DEIAR Commitments of November 2020—AY22 Year-End Progress Report
Progress Report, 2021-2022

I. We demand transparency and accountability in the progress of diversity, equity, and inclusion and anti-racism at the College that includes but is not limited to quantitative and qualitative assessments.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY AND ACCOUNTABILITY				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Challenges/ Next Steps**
Provide status report to the community at mid-semester and at the end of the semester using a table or chart format. *Responsible: President's Office.*	Week 8 and Week 15 each semester	N/A	Regular status reports circulated to campus constituents and posted to the College website beginning in December 2020. Changed format fall 2021 to be more user-friendly.	Continue new format and develop graphic reporting methods to complement narrative ones. Discontinue spreadsheet.
Full end-of-year report of the Academic Year's equity and anti-racism activities for the year including a dashboard. *Responsible: President's Office.*	May 31 each year	N/A	Final spreadsheet report completed, circulated and posted to the College website in July 2022 *[link to be added]*	See above.
Administer a campus climate assessment to students, faculty and staff in March 2021 and then biannually thereafter. Disseminate results to the campus and post on the website, including open sessions to explain and discuss results as well as action step responses. *Responsible: Institutional Research, Planning and Assessment (IR); to consult faculty/ staff/ students in selecting an instrument.*	March 2021 and biannual thereafter; meetings to follow within 1 month of results.	N/A	Campus climate survey results shared with campus in March 2022 and opportunities created for discussion by all campus constituencies informed by survey results shar. Campus Climate Action Plan shared with community 3/28/22.	All future surveys to be done through LACRELA, which rotates annual surveys between students, faculty, and staff. Staff survey administered spring 2022, to be followed by faculty in 2023 and students in 2024. Results will be disseminated with opportunity for discussion, and will inform future actions.

Assess the effectiveness of the actions suggested in the Plan using an impact survey. The information will be used to change activity or alter programs as needed (including ending efforts that are not working). *Responsible: IR; consult with faculty, students, staff in selecting instrument.*	Yearly, in April	N/A	Pulse surveys were conducted on the impact of the Teach-Ins and the second installment of Who Built Bryn Mawr (WBBM). 27% of the sample of students surveyed participated in Teach-Ins and 81.4% engaged with WBBM. Of those who participated in Teach-Ins, 84% reported learning something new and 70% said they had a positive impact on the community. For participants in WBBM, 84% reported learning something new and 78% said WBBM has a positive impact on the community.	-Continue use of Pulse surveys to assess effectiveness of programming. -Review and revise outreach, timing, and formats for Teach-Ins. -WBBM continuing in summer 2022.
Develop a set of metrics for annual reporting by March 2021. Metrics provided to the community by May 2021 and annually thereafter. *Responsible: IR, in consultation with CPEAR.*	By April 2022	N/A	CPEAR (Campus Partnership for Equity and Anti-Racism) established a progress and assessment working group. The working group recommended that data on admissions, retention, financial aid, student outcomes, faculty and staff recruitment, as well as other key areas should first be disaggregated by race and ethnicity. Institutional Research (IR) prepared a list of these measures indicating the source of the data and their availability in an effort to create meaningful, sustainable metrics.	Staff departures created a hiatus in this work. Resume discussions between IR and CPEAR to establish a focused set of metrics related to institutional progress that provide meaningful data and which can be sustainably collected and analyzed on an ongoing basis.
Review Faculty By-Laws. *Responsible: Faculty.*	Begin Spring 2021	N/A	In fall 2021, the Faculty established a bylaws review committee, which began a thorough review of the bylaws in spring 2022.	The committee will bring proposals for discussion in fall 2022.

Annual open forum regarding College budget. *Responsible: Chief Financial and Administrative Officer (CFO/CAO).*	Begin Spring 2021	N/A	Open forums have taken place every semester beginning in spring 2021. Faculty, staff, and students (both undergraduate and graduate) participate. SGA representatives are invited to and attend meetings of the Trustees' Finance Committee.	These forums will continue each year.

