

Campus Climate Solidarity—Call to Action

February 2016 Updates in BOLD

In recent weeks, many historically underrepresented students have been deeply affected by events highlighting racism and inequity occurring across the country at various colleges and universities. In this timely moment, we have an opportunity to be proactive about the campus climate at Grinnell College and take time come together in solidarity towards long-term change in a sustainable way.

Concerned students, staff, and faculty have gathered and have co-created a list of recommendations that highlight key areas of campus life—inside and outside the classroom—that should remain in our collective consciousness and be addressed in order for sustainable change towards a more inclusive environment for all at Grinnell College. The following is a small part of an ongoing conversation. We must all work collectively across all levels of the college both interpersonally and structurally. This is an ongoing commitment in which we are invested in order to live out the college’s mission of social justice.

Policy Review and Implementation

Tasks	Person(s) Responsible	More Information
Education to develop clarity around Bias-Motivated Incident Protocols	<ul style="list-style-type: none"> • Council on Diversity and Inclusion • Office of Diversity and Inclusion • Office of the Dean 	Protocol in student catalog ; also links from Office of Diversity and Inclusion page. <u>CDI has a subcommittee in the process of developing a bias-motivated incident campaign.</u>
Overall improvement of our data collection and ongoing assessment of diversity and inclusion initiatives	<ul style="list-style-type: none"> • Council on Diversity and Inclusion • Office of Diversity and Inclusion • Office of Analytic Support and Institutional Research 	CIRP diversity survey was scheduled to be conducted in spring 2016. <u>After studying and discussing the CIRP survey questions, the CDI decided to postpone surveying campus climate until a Grinnell-specific survey can be developed.</u>
Review of work-study regulations and the implications on students coming from a lower SES	HR Training and Student Employment Coordinator	Ongoing, policy being enforced more.

Publish the results of reviews and consultant visits	Chief of Staff	We'll publish recommendations where we can; not all can be shared publicly because of privacy/confidentiality rights of individuals.
Implement a class-free day of programming for faculty, staff, and students to discuss social identities, power, and privilege	Faculty governance	Faculty approved no classes on MLK Day for 2014–15 (not an issue in 2015–16 since classes resume after MLK Day this year). <u>Our annual MLK Celebration featured Dr. Keisha Blaine of #CharletonSyllabus (1/26/2016)</u>
Divestment from for-profit prisons	Board of Trustees	Decision rests with Board

Curricular Recommendations

Tasks	Person(s) Responsible	More Information
Time devoted in every tutorial class to discussing “-isms” in contemporary society (race, class, gender, power)	Curriculum committee Tutorial committee Faculty	<u>There was a meeting with Tutorial Committee to discuss possible options. Ongoing discussions.</u>
Additional curricular offerings that directly address “-isms” in contemporary society	Curriculum committee Office of Diversity and Inclusion Office of the Dean	
Creation of African-American Studies Major and Concentration: Mike and Lakesia will talk to American Studies committee. Ask faculty to consider: include Latino Studies? Asian Studies? Native American Studies?	Office of Diversity and Inclusion Office of the Dean American Studies faculty	<u>Meeting was held to discuss with faculty who have expertise in the field. This would constitute the revitalization of a previous program (Africana Studies). Once you add a major you can't have a concentration. A meeting being planned for later Spring 2016 to gather input from student body.</u>

Co-Curricular Recommendations

Tasks	Person(s) Responsible	More Information
Raising awareness around contemporary issues of Indigenous Peoples	Office of Intercultural Affairs	We have active programming during Native American history month (November) and several programs through the year, including Cultural Dance Hour, Rock your Mocs Week, Rene Avila's Native Urban Movement, and Sharon Day Two-Spirit Grandmother Water Walker
Programming around knowing your rights when faced with discrimination	Council on Diversity and Inclusion	<u>CDI subcommittee tasked with developing a campaign.</u>
Portion of the Innovation Fund dedicated to projects focused on Diversity and Inclusion	Office of the Dean Center for Teaching, Learning, and Assessment	We can especially invite projects on a specific theme; also, as a criterion, "discuss how your project takes diversity and inclusion into account"
Student Advisors in the Residence Halls expanding their programming to include diversity and inclusion dialogue	Intercultural Affairs Office of Residence Life and Orientation	<u>Will be part of orientation. Looking at expanding programming for community advisers.</u>
Bringing in more speakers of color through the Rosenfield, Wilson, departmental programs (also curricular)	Office of Communications	Programs currently offered. Please see the Campus Memo, the events calendar, and GrinnellShare.
Continuing to raise awareness on Title IX, Race-Related issues, individually and their intersectionality	Office of Diversity and Inclusion	Title IX Nondiscrimination policy <u>CDO and Title IX Coordinator held implicit bias trainings for FM staff and two groups of peer educators.</u>
Provide funding for opportunities to connect to schools, regional and national organizations who are involved in diversity and inclusion full-time	Intercultural Affairs	This work will proceed once the Office of Intercultural Affairs is fully staffed

City of Grinnell-Grinnell College Relations

Tasks	Person(s) Responsible	More Information
Partnership with City Officials to develop protocols around responses to bias-motivated incidents that occur in the city of Grinnell	Title IX Coordinator Chief Diversity Officer	Will initiate conversation
Create community relations and mentor programs to facilitate increased meaningful connection between the college and the City of Grinnell	Office of Community Enhancement and Engagement Office of Diversity and Inclusion Intercultural Affairs	<u>Meeting pending to discuss key issues and opportunities with Office of Community Enhancement and Engagement</u>
Partner with Grinnell Police Department to educate around issues of bias related to students	Title IX Coordinator/Chief of Staff Office of Diversity and Inclusion Intercultural Affairs	<u>Work underway to schedule a meeting with GPD.</u>

Training and Development Opportunities

Tasks	Person(s) Responsible	More Information
Ongoing and regular diversity and inclusion training for staff, faculty, and students that address the curricular and co-curricular experience	Office of the Dean Office of Student Affairs Office of Diversity and Inclusion	Required Title IX training in place for faculty and staff. Office of Diversity and Inclusion working with Dean's office to create program for faculty on implicit bias. Title IX Coordinator/Chief of Staff, Office of Diversity and Inclusion, and HR are planning implicit bias training for staff. <u>Diversity and inclusion training for Student Alumni Council and Class Ambassadors complete.</u>

Tasks	Person(s) Responsible	More Information
Expanding diversity and inclusion programs during and beyond New Student Orientation for all students	Intercultural Affairs	Develop ongoing diversity-related programming. <u>Discussions in progress about how to best implement.</u>
Fall and Spring semester diversity and inclusion training for student leaders and student groups that includes how to have hard conversations, implicit bias, microaggressions, privilege, and power	Intercultural Affairs	This work will proceed once the Office of Intercultural Affairs is fully staffed
Address the cultural appropriation in menu nomenclature and theme nights in the dining hall	Title IX Coordinator Office of Diversity and Inclusion	Meeting with Dining staff. <u>Initial meeting occurred and there are ongoing discussions.</u>
Providing additional information and context to our international students of color about the history of U.S. racism and training on how to navigate their identities in that space	International Student Affairs Intercultural Affairs	Programming during IPOP and PCPOP. Ongoing opportunities.

Recruitment and Retention Strategies

Tasks	Person(s) Responsible	More Information
Increase recruitment of faculty and staff from diverse backgrounds	Office of the Dean Office of Diversity and Inclusion HR director	Met with search chairs, department chairs. Equity advocates provide resources for search committees. Hiring and procedures manual revised.
Increase recruitment of students from diverse backgrounds	Office of Admission Council for Diversity and Inclusion Office of Analytic Support and Institutional Research Office of Diversity and Inclusion	Review statistics regularly to assess progress. <u>CDI working on finding or developing an appropriate survey instrument after determining that CIRP Climate Survey was not the right choice for Grinnell.</u>

Tasks	Person(s) Responsible	More Information
Increase retention efforts for students, staff, and faculty of color, including exit interviews for underrepresented staff, faculty, and students who leave	Dean for Student Success and Academic Advising Office of Analytic Support and Institutional Research Office of the Dean HR director	Exit interviews already done for all faculty who leave. Exit interviews are offered to staff. All students who leave are also interviewed.
Departmental review to examine successes and failures at retaining underrepresented faculty and staff	Office of the Dean Assessment Committee (faculty) Individual departments Student Affairs	May add review of diversity to the academic departmental 10-year review process.
Increase the number of shuttles to cities across the state (Des Moines, Iowa City, Cedar Rapids)	Student Activities	Study previous practices and feasibility of more opportunities.
Provide a concerted effort to ensure that students, staff, and faculty have access to mental health providers from diverse backgrounds who are trained to work with diverse populations	Senior leadership	The College is working on providing telemedicine with educational institutions. This is a statewide concern.

Alumni Connections

Tasks	Person(s) Responsible	More Information
Developing a focused mentoring program for alumni and students	Intercultural Affairs Office of Development and Alumni Relations Center for Careers, Life, and Service	Ongoing efforts
Establishing an intercultural alumni weekend so that current students can network with underrepresented alumni	Intercultural Affairs Office of Development and Alumni Relations	Ongoing discussions

Physical Spaces

Tasks	Person(s) Responsible	More Information
Decorating spaces (art, murals, etc.) that reflect the various identities on our campus	Building and Grounds Committee	<u>Pending meeting with Falconer Gallery to discuss progress on this issue.</u>