Institutional Initiatives — Michael Reed, Vice President

- The Office of Institutional Initiatives, OII, retains as a top priority diversification of the faculty. Because the goal of increasing faculty diversity is unlikely to be achieved by a single action in a single year, it will remain a primary focus of OII for the foreseeable future.

- The academic year began with the Office of Institutional Initiatives conducting an orientation session in August for tenure-track hiring department on strategies for advancing diversity and avoiding bias in the assessment process. Also, the office has held separate follow-up meetings with department and/or search committee chairs to devise strategies for increasing diversity within the applicant pool and will continue to meet with hiring departments through the interviewing and selection process.

- Racial and ethnic faculty diversity remains a priority for the college and one of our most difficult challenges. Below are faculty diversity statistics for the past five years.

Faculty demographic data

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<tbody>
<tr>
<td>Male : Female Ratio</td>
<td>55%/45%</td>
<td>53%/47%</td>
<td>53%/47%</td>
<td>50%/50%</td>
<td>51%/49%</td>
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<tr>
<td>Faculty of Color</td>
<td>10%</td>
<td>10%</td>
<td>12%</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>% International</td>
<td>7%</td>
<td>7%</td>
<td>5%</td>
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- Despite new faculty hires being the most diverse in the history of the college, only 5 of the 30 (or 44 if adjuncts are included) positions were tenure track for faculty of color and international faculty.
In early October, the offices of Institutional Initiatives, Student Life, and Finance & Administration hosted a welcome reception for new faculty and staff of color and international faculty.

The Office began collaborating with College Advancement to devise a plan to increase ethnic and racial diversity of staff. Initial efforts will focus on building ties with the Council for Advancement and Support of Education (CASE) and leveraging diversity programs and initiatives they currently have in place for diversifying the Advancement profession.

The President’s Commission on Diversity (PCOD) has established two working subgroups for the academic year. The first subgroup is addressing the organization and presentation of diversity initiatives across numerous college websites. The goal is to create a more cohesive, coordinated and current presence. With the help of Marketing and Communications, the working group has redesigned the template for the primary webpage and updated the purpose statement to be more consistent with other college diversity language, such as in strategic planning documents. PCOD and the OII have assumed oversight for maintaining the institutional diversity website and coordination of online diversity communications.

The second subgroup is responding to a charge issued by the president with coordinating all institutional diversity and inclusivity training efforts for faculty, students, and staff. PCOD is working in conjunction with the President’s Commission for Women, Gender, and Sexuality to address this charge. The scope of the work includes cataloging existing trainings, workshops, etc. and determining areas of need for the development of additional materials. Thus far, the working subgroup has been able to catalogue a range of training offerings across 20 other similar liberal arts colleges that can be used as benchmarks. In addition, The PCOD is also developing an online presence to display information regarding trainings and other activities.

As a member of the Enrollment and Student Life Committee (ESLC) and the Bias Education and Response Team (BERT), OII is helping to coordinate a review of our bias response protocol and helping to draft responses to concerns within the community. The Bias Education and Response Team (BERT), has been focused on addressing concerns presented by some faculty regarding process and record keeping. Working through the Enrollment and Student Life Committee (ESLC), an oversight process has been established to help keep faculty better informed of BERT practices and to produce an annual report of activity.

In the fall semester, OII was directed to coordinate work across key operational areas to devise consistent policies and practices for requests for name changes, both legal as well as preferred usage. The group working on name change policies and practices, Trans Advocacy Committee, has proposed a policy and a list of possible FAQs to present to the committee for review. The group feels it is close to establishing an institutional policy upon which everyone can agree.

The VP for OII continues to serve on the C3 executive committee of the Mellon Funded C3 grant. The committee is in process of submitting a second grant proposal to Mellon later in the year. Mellon has indicated it would respond more favorably to a proposal that expanded the participation to other liberal arts colleges beyond the initial four host institutions of Bates, Connecticut, Middlebury and Williams Colleges.