II. We demand the College to adopt a holistic approach to diversity, equity and inclusion and anti-racism in education and practices for the next academic years.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF HOLISTIC APPROACH				
Action and Responsibility	**Timeline**	**Budget**	**End of Year Report, June 2022**	**Challenges/Next Steps**
Review adding a new distribution requirement that includes diversity, equity and inclusion education and/or courses that address structural and institutional hierarchies and their impact. *Responsible: Curriculum Committee.*	Discussion and framing of the requirement Spring 2021 through Fall 2021. If requirement approved, launch in Fall 2022 for Class for 2026	$10,000/year for three years for curricular development grants	The President formed a faculty-student working group to develop options; work was advanced by contributions from students participating in an independent study course led by Prof. Alison Cook-Sather. In spring 2022, the Curriculum Committee brought a proposal to the faculty based on working group recommendations, which was approved in April 2022.	The new requirement for a course in Power, Inequity, and Justice will go into effect for the class of 2027. Faculty will identify existing courses and develop new courses during 2022-2023 that will satisfy this requirement. The Provost's Office will provide course development funding to support this work.

Revamp the THRIVE program through the lens of issues of diversity, equity and inclusion. Create two summer student fellowships to assist with planning this course. Evaluate this approach after two cycles to determine its effectiveness. *Responsible: Dean's Office, Pensby Center, and TLI.*	Immediate adaptation, Summer 2021 for program development, launch program Fall 2021.	$9,400 for student stipends; staff compensation TBD	The THRIVE Committee, student THRIVE mentors, and TLI student consultants revamped the THRIVE curriculum for Fall 2021. There was a mixed response from facilitators and students across racial identities to the white supremacy content.	Staff transition in Fall 2021 slowed the curricular changes in THRIVE. A new first-year coordinator begins June 2022 and will continue to revise the curriculum centering inclusion and belonging. More attention will be given to cohort-building in early sessions to facilitate later, more challenging conversations.
Substitute teach-in format across the spring semester for the Community Day of Learning. This will include teach-ins during quarantine before classes begin, as well as at least six during the term. *Administrative support from President's Office.*	Spring 2021	$15,000	Twenty-three teach-ins organized by students, faculty, staff, and guests were offered during 2021-2022. Organizers were compensated and many sessions were recorded for later use.	Review and revise outreach, timing, and formats for Teach-Ins, using ideas generated by student assistant Sa'De Black '22 and other community members.
Provide information on faculty hiring process and building diverse candidate pools and search processes. *Responsible: Provost's Office*	12/18/20	N/A	Information was posted to Provost's website 12/22/20.	The Provost's Office and faculty committees will review periodically.

Ensure that all departments institute mandatory diversity, equity and inclusion training that addresses the needs within the area. This work will include support for departments that are addressing specific anti-racism department work as part of that training e.g., Alumnae Relations and Development used the tools from the Race Matters Institute to revamp their approach to alumnae/i engagement. *Responsible: Senior Staff; Director of Human Resources; Faculty Leadership.*	Planning Spring 2021. Implementation Fall 2021 and ongoing.	$18,000. Also take advantage of synergies with teach-ins and cross-departmental trainings.	TLI launched Pedagogy Circles for Diversity, Equity, and Inclusion in spring 2021; approx. 60 students, faculty, staff, and administrators participated. Since inception in January 2021, approximately 70 different faculty, administrators and staff have participated in monthly professional development and training offered via the College's membership in LACRELA. We will continue to offer this opportunity to as wide a range of staff and faculty as possible. In addition, LACRELA encourages participants to share their learning with colleagues. In fall 2021 the College created a single site for staff and faculty to learn about professional development and educational opportunities and resources, including teach-ins offered by BMC students, staff, and faculty.	After a year's delay, LACRELA is launching a repository of resources on advancing racial equity in summer 2022 that will be available to all Bryn Mawr faculty and staff. Senior administrators continue to be responsible for working with department leaders to ensure that all departments offer work-relevant, high-quality programming. The Provost's Office continues to offer academic departments support for diversity-related programming.

