

AGNES SCOTT COLLEGE

Global Diversity and Inclusion Plan 2020-2021



DIVISION OF EQUITY AND INCLUSION



Introduction	3
Looking Back. Advancing forward.	3
I. Advancing a culture of anti-racism	6
II. Inspiring and supporting our students	8
III. Developing and caring for our employees	10
IV. Driving inclusive excellence through JEDI training, education, and research	11
V. Impacting communities	13
Contact Information	14

Introduction



In the summer of 2020, the Division of Equity and Inclusion led the college's efforts to develop a justice, equity, diversity and inclusion (JEDI) plan for the 2020-2021 academic year. This agenda was informed by the results of the 2019 campus climate audit, the listening tour of the newly hired vice president for equity and inclusion, and the college's mission of engaging the intellectual and social challenges of our times.

The college has begun to implement many of the actions steps outlined in the plan. Take a look at “Looking Back. Advancing Forward.” section below.

The social challenges of our times undoubtedly include inequities that have been highlighted by the 2020 COVID-19 pandemic and the renewed national emphasis on confronting racial injustice. These challenges require concerted institutional efforts. As such, this year's work plan takes an institutional approach and is developed with the following five themes in mind:



I. Advancing a culture of anti-racism



II. Inspiring and supporting students



III. Developing and caring for our employees



IV. Driving inclusive excellence through JEDI training, education and research



V. Impacting communities

Looking Back. Advancing forward.

Agnes Scott College's focus on JEDI is not new. There is strong foundational work to propel the 2020-2021 goals forward. Examples of recent efforts and milestones at the college are listed below.



<p>President Leocadia Zak hired the college's inaugural vice president for equity and inclusion in July 2019.</p>
<p>Through the work of the Fellows at the Gay Johnson McDougall (GJM) Center for Global Diversity and Inclusion, the college concluded a comprehensive campus climate audit audit in December 2019.</p>
<p>In January 2020, the college was selected by the Association of American Colleges & Universities (AAC&U) as one of 24 universities to host Truth, Racial Healing and Transformation (TRHT) campus centers across the United States as part of a national initiative to eradicate racial hierarchies and eliminate racial inequities. The TRHT Implementation Team works with the GJM Center for Global Diversity and Inclusion to coordinate campus efforts. This team will consider additional goals, programs and interventions to address national dialogues or urgent campus needs as they emerge.</p>
<p>Through our unique and renowned educational experience, SUMMIT, all incoming first year students are provided with training and tools to create a culture of inclusion and respect, recognize power and privilege, identify and respond to microaggressions and implicit bias, and build competencies towards socially responsible allyship.</p>
<p>Student Body: 63% self-identify as students of color, 41.3% as Pell eligible, and 33% as first generation.</p>
<p>28.6% of tenure-track faculty self-identify as African American or Black; Hispanic* or Latinx; Asian, Asian American or Pacific Islander; or multi-racial.</p>
<p>21 gender neutral bathrooms were established throughout the college in 2019 as a result of work spearheaded by the Scottie Safe Zone Committee.</p>
<p>The college, through the GJM Center for Global Diversity and Inclusion, will continue to host the webinar series of courageous conversation on race and on the social inequities of COVID-19.</p>
<p>On May 29, 2020, Agnes Scott College President Leocadia Zak reaffirmed the college's commitment to confront and condemn racial injustice in all its forms in this Message of Support and Solidarity.</p>

On August, 18, 2020, the college hosted Dr. Beverly Tatum, president emerita of Spelman College and author of *Why Are All the Black Kids Sitting Together in the Cafeteria?*, for its annual semester kick-off community forum.

The GJM Center for Global Diversity and Inclusion hosts weekly, bi-weekly, and monthly training opportunities and cultural events to educate and honor our faculty, staff, and students. Please go to our [upcoming events calendar](#) for more information.

