

AGNES SCOTT

C O L L E G E

Reaffirming Our Commitment to Belonging, Justice, Equity, Diversity, & Inclusion

2023 UPDATE



DIVISION OF EQUITY AND INCLUSION

The 2023 update to the B.J.E.D.I. plan is a continuation and reaffirmation of Agnes Scott College's commitment to belonging, justice, equity, diversity, and inclusion (B.J.E.D.I.), which encompasses our responsibility to be an anti-racist campus in addition to being inclusive. The plan is based on the principle that B.J.E.D.I. is not simply an organizational concept but a personal call to action.

We believe that everyone has the responsibility to create an environment where all people – regardless of race, ethnicity, religion, national origin, age, educational attainment, ability, sexual orientation, or gender identity – feel valued and respected.

The 2023 plan highlights a few important milestones from 2022 and offers some updates on the college's progress. We then identify some initiatives and plans for 2023.

Finally, we wish to remind members of our community that staff from the Gay Johnson McDougall Center for Global Diversity and Inclusion are ready to offer resources and training to help each department, organization and individual to realize the college's B.J.E.D.I. commitments.

We invite everyone to become a B.J.E.D.I. champion!



2022 Milestones

There is much more to be done, but we continue to be proud of our progress in 2022. As we returned from the COVID-19 pandemic, we recommitted our work to eradicating social injustice on campus and in our communities. Members of the campus community participated in courageous conversations, training sessions, healing circles, as well as celebrations of our heritages.

Looking back at the college's social justice work in 2022, the following milestones stand out for Agnes Scott:

1. In 2021, as part of the 2021-2026 Strategic Plan, Agnes Scott reaffirmed its commitment to inclusion and belonging by outlining specific and tangible action steps for each year. In 2022, the strategic plan implementation team outlined specific B.J.E.D.I. metrics that move our work from aspirational to concrete action steps.
2. The college, through the Gay Johnson McDougall Center for Global Diversity and Inclusion, received a \$750,000 research grant from the Mellon Foundation to fund the "Acknowledging our Past: Acting Now for A Transformed Future" project. This project is a two-part initiative, designed to elevate the lives of Black, Indigenous, and People of Color (BIPOC) artisans and workers who built Agnes Scott's campus and the city of Decatur. The second part of the initiative involves launching strategies to ensure that the contributions of the aforementioned individuals are not erased.
3. The college through the Gay Johnson McDougall Center for Global Diversity and Inclusion once again received a small grant from the Alliance for Full Acceptance (AFFA) to support leadership and training through Safe Zone, Lavender Hours and LGBTQ+ programming.
4. For the 2nd year in a row, Agnes Scott College was honored with the Higher Education Excellence in Diversity (HEED) Award from INSIGHT into Diversity, the oldest and largest diversity-focused publication in higher education. As a recipient of the HEED Award – a national honor recognizing U.S. colleges and universities that demonstrate outstanding commitments to diversity and inclusion – Agnes Scott was featured in the November 2022 issue of INSIGHT into Diversity magazine.
5. While the 2021 Founder's Day celebration highlighted the college's past, present and future relating to inclusion and belonging, the 2022 celebration kicked off the "Acknowledging our Past: Acting Now for A Transformed Future" project that will research and document the work of its invisible founders and contributors.
6. As the college revamped its website in 2021, it ensured that its commitment to B.J.E.D.I. was prominently displayed throughout. In 2022, the college created the external partners' website inviting national partners to join Agnes Scott in "equipping diverse women leaders of every identity to lead the way in their communities, workplaces and world."

Below are some highlights from the 2022 plan's 5 areas:

1. Advancing a culture of anti-racism



Our Diversity:

Agnes Scott College's commitment to student diversity remains strong. Among our student body, 61.7% self-identify as students of color, 41% as Pell-eligible and 32% as first-generation. Among our faculty, 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. The diversity of the student body is reflected in our staff (48.86% identified as BIPOC).