Review faculty hiring and review practices to support our commitment to diversity, equity, and inclusion. *Responsible: Committee on Appointments and Provost.*	Review for hiring practices completed by the end of Spring 2021. Review of tenure and promotion practices completed by the end of the Fall 2021.	N/A	In Fall 2021 the Committee on Appointments (CA), along with the Committee on Academic Priorities and the Provost, reviewed and revised the College's policy on opportunity hires, and discussed at length those ways that the College's hiring practices should reflect the College's commitment to diversity, equity, and inclusion. CA revised the Faculty Handbook to name work done to advance DEI at the College as a significant contribution to the curriculum and the institutions. Beginning in AY23, faculty may choose to provide information about student responses to a DEI question in course evaluations. In consultation with the Provost and in coordination with CAP, CA conducted exit interviews in May/ June 2022 with faculty who have chosen to leave the College.	The option of an opportunity hire remains available to departments and programs. The Committee on Appointments and Provost's Office will continue to use best practices to inform our hiring processes, and to enhance retention of faculty from under-represented groups.

Conduct a series of workshops with administrative department heads to review recent revisions to staff recruitment and hiring policies, which were rewritten/republished in February 2020 to reflect equity and inclusion best practices. We will track searches and outcomes. *Responsible: Human Resources.*	Workshops completed by May 2021.	N/A	Human Resources continues to meet with hiring managers to review revisions to the recruitment and hiring process whenever there is a vacancy or a position requested.	AY23: Evaluate impact of changed practices on staff diversity across departments & job classifications. Offer workshops to managers throughout the organization to support inclusive recruitment and hiring. Hold TriCo training for staff supervisors.

III. We demand support in meeting with the Pennsylvania Historical and Museum commission by February 1, 2021 in order to secure the IMMEDIATE REMOVAL of M. Carey Thomas' name inscribed on the Old Library building façade and the portrait that hangs in Old Library, as well as direct involvement with the progression of Woodrow Wilson's sign removal on New Gulph Rd., and publications for institutional memorialization of such events on the college's website, in the official College Archives and Special Collections, and $75,000 for independent research on critical race theory through a similar model to the History Advisory Group.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF CONFRONTING OUR HISTORY				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Challenges/ Next Steps**
President will notify the Board of demand to remove M. Carey Thomas inscription on Old Library façade and remove Thomas items from the collections. *Responsible: Board of Trustees.*	President notifies by November 20, 2020		A working group of trustees was appointed in December 2020 to consider the issue. Initial report submitted to the Board June 2021, followed by sessions to learn more about campus initiatives to engage college histories.	The working group will share a report on its work and will broaden discussion to other constituents in 2022-2023.

M. Carey Thomas bust removed to storage. Temporary sign of removal posted; fuller signage to be provided. *Responsible: Special Collections.*	Removal and temporary sign complete; fuller signage by January 29, 2021	$750	Sign explaining removal installed February 2021.	n/a
M. Carey Thomas portrait currently hung in the Rare Book Room in Canaday removed to storage; signage explaining removal hung. *Responsible: Special Collections.*	By January 29, 2021	$750	Removal complete; sign explaining removal installed February 2021.	AY23: with arrival of new special collections director, explore possible contexts for future display.
Include information about removals on new Equity, Inclusion, and Anti-Racism website. *Responsible: President's Office, Communications.*	By January 29, 2021	N/A	New EIAR website launched March 30, 2021, and mentions the removals.	n/a
Telling Histories and History Infrastructure Working Group: numerous recommendations implemented since Fall 2019, including funding for student internships (see below); Digital Seed Grants for Perry House history project and 1924/31 history project; Praxis courses; development of central website; forthcoming exhibits drawing on paid student research. *Distributed Responsibility: President's Office, Special Collections; Communications*.	Began 2019-2020	See below for annual internship program & exhibit costs	Telling Bryn Mawr Histories Praxis course offered Spring 2021 and Spring 2022 A webpage was created to showcase College history projects and resources. With support from Pensby and LITS, the student-led Perry House Oral Histories Project launched on 2/2/21. Students were compensated for their work on this project. Additional student projects will be funded in 2021-2022.	For AY23: identify instructor for the next Telling Bryn Mawr Histories Praxis course. The College will continue to support student research via internships and share findings through exhibits and digital materials; see below.

Pilot exhibit, "Who Built Bryn Mawr," suggesting range of unrecognized and recognized individuals who helped shape BMC in its first 25 years. Invite community response to shape phase 2; continue opportunities for student research in Special Collections. *Responsible: Special Collections, President's Office*	First exhibit opened February 2021	Est. $35,000 annual cost	Pilot exhibit supported by Special Collections and the President's Office opened 2/12/21; digital version available. Four students funded in summer 2021 and again in summer 2022 to develop new exhibits in this planned multi-year initiative. Second exhibit opened October 2021, including digital exhibit and additional research. Project funded by Special Collections and the President's Office and staffed by faculty and by staff from Special Collections.	Third exhibit planned for fall 2022.
The Summer School for Women Workers in Industry (1921-1937) enrolled the first African American students to take courses at Bryn Mawr. The President's Office funded research and an exhibit by a student intern to mark the centennial. *Responsible: Special Collections, President's Office.*	April 2021	$5,000	Digital exhibition *For Roses, Too* created by student intern launched April 2021. The College also sponsored an alumnae panel on women, work, and labor law today in May 2021, and a screening of *Women of Summer* and discussion with filmmaker Rita Heller '59 on May 26, 2021.	n/a
As per the Telling Histories Working Group recommendation, continue progress on memorial for those excluded or invisible at Bryn Mawr across our history. Initial meetings with Philadelphia Mural Arts Project took place in Spring 2020. Form a working	Recommendation of working group to History Advisory Group by Fall 2021; Memorial completed by Fall 2023 -- subject to change based on final plan	Budget in development.	In fall 2022 Bryn Mawr launched a five-year project with Monument Lab, a public art and history collective, following preliminary engagement in spring 2021. Six student research assistants worked with Monument Lab staff and Prof. Monique Scott to gather campus views on stories missing from the campus.	In AY23, Monument Lab will offer opportunities for community members to learn about findings from spring 2022 engagement work. A campus committee working with ML will

group of students, faculty, staff and alumnae/i to continue the planning with goal of completed memorial by Fall 2023. *Responsible: President's Office.*				invite proposals from several artists for a campus artwork that addresses stories missing or excluded from the College's history and that contribute to a reparative vision for the future. Artists will receive a dossier based on year one work. Selection of an artist is planned for spring 2023.

IV. We demand that the Bi-Co stop its violence against disabled students and/or students with mental health concerns by investing $500,000 in wellness and health services.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF WELLNESS, HEALTH, AND ACCESSIBILITY				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Challenges/ Next Steps**
Restructure relationship between Access Services and Counseling Services to increase collaboration, sharing of appropriate information, and improve services to BIPOC students with disabilities. *Responsible: UG Dean, Assoc. Dean of Health and Wellness, Dir. of Counseling, Dir. of Access Services.*	Convene student users and staff by Dec 2020. Dev.action plan by April 2021. Implement, August 2021.	TBD, based on plan	The Health and Wellness Center, partnering with Access Services and GSSWSR established a social work internship in 2021-22 to improve services to BIPOC students with disabilities. The intern attended student advisory council meetings; developed workshops; and ran the support group for students with disabilities every Friday with Assoc. Dean Reggie Jones.	This internship will continue in AY23. Review annually.

Add a question concerning creating an accessible and inclusive classroom experience to course evaluations. *Responsible: Provost, Faculty.*	Fall 2021	N/A	Launched Fall Semester 2020	Response to be included in reflections on the dossier submitted by faculty for tenure and promotion.
Use transformative justice framework to change College protocols involving mental health crises (see IX). *Responsible: UG Dean, Assoc Dean of Res. Life, Assoc. Dean of Health and Wellness, Dir. of Campus Safety.*	Beginning in Spring 2021	$50,000	In AY22, the UG Dean brought staff together to continue learning about harm reduction theory and transformative justice and practice, and to explore options for practical application at the College. Staffing and leadership changes in Campus Safety and Counseling slowed progress slightly.	Counseling Services has received a $50,000 grant to support trauma-informed training to various staff including Campus Safety, deans, Res Life, and Housekeeping staff.
Develop network of partners for therapy services for BIPOC students and make financial assistance for co-pays available through Student Assistance Fund. *Responsible: UG Dean, Assoc. Dean of Health and Wellness.*	Spring 2021	Covered by Dean's Student Assistance Fund	The Health and Wellness Center maintains relationships with networks of BIPOC therapists and will highlight them on the Center's website. To facilitate a connection with an individual provider outside of the College, a counselor will meet with a student for a brief assessment to understand their needs and come up with a plan to address them. The student can independently seek out an off-campus counselor from one of the networks or our counselors may assist in making a good match with an outside counselor as needed. Counseling Services follows up with a student to check in. If there is a waiting period to see that counselor, our staff will continue to meet with the student until that new relationship is established.	Counselors are working part-time in the summer beginning in 2022, which will provide better support for students who have difficulty finding a counselor in the summer. The addition of MY-SSP allows for students to access tele-health counselors that meet their personal needs and specifications.

Implement universal design standards in curricular and co-curricular programs through setting policies and expectations for instructors and program directors, training, and continuing education. *Responsible: Provost, CIO, UG Dean, Faculty, TLI.*	Beginning in Spring 2021. Assess annually.	N/A	Drawing on work of The Accessibility Leadership Committee, Dean Walters presented information on universal design for learning (UDL) at a monthly faculty meeting with goal of adoption UDL principles across the curriculum. The College hired Grace Cipressi, an assistive technology specialist, who is providing valuable assistance to faculty and students.	Continue faculty outreach and education. Implementation requires active involvement and commitment by faculty in every department.
Over the next three years, the College will increase accessibility by -Replace Old Library elevator to achieve compliance -Improve wheelchair access to Edman Dining Hall -Improve wheelchair access to Rhoads North entrance. *Responsible: CFO/ CAO, Dir. of Facilities.*	2021 - 2023	$325,000 over three years	- Old Library elevator installation completed fall 2021. - Wheelchair access to Erdman Dining Hall improved summer 2021. - Wheelchair access to Rhoads North improved summer 2021	n/a
Move student life offices now in Cambrian Row (including Pensby Center, religious life, and Civic Engagement) to a new Student Life and Wellness Center more conveniently located centrally on campus and make counseling and medical services fully accessible. *Responsible: UG Dean, CFO/CAO, Dir. of Facilities.*	2020 – 2021	Project cost is $17.5 million, accessibility is core motivation and design principle	Student Life and Wellness Building completed and opened for spring semester 2022.	n/a

Improve accessibility in Park Science Building including adding an additional wheelchair lift, incorporating classroom listening loop, widening doors and other modifications. *Responsible: UG Dean, CFO/CAO, Dir. of Facilities.*	2021 - 2023	Remaining project cost is $17 M; accessibility-related costs will be tracked.	Phase 2 of Park Science renovations, including accessibility improvements, began in fall 2021.	Phase 3 of Park Science renovations will be bid for construction in AY23.

V. We demand transparency on scholarship tax for international students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF INTERNATIONAL STUDENT INCOME TAX COMPLIANCE				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Challenges/ Next Steps**
Financial Aid and the Controller's Office will implement a system whereby BMC provides funding to international students to cover the payment of taxes on their scholarships. The new policy and information regarding process will be posted on the Financial Aid webpage; available in the International Services & Advising office; and included in orientation with new international students. *Responsible: Financial Aid, Student Accounts, Payroll.*	Effective December 2020	Est. $90,000 annually	Payments paid for taxes accrued by international students went into effect for fall semester 2020 and have continued.	n/a

VI. We demand that Bryn Mawr College hires a full-time staff member that becomes the Associate Dean for Student Success and Advising for Undocumented Students in the Pensby Center that will work with the Staff Contact for DACA and Undocumented Students and the Peer Contact for DACA and Undocumented Students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF STUDENT SUCCESS				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Challenges/ Next Steps**
Develop description for and hire new Student Success position to address needs of DACAmented and Undocumented Students. In recognizing shared needs, this new position will also coordinate support for FGLI students. *Responsible: Assoc. Dean for Equity, Inclusion & Community Life; FGLI Steering Committee.*	Convene committee of students, faculty and staff in Spring 2021 to identify priority areas and skill sets for position. Search in Spring/Summer '21; position launches in Fall '21.	$60,000	Leslie Castrejon was appointed Asst. Dean for Student Support and Success in August 2021. Dean Castrejon engaged in extensive outreach and offered 43 programs to provide opportunities, resources, and activities to undocu+ and FGLI students in AY22 as well as bi-weekly Undocu+ support group meetings and 2 events with Mawrters for Immigrant Justice.	Build on successes of first year of work.

VII. We demand for the restructuring in the current operations of the Enid Cook ’31 Center, to be implemented by the 2021-2022 academic year.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF RESTRUCTURING ENID COOK ’31 CENTER				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
Increase Enid Cook ’31 Center program funding, establish professional full-time Director position to run ECC, and establish paid student coordinator position to cover campus-wide, BiCo, and ECC events including (but not limited to) Black History Month, Latin/x History Month, Friendsgiving, Legacy Day and other programs and events and provide substantive and ongoing support for Bryn Mawr BIPOC students. *Responsible: UG Dean, Assoc. Dean for Equity, Inclusion & Community Life; Assoc. Dean of Health and Wellness.*	Starting 2021 - 2022	$100,000 annually	Joi Dallas was appointed Assistant Dean for Intercultural Engagement in August 2021. In this role she serves as adviser to all multicultural organizations, supports the ECC (15 events), and coordinates Black History Month events (12 in AY22) and other special events.	Sustain support and programming in AY23.
The new Enid Cook ’31 Director will work with Associate Dean of Equity and Inclusion and Undergraduate Dean to review the program budget to ensure that it meets student needs and activities. *Responsible: ECC Director, Assoc. Dean of Equity, Inclusion & Community Life, UG Dean*	Fall 2021	See above	Budget review by Deans Dallas, Ortíz, and Walters confirmed that funding is meeting programming needs and student activities.	n/a

VIII. We demand the implementation of a "reparations fund" towards a yearly allocation of funds and resources to Black and Indigenous students in the form of grants for summer programs, affinity groups, multicultural spaces, and individual expenses such as books, online courses, therapy, and any and all financial need beyond the scope of racial justice work.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OFREALLOCATING RESOURCES				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
Rename Dean's Emergency Fund, the "Dean's Student Assistance Fund." *Responsible: UG Dean.*	Nov. 2020	N/A	Complete. Graduate Student Assistance Fund also established winter 2022	n/a
Double allocation of fund. *Responsible: UG Dean.*	Nov. 2020	Doubled to approx. $10,000 annually	Complete	n/a
Publicly release spending reports of this fund at the end of each semester. *Responsible: UG Dean.*	January 2021 and ongoing	N/A	A webpage and online request form was published on the Bryn Mawr website. The page reports the total amount of funds expended to assist students and a detailed report is available by request.	Spending report as of the end of AY22 to be updated on the website July 2022.
Appoint committee to administer Student Assistance Fund that includes representation from BIPOC staff/faculty from range of departments; post members on Website. *Responsible: UG Dean.*	Nov. 2020	N/A	Committee appointed first week of December 2020. Members: Director of Financial Aid, Asst. Dean for Intercultural Engagement, Executive Asst. to the UG Dean, Assoc. Dean for Equity, Inclusion, and Community Life, Dean of the UG College.	Committee membership posted to the website.

IX. We demand that Bryn Mawr acknowledge the unseen labor of Black women and Black trans/nonbinary people on campus.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF INCREASED VISIBILITY OF LABOR				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
Publicly recognize the unseen efforts of Black employees, in ways that would be meaningful to them. *Responsible: President's Office.*	Meeting by mid-February 2021; share findings by end of February 2021	TBD	AY 22: -Job classifications and salary bands published to website	Continue to address market competitiveness on salaries and to recognize staff contributions.
Continue paid student consultant positions for administrative offices to get student input on projects or initiatives. *Responsible: relevant administrative offices.*	Ongoing	Repