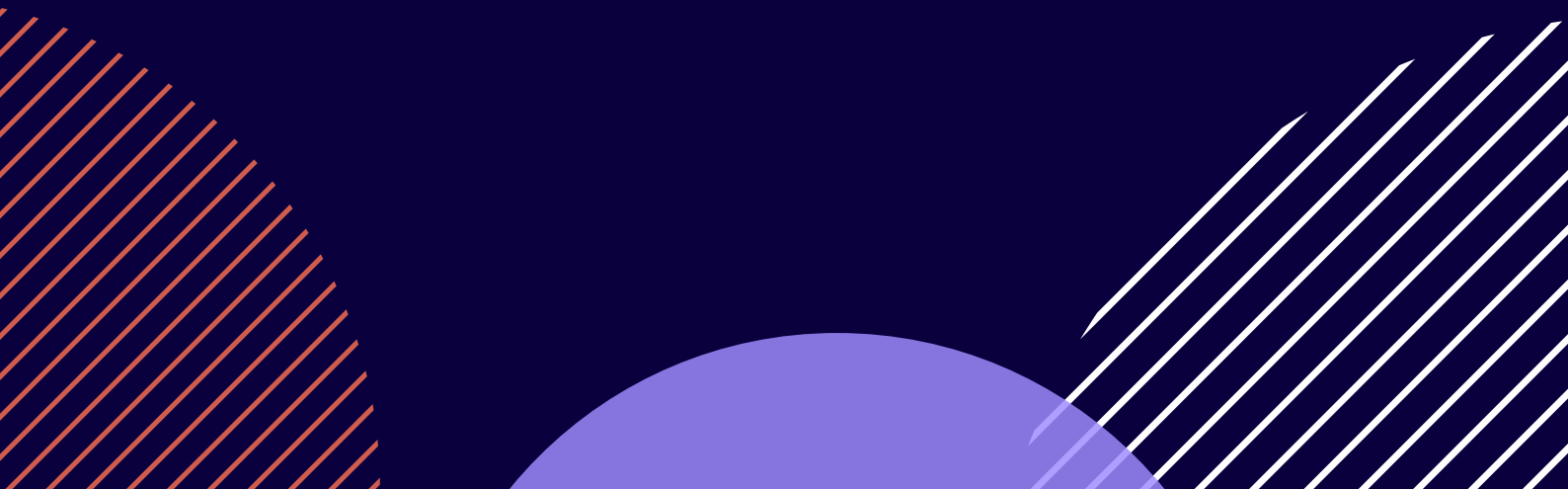
Reaching Hearts: Individual and Community Engagements

- Highlighted the lives and achievements of staff via a social media campaign
- Piloted “Generating Justice and Joy,” a regular forum for community sharing and processing of local and global joys and concerns with CRSL and the Jandon Center
- Launched roundtable response group to address crises in the moment
- Initiated the first series of Cross Class Dialogue sessions for staff and faculty
- Organized a successful Cromwell Day with speaker Yamiche Alcindor, five workshops, and an art showcase under the theme: Tackling Anti-Blackness: Moving Past the Abstract
- Created and supported a voluntary staff and faculty group for those who wish to work on antiracism with guidance in the community
- Created and sustained nine staff and faculty affinity groups at Smith
- Established a new Five College staff/faculty trans/non binary affinity group
- Fielded and resolved complaints of discrimination
- Offered support and mentorship to Smith community members

MAJOR ACCOMPLISHMENTS

Enriching Minds: Inclusive Education and Programming

- Directed team-taught course: Thinking Through Race
- Trained a successful inaugural cohort of students for the Leaders for Equity-Centered Design (LEAD) program
- Trained the Campus Safety department in approaches to mitigating bias and performing deescalation
- Provided Racial Justice training to Cabinet
- Developed trainings for the virtual Living in a Diverse Community and Residence Life leadership
- Spoke with all Chairs and Directors about inclusive pronoun usage
- Offered well attended book clubs and movie screenings in collaboration with Presidential Colloquia
- Designated a Presidential Colloquium in the spring to focus on racial justice and created a college-wide learning event around it



MAJOR ACCOMPLISHMENTS

Realigning Systems: Institutional Change

- Observed Juneteenth and institutionalized the holiday
- Developed Inclusive Hiring, Title IX, discrimination in the workplace, student-related discrimination, disability accommodations and anti-bias trainings
- Worked with Student Employment to streamline hiring processes for undocumented students
- Began “Elevate Your Activism” programming in collaboration with the Jandon Center to help students with their initiatives on campus
- Diversified dining options by inviting chefs of different ethnic cuisines to work with our staff
- Collaborated with students and administration on the basic needs pantry, emergency funding application, and other initiatives to provide support for first gen and low income students
- Worked with the Provost’s Office to revise the Faculty Record Sheet to include more opportunities for faculty to share their work to advance equity and inclusion
- Created consultation and self assessment tools for departments in order to develop their equity and inclusion action plans and align them with college-wide equity and inclusion goals

PARTNERSHIPS AND COLLABORATIONS

PARTNERS

ONGOING THOUGHTFUL ENGAGEMENT WITH AN OFFICE/DEPARTMENT THAT SUPPORTS THE MISSION AND PROGRAM INITIATIVES OF OEI

Office of Multicultural Affairs | Key Partner on the Equity & Inclusion Team

Center for Religious and Spiritual Life | Key Partner on the Equity & Inclusion Team

Office of Disability Services | ADA 30 programming

The Wurtele Center | LEAD program

The Jandon Center | Elevate Your Activism

Smith College Museum of Art | Helping to disseminate and commemorate the Black Lives Matter banners' history

Student Employment | support with hiring processes for undocumented students

Human Resources | support with a variety of initiatives for staff and faculty during the hiring process, onboarding and through ongoing engagement

- Inclusive Hiring Search Committee Training
- Inclusive Search Committee Practices for Hiring Managers

PARTNERSHIPS AND COLLABORATIONS

PARTNERS

ONGOING THOUGHTFUL ENGAGEMENT WITH AN OFFICE/DEPARTMENT THAT SUPPORTS THE MISSION AND PROGRAM INITIATIVES OF OEI

ITS, HR, College Relations, and Provost | Affirming Identity Through Technology (AITT)

Residence Life | collaborated on initiatives such as sharing the history of the black lives matter banners and residence life student staff training

Student Affairs | supported and aided in orientation through the “living in a diverse community” training

Lewis Global Studies Center | offered support and guidance with advocacy for undocumented students

SGA | delivered care packages to undocumented students during the pandemic

Accessibility Inclusion Committee (AIC) | supported the college’s goal of creating a welcoming, barrier-free and inclusive environment for all students, staff, faculty and visitors; identify areas of concern with respect to accessibility compliance; and to be a strategic partner to OEI in fulfilling its mission

Grounded Knowledge Panels | co-hosted with AEMES several truth-telling and listening sessions

PARTNERSHIPS AND COLLABORATIONS

COLLABORATIONS

AD HOC ENGAGEMENTS WITH AN OFFICE/ORGANIZATION THAT SUPPORTS THE MISSION AND PROGRAM INITIATIVES OF OEI

The Lazarus Center | Career Stories from Trans and Nonbinary Alums

Office of Multicultural Affairs | Black Futures, Community Care Events

Center for Religious and Spiritual Life | Generating Justice and Joy events, Beyond the Carceral System: Prison Abolition and Justice Re-Imagined

Roundtable Response Group | Daring to Be Hopeful: A Critical Response to the White Supremacist Storming of Our Capitol, Why is Smith Under Attack for its Racial Justice Work?: Uniting Diverse Views to Fight Injustice

Alumnae Association | Conversation with multiple alumnae clubs on addressing anti-Asian hate; “Inclusion in Virtual Communities” conversation with alum leaders

President's Office | Wrap-around Programming for Presidential Colloquiums: Bryan Stevenson, Jennifer Ho, Judy Heumann; Black Futures

Campus Safety | Officer Inclusion Trainings and Campus Safety Advisory Group

PARTICIPATION IN NATIONAL ORGANIZATIONS

American Council on Education | contributor to E&I community of practice and document on “Strengthening Diversity, Equity, and Inclusion in Higher Education”

National Conference on Race and Ethnicity | workshop presentation on microresistance as a way to respond to microaggressions

PEN America | panel presentation on anti-Asian hate

Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA) | monthly learning opportunities, presidential conventions, and annual climate surveys

SELECTED FEEDBACK

- “Although my comments are a tad belated, I nonetheless want to say, thank you for a terrific virtual Cromwell Day 2020. Particularly, in this difficult year, it was wonderful in being able to come together as a community and reflect on such interesting topics. I actually felt a bit sad to see the post that read: Cromwell Day has ended.” - alum class of ‘78
- “I appreciated her remarks and was especially happy to be able to attend. My position at Smith often does not allow me to leave the office to attend Cromwell events. I hope Zoom or some sort of remote option will remain in the future!” - staff member
- “. . . only approval and awe at the very real and tangible improvements you and the OEI team have made to Smith in the last year or so” - current student
- “I’m so glad I participated and very proud to be a part of the project” - staff member on staff profiles project
- “Hearing students at the roundtable discussion was particularly helpful. Hearing their perspectives on what they are doing and what they need from us as faculty members gave tangible things that I can do that will directly benefit our Black students.” - faculty member
- “Professors, all of them that have taught [in one STEM department], they really try to master names and pronouns. Literally, they have Google forms, you can fill out your name, your pronoun, why you are interested in this class, classes you have taken... I wish most departments were like the [that] department.” - current student on trans inclusive progress in the classroom

PLANS FOR 2021

- Priority action items for next year:
 - Advance proposal for a required course on race
 - Launch departmental action planning
 - Support BIPOC wellness
- Hire for the position of Action Planning Facilitator/Coordinator
- Grow RCSG programming and support
- Continue progressing trans and non-binary inclusion through the Trans/Non-binary Working Group and Affirming Identity in Technology (AITT)
- Support the Common Goods Resource Center in addition to other “basic needs” efforts for low-income students
- Collaborate with Professor Loretta Ross and the Dean of the College’s Office to integrate “Calling In” into new student orientation
- Unite affinity groups through book groups, reading *The Sum of Us* by Heather C. McGhee
- Launch Antiracist Learning Community with the Provost’s Office for faculty and staff who teach
- Begin collaboration with Provost and Dean of the College on inventorying AAC&U high-impact practices, gathering student participation data disaggregated by race, and recommend innovations to improve equity