Campus Grants:

In 2022, we finalized the work from the eleven presidential 2021 campus mini grants that addressed racial and social justice. The campus grant served as a launching pad for the "Acknowledging our Past: Acting Now for A Transformed Future" project.

Alumnae Relations:



During the 2021-2022 academic year, the Alumnae Board continued to connect its work to the college's strategic plan and created a strategic plan for the Alumnae Association. One of the three goals of the Alumnae Board was:

Inclusive Community/Sense of Belonging – Foster a deep sense of belonging among all alumnae, despite difference, based on our shared bond as Scotties.

The 2022 annual reunion featured facilitated conversations on a series of diversity topics including generational, racial, gender identity and sexuality.

Truth, Racial Healing and Transformation (TRHT):

The Agnes Scott College Truth, Racial Healing and Transformation (TRHT) project established campus and community partnerships to reflect on race at the college and in the city of Decatur, both in the past and present. The college's TRHT goals are: to build community through courageous conversations across our campus community and surrounding areas in relation to race and truth-telling; to promote narrative change and truth-telling about individual and community experiences centered on race; and to engage in work and collaboration that lead to racial transformation.

It is because of the tremendous progress from the TRHT work that the college was able to launch the "Acknowledging our Past: Acting Now for A Transformed Future" project to capture and promote the told and untold stories about the lived experience of race in our communities.

2. Inspiring and supporting our students

New Student Orientation Training



New Student Orientation, facilitated by the Division of Student Affairs, is important in helping students to develop skills necessary to thrive at Agnes Scott College. Staff in the student affairs division collaborated with staff from the Gay Johnson McDougall Center for Global Diversity and Inclusion to ensure that belonging, justice, equity, diversity and inclusion were integrated into new student training. Training for the incoming class of 2026 included Legacy, a signature SUMMIT program that focused on inclusive leadership.

Students took part in the full-day Diversity and Inclusion Leadership conference that featured keynote speeches and twelve cultural competency workshops ranging from accessibility to safe zone.

History/Heritage Months

The college continued to deliver robust History/Heritage Month and Cultural Celebrations. These celebrations included, but were not limited to, Latinx Heritage Month, Pride Month, Disability Awareness Week, Native American Heritage Month, Transgender Awareness Week, Martin Luther King Jr. and Coretta Scott King Commemorative Week of Human Rights and Social Justice, Black History Month, Women's History Month, and Asian American Native Hawaiian

Pacific Islander Heritage Month. Below are some highlights:

- Jan. 18, 2022: Dr. Martin Luther King, Jr. Commemorative Week Keynote Speaker: *The Trumpet of Conscience Today* with Régine Michelle Jean-Charles. Ph.D., Social Justice Director at Northeastern University.
- Jan. 19, 2022: Ongoing Virtual Courageous Conversations: Dr. Martin Luther King, Jr. Speech.
- Jan. 21, 2022: *Beloved Community* Slam Poetry Event.
- Jan. 21, 2022: Interactive Visual Project: What Does *Beloved Community* Mean to You?
- Feb. 10, 2022: *Walking with my Ancestors: Cape Coast Castle* with Kirk Visiting Artist and Scholar Ama Oforiwaa Aduonum, Ph.D.
- Mar. 1, 2022: Women's History Month Kickoff: *Smash the Patriarchy*.
- Mar. 26, 2022: Getting Outside: Reducing Barriers to Outdoor Recreation for Women of Color.
- Mar. 29, 2022: Women's History Month Keynote Speaker: *Feminist Visions at the End of World* with Stacy Keltner, President at Southeastern Women's Studies Association.
- Mar. 31, 2022: Transgender Day of Visibility Celebration.
- Apr. 21, 2022: Asian American, Native Hawaiian, Pacific Islander Heritage Month Keynote Speech: *Living Aloha*.
- Apr. 22, 2022: Interracial Adoption Event: Film Screening of *Twinsters*.
- Sep. 23, 2022: Latinx Heritage Month Opening Keynote with Carolina Ramos, Director of Advocacy and Outreach at Latin American Association.
- Sep. 23, 2022: Latinx Heritage Month Networking Event in collaboration with local Decatur Latinx professionals.
- Sep. 27, 2022: Think, Live, Engage: Celebrating Latinx Heritage Month: *Colorism and Its Effect on the Full Spectrum of Latinx Identity*.
- Oct. 15, 2022: Latinx Heritage Month Closing Keynote Speech and Mural Tour of Atlanta with Yehimi Cambrón '14.
- Oct. 22, 2022: *Queer Tour of Atlanta* in partnership with Atlanta Preservation Society and the Georgia State University Archives.
- Oct. 25, 2022: Think, Live, Engage: Celebrating Pride Month: *The Power of Storytelling and Community in the LGBTQIA+ World and Beyond*.
- Oct. 27, 2022: Bebe Film Showing - documentary on the life of BeBe Zahara Benet.
- Nov. 2, 2022: Native American Heritage Month Keynote Speaker: Abundia Alvarado, co-founder of Mariposas Rebeldes.
- Nov. 5, 2022 - Nov. 15, 2022: Red Dresses Display: *Missing and Murdered Indigenous Women, Girls and Two-Spirit Peoples Lost to Violence*, hosted by Autumn Hastin, '22.

- Nov. 29, 2022: Think, Live, Engage: *Our Institutional Responsibilities on Indigenous Land: From Acknowledgment to Action.*

Student Leadership

To meet the strategic plan's focus on inclusive leadership, students at Agnes Scott College learn the important skills of managing heterogeneous groups and leading in a diverse world. This begins with student leaders who are trained to facilitate courageous conversations and healing circles. Training occurred for Orientation and Legacy leaders, members of the Student Government Association and Resident Assistants.



The Gay Johnson McDougall Center for Global Diversity and Inclusion revamped LGBTQIA+ programs on campus by restructuring the Scottie Safe Zone Curriculum, hiring a dedicated LGBTQIA+ Fellow whose responsibility was to re-assess existing programs and expand programming for Pride Month, Transgender Awareness Week and Lavender Hours.

3. Developing and Caring for our Employees

B.J.E.D.I. Integration



for all employees.

In addition to reviewing and improving human resources processes to ensure that the college's practices were aligned with its mission and commitment to B.J.E.D.I. and anti-racism, the Office of People and Culture launched a manager's roundtable discussion, which focused on developing managers' abilities to lead inclusively. There were also many collaborations with Staff Council to develop a plan for maintaining a positive, inclusive work environment

Training



The Gay Johnson McDougall Center for Global Diversity and Inclusion offered over 40 opportunities to college employees to engage in courageous discussions and training on B.J.E.D.I. The center also partnered with other departments, student organizations, local organizations and businesses to deliver specific training and workshops to their targeted audiences.

4. Impacting Communities



The college engaged in meaningful collaborations with the Beacon Hill Black Alliance for Human Rights, the City of Decatur Better Together Advisory Board and Decatur City Schools to bring distinguished speakers to our community and facilitate workshops and training sessions.

Community collaborative projects included:

- Aug. 2, 2022: Pan-African Festival.
- Sept. 17, 2022: Salsa on the Square Sponsorship.
- Oct. 8-9, 2022: Atlanta Pride Festival Booth and Parade participation.
- Oct. 28, 2022: Supporting Georgia's Undocumented Students in Higher Education Conference at Oglethorpe University.

2023 Commitments

In response to conversations with the Agnes Scott College community, the college has renamed the plan B.J.E.D.I., thus affirming Agnes Scott's commitment to belonging, justice, equity, diversity, and inclusion. Belonging is defined as the experience of being wholly accepted and included by those around you, without which we cannot claim to be a truly inclusive community. It is through achieving belongingness that all students, staff and faculty will be fully engaged and empowered to innovate.

In 2023, the college will continue the work on all five areas which were identified in the 2022 plan. However, to maintain progress in advancing a culture of anti-racism, inclusiveness and belonging at Agnes Scott, we are integrating the B.J.E.D.I. framework into all college planning and programming with a focus on these **three primary goals**:

1. Inspiring and Supporting our Students:

Facilitate the inclusion of B.J.E.D.I. values and principles in all college practices, including student and student leaders' learning;

2. Developing and Caring for our Employees and Community Partners:

Implement the B.J.E.D.I. goals as outlined in the 2022 strategic plan;

3. Driving Inclusive Excellence through Training, Education and Research:

Launch the Professional Inclusive Leadership Program to support our colleagues in their B.J.E.D.I. journeys.

These goals will be realized through the following action steps.

1. Inspiring and Supporting our Students

- Partner with the Student Government Association, the Coalition of Multicultural Student Organizations, the Coordinating Committee of Black Spaces, and all other student organizations interested in supporting B.J.E.D.I. and anti-racism work.
- Continue to provide support and expert knowledge to the Student Government Association in their work to pass B.J.E.D.I. related resolutions.
- Offer bi-annual training for all student leaders, including Student Government Association.
- Deliver B.J.E.D.I. workshops to Schmidt Global Student Leaders and students in the Sophomore Class Atlanta Leadership Experience.
- Implement robust LGBTQIA+ programs on campus, including Lavender Hours, Trans Day of Visibility programming and expert panels.
- Offer scheduled Safe Zone trainings to the Agnes Scott College community and provide tailored training on a variety of topics related to B.J.E.D.I. based on the needs of various campus constituents.

- Continue to expand the Trans 101 training to educate all members of the Agnes Scott College community on issues facing trans members of the community.
- Partner with the Office of Student Integrity & Community Standards to identify and minimize any existing bias in the Honor Code system and processes.
- Continue to integrate B.J.E.D.I. principles in SUMMIT, the college's general education.
- Partner with student organizations and campus partners to institute year-round cultural programs, #Culture365, to promote greater inclusion.
- Continue to work with staff, faculty and student organizations across campus to curate a campuswide calendar of events for each History/Heritage Month in order to increase the visibility of cultural programming, such as the [Black History Month calendar of events](#).
- Continue to deliver robust History/Heritage Month and Cultural Celebrations. These celebrations include, but are not limited to: Martin Luther King Jr. and Coretta Scott King Commemorative Week of Human Rights and Social Justice, Black History Month, Women's History Month, Asian American Native Hawaiian Pacific Islander Heritage Month, Latinx Heritage Month, Pride Month, Disability Awareness Week, Native American Heritage Month and Transgender Awareness Week.

2. Developing and Caring for our Employees

- Support employees with balanced workloads and consistent compensation, benefits and recognition for increased loyalty and retention, as well as productive and healthy lives– physically, mentally and economically.
- Partner with departments to identify, attract and retain a workforce that reflects the diversity of the recruiting areas.
- Examine hiring practices and placement boards or venues used to post jobs to identify and remove barriers to equal opportunity.
- Support search committees through training and assessment of the search process.
- Support the Office of People and Culture to deliver B.J.E.D.I. related training as well as professional development with a focus on developing direct reports.
- Collaborate with community partners to pursue efforts to confront racism and promote belonging, justice, equity, diversity, inclusion and belonging in our communities.
- Realize the strategic plan's goals of a 'culture of community' for all Agnes Scott employees and managed services' associates (Collegis, Aramark and others).

3. Training, Education and Research

- Continue to hold space for faculty, staff and associates to engage in courageous conversations around cultural and social issues through the Think Live Engage intercultural dialogue series.

- Launch the Inclusive Leadership Program to support our colleagues in their B.J.E.D.I. journeys.
- Offer B.J.E.D.I. related professional development for all employees, with a focus on performing their jobs better and with integrity and authenticity.
- Conduct regular workforce analyses for each department, broken down by race/ethnicity and position held, in accordance with the Equal Employment Opportunity Executive Order 11246.
- Implement and widely train the campus on the college's non-discrimination policy to encourage reporting on issues of discrimination.
- Embed and expand upon opportunities to decolonize the curriculum in various disciplines.
- Work with the library to verify and make visible the histories of underrepresented employees of color.

Contact Information

For questions and comments regarding this plan, please contact:

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