President Zak's message of solidarity and action was also followed by the distribution of 11 presidential campus grants to fund faculty and staff projects that address issues of social and racial justice in the 2020-2021 academic year.

[College Advancement](#) has prioritized key equity needs in order to identify fundraising opportunities to meet these needs.

To further affirm this commitment, the Board of Trustees has committed to engaging in a series of conversations about race and has appointed a working group to draft a statement that is anticipated to be brought to the board for approval at its fall 2020 meeting.

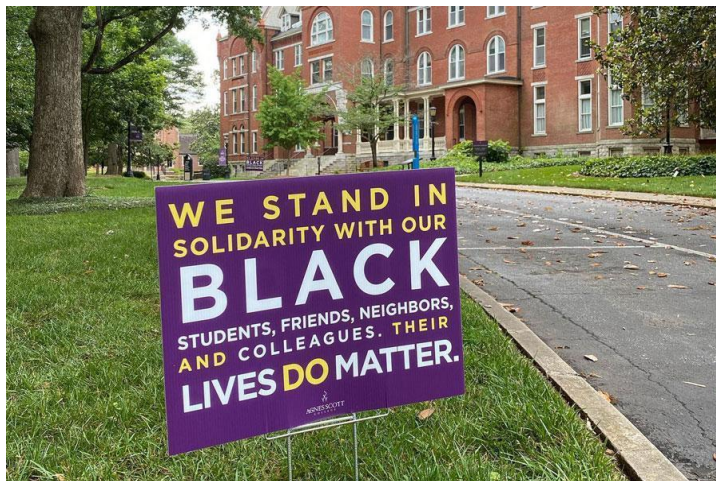
This fall, the college initiated its process of creating the next strategic plan, and JEDI considerations will be key pillars of the plan.

Despite these structural changes, resource allocations and successes, we acknowledge that we need to do much more. In addition to our continued work on JEDI, this academic year we are committing to new initiatives and action steps to advance our commitments to anti-racism, justice, equity, diversity and inclusion by focusing on the five themes from the previous page.

I. Advancing a culture of anti-racism

We affirm that we have a moral and ethical responsibility to eradicate systematic oppression and racism. We recognize the detrimental impacts of interpersonal and structural racism on the physical, mental, financial, emotional and spiritual health of members of our communities. Therefore, we commit to making resources available to support those impacted by racism and those who are willing to work for racial justice. Such resources include: the [Gay Johnson McDougall Center for Global Diversity and Inclusion](#), the [Shuronda Smith Collection](#) and the [Anti-Racism LibGuide](#) at McCain Library, the [Office of Religious & Spiritual Life](#), the [TRHT anti-racism website](#), and the [Wellness Center](#). We further acknowledge that to promote an anti-racist culture, we will need to implement strategies at the insitutional level in addition to work at the individual, and departmentallevels. Therefore,

- The college’s commitment to do anti-racist work is embedded throughout the institution. See for example, messages of commitment and support from the college’s chaplain, [vp for equity and inclusion](#), [director of public safety](#), and the [Agnes Scott Alumnae Association](#).
- The college reiterates and further affirms that Black Lives Matter through initiatives such as the recent community and campus poster campaign.



- The McCain Library and the TRHT Implementation Team are currently undertaking a thorough review of the college's documents and structures to acknowledge the college’s past and take actions for a transformed future.
- 6 of the 11 social justice presidential campus grants that were awarded in the fall of 2020 explicitly address race: 1) Expanding McCain Library’s Shuronda Gardner Smith Multicultural Resource Collection; 2) Conducting R.E.S.T.: Race & Ethnicity in Sports Training; 3) Decolonizing the Curriculum, One Syllabus at a Time: Pedagogy as Social Justice; 4) The Psychology and Racial Justice Leadership Program; 5) Medieval Literature and Racial Others; 6) History in the Community & Agnes Scott: Inclusion and Exclusion.
- The college has created a [central reporting mechanism](#) to facilitate reporting of bias or discriminatory behaviors.

- [The Center for Leadership and Service](#) is promoting engagement and dialogue on a number of political issues, including conversations that are related to race.
- [Alumnae Relations](#) will continue to organize a number of formal and informal meeting spaces for alums on race.
- During Minority Mental Health Awareness month, July 2020, the Wellness Center partnered with Alumnae Relations, The Parent and Family Association, and The GJM Center for Global Diversity and Inclusion to host weekly healing spaces for Black students, parents, and alums community to center the Black healing journey, which will continue throughout the year.
- **Weekly** healing spaces for our BIPOC faculty and staff to come together, decompress, and heal are offered every Wednesday from Noon to 1pm.
- We will continue to engage all members of our community in **bi-weekly** courageous conversations on race, including the following:
 - ❑ 9/8/20: Black Leadership & Racial Activism: A Balancing Act
 - ❑ 9/30/20: Si Se Puede: The Power of the Latinx Vote - A Fireside Chat with Jerry Gonzalez, Executive Director of Georgia Association of Latino Elected Officials
 - ❑ 10/14/20: Truth, Racial Healing and Transformation at ASC and in Decatur: Presenting the Action Plans and Dialogues with our Communities
 - ❑ 11/11/20: Truth, Racial Healing and Transformation Courageous Conversation Series: A Post-election discussion with Spelman Women and Scottie Alums
- **Monthly** opportunities are offered to faculty to engage in roundtable discussions on race (Register for these conversations [here](#))
 - ❑ 8/27/20 – 1:00PM - How to Manage Racially-charged Moments in Class Discussions
 - ❑ 9/24/20 – 11:00AM - How to do Anti-Racist Work When You Have Limited Training
 - ❑ 10/22/20 – 1:00PM - Addressing the Invisible Labor and Cultural Taxation of Employees of Color
 - ❑ 11/19/20 – 11:00AM - Exploring the concept of "Rose Colored ASC": Identifying and Addressing Blind Spots
- As a THRT campus, the college engages with community partners to facilitate workshops on anti-racism and bring national speakers to our communities including: Jane Elliott (August 27); Dr. Ibram X. Kendi (September 16); Dr. Catherine Meeks (September 17); and Tim Wise on December 3 (Register [here](#)).

We believe that these action steps reflect and reaffirm our commitments to anti-racism. We commit to periodic campus climate studies to assess the impact of our efforts over time.

II. Inspiring and supporting our students



Inclusion is for everyone! Therefore, everyone at Agnes Scott College actively supports student efforts in promoting, advocating and integrating JEDI values; however, the GJM Center for Global Diversity and Inclusion provides leadership, guidance, coordination, and accountability. For example, the Center will:

- Work with campus partners to address and report on the following six (6) recommendations from the [2019 climate audit](#):
 - Provide tools and additional training to help community members express ideas respectfully and promote mutual understanding;
 - Continue to remove barriers that impact those with disabilities;
 - Promote a culture of courageous conversations to replace the perceived campus “call-out” culture;
 - Further explore perceptions of disparity in faculty workload by race and gender;
 - Continue efforts to diversify the faculty; and
 - Continue to analyze employee pay equity for racial and gender parity
- Relaunch the Think Live Engage program to include monthly roundtable discussions and courageous conversations each semester. The focus for the 2020-2021 academic year is anti-racism.
- Coordinate and launch robust History/Heritage Month and Cultural Celebrations. These celebrations will include, but are not limited to, Latinx Heritage Month, Pride Month, Disability Awareness Week, Transgender Awareness Week, MLK Commemorative Week, Black History Month, Women’s History Month, and Asian Pacific Islander Heritage Month.

- Partner with student organizations and campus partners to institute year-round cultural programs through #Culture365 to promote greater inclusion.
- Partner with the [Student Government Association](#), the [Coalition of Multicultural Student Organizations](#), the [Presidential Student Advisory Committee on Diversity](#), the Coordinating Committee of Black Spaces, and all other interested student organizations in support of student activism on JEDI and anti-racist work.
- Facilitate inclusion of new students into the community by ensuring that justice, equity, diversity, and inclusion are integrated into new student orientations, Legacy, and SUMMIT. This includes training student leaders in global and cultural competence.
- Provide opportunities and support for all students to be engaged in all dimensions of JEDI work including but not limited to race, sexual orientation, gender identity, gender expression, ethnicity, disability, socioeconomic status, and religion.
- Revamp the [LGBTQIA+ programs on campus](#) through the restructuring of the Scottie Safe Zone Curriculum, hiring a dedicated LGBTQIA+ Fellow position whose responsibility will be to re-assess existing programs and expand programs through Pride Month, Transgender Awareness Week, and Lavender Hour.
- Continue to host bi-annual Safe Zone Training (10/27/2020 - 1-2PM) and Transgender Training (11/18/20, Faculty/Staff Session – 2-3PM; Student session – 5-6PM).
- Work closely with the Office of Accessible Education to promote engagement, dialogue, and training on topics related to accessibility.
- Increase awareness of the GJM Center for Global Diversity and Inclusion work and proudly display the college's commitment through social media campaigns.
- Continue to support campus partners in attracting, retaining, and graduating a diverse student body.

As one of the most diverse colleges in the nation, ASC is ideally positioned to be the model of a diverse and inclusive community that society can aspire to be. That's because we are a community of action, deeply engaged internally and with global society in all its possibilities and challenges.

III. Developing and caring for our employees

Recognizing that the college thrives because of the hard work and dedication of its amazingly diverse workforce, we are committed to ensuring that every employee is supported in their day to day work, valued for their unique contributions, and engaged in championing the college mission and values.

One of our major initiatives this year is to restructure the Office Human Resources. The renamed department will report to the Division of Equity and Inclusion, thus strengthening the role of employees as institutional history and culture makers and ensure that members of the department have the knowledge, skills, and competencies to serve and support a diverse workforce. This restructuring will allow for the college to:



- Reinvent human resources to support the needs of employees to take on the challenge of renewal at the #1 innovative institution in the nation, align talent management with institutional strategy, and foster a culture of community and of high performance.
- Form strategic partnerships with departments and divisions to hire, develop, promote, reward and support a workforce that is prepared to meet the evolving challenges of higher education.
- Conduct regular workforce analyses broken down by race/ethnicity and position held in each department.
- Partner with departments to identify, attract, and retain a diverse workforce.
- Examine hiring practices and placement boards or venues used to post jobs.
- Support search committees through bias training and assessments of the search process.
- Review and improve human resources processes to ensure that the college's practices are aligned with the college mission and our commitment to JEDI and anti-racism.
- Partner with Staff Council to develop a plan for a positive, inclusive work environment for all employees.

IV. Driving inclusive excellence through JEDI training, education, and research



To continue meeting the demands of an increasingly diverse society and preparing all students to be effective change agents in a global world, the Agnes Scott teaching community, along with the administration, is deeply engaged in continuous learning and examination of the social patterns and systems that have, and continue to shape teaching and learning at the college. This has led to concerted efforts and plans to take systemic actions that advance a climate of inclusive excellence, such as:

- Ensure all college efforts are examined through an equity lens.
- Address and report on the following faculty-specific recommendations from the [2019 climate audit](#): a) further explore perceptions of disparity in faculty workload by race and gender; b) continue efforts to diversify the faculty; and c) continue to analyze employee pay equity for racial and gender parity.
- Enhance collaboration between the Division of Equity and Inclusion and academic affairs bodies to address any area of concerns identified from the results of the Collaborative on Academic Careers in Higher Education (COACHE) survey that relates to justice, equity, diversity, and inclusion.
- Conduct regular analyses of student achievement, withdrawal, and completion rates by race and socioeconomic status in order to identify gaps, if any, and provide needed support.
- Ensure justice, equity, diversity, and inclusion are integrated into every level of SUMMIT and take a scaffolded approach.
- Review the curriculum to ensure that the college addresses justice, equity, diversity, and inclusion as appropriate across all majors: the curriculum committee has taken this on for 2020-2021.

- Promote and embed GJM Center for Global Diversity and Inclusion’s faculty fellows in initiatives and projects to further JEDI in all areas. This includes existing faculty/staff fellows and recruiting a new TRHT Fellow to further the work of our TRHT campus center.
- Encourage faculty involvement in designing cultural programming through history/heritage planning committees and event collaborations.
- Collaborate with faculty and staff who pursued and received 11 presidential campus grants to address racial and social justice:
 1. Expanding McCain Library’s Shuronda Gardner Smith Multicultural Resource Collection
 2. Conducting R.E.S.T.: Race & Ethnicity in Sports Training
 3. Decolonizing the Curriculum, One Syllabus at a Time: Pedagogy as Social Justice
 4. The Psychology and Racial Justice Leadership Program
 5. Medieval Literature and Racial Others
 6. History in the Community & Agnes Scott: Inclusion and Exclusion
 7. Social Justice in Foreign Language Education: A Critical Pedagogy Approach
 8. Energy Equity Voter Engagement
 9. Literature and Political Violence in the History of the United States
 10. Just Elections: The Theory and Practice of Electoral Justice in the United States and Beyond
 11. What Are You Going To Do With That?: From Humanities Degree to Social Justice.
- Raise funds to support faculty involvement, research, and leadership on JEDI issues.
- Further develop collaborations between the Center for Teaching and Learning, the Faculty Executive Committee, and the Division of Equity and Inclusion to offer regular training sessions specific to inclusive excellence, beginning with the following:
 - ❑ June 25, 2020, 2:30 pm., Dr. Yves-Rose Porcena. Inclusive Remote Pedagogy: Leveling Inequalities in the Classroom.
 - ❑ August 17, 2020, 1:50 pm. Dr. Yves-Rose Porcena, Dr. Amy Lovell. Implicit Bias Training for Agnes Scott Tutors.
 - ❑ Tuesday, September 15, 1 pm. Dr. Yves-Rose Porcena. Implicit Bias: Beyond the Basics.

V. Impacting communities

In order to address, fix, and eliminate the systems that enable acts of prejudice and social injustice, we must all take action. The work can not be done in isolation. It requires a significant investment of time and financial resources. As a THRT campus, the college partners with local and community groups as well as the campus community in projects that advance transformational racial change, promote racial healing activities, and erase structural barriers to equity and equal opportunity. The college will:

- Create and present the TRHT action plan to the community in the fall semester, which will include establishing the overall vision, mission, and values of TRHT at Agnes Scott College, activities/initiatives to take place, and conducting an inventory of all campus partnerships.
- Promote the college's social justice commitment on the website and ensure it is embedded in every department.
- Conduct a minimum of two major webinars on issues of anti-racism featuring alums, prominent social justice figures, community partners, and Agnes Scott faculty and staff every year.
- Collaborate with community partners to bring distinguished speakers to our community
- Work with community partners to facilitate workshops and training sessions for local and community groups, such as the September 23 Town Hall for Kids hosted by the ASC TRHT, the Dekalb County Library, Decatur HS Black Student Union, Students Organizing Against Racism, and City Schools of Decatur for students in grades 8-12 on issues of social justice and race in America.
- Establish a board of advisors on JEDI issues. The board's role will be to guide work on JEDI issues at the college so that we can impact JEDI issues in the world.
- Pursue efforts to achieve sustainability for the work of the GJM Center for Global Diversity and Inclusion and secure resources and expertise to confront racism, and promote justice, equity, diversity and inclusion in our communities.



Contact Information

For questions and comments regarding this plan, please contact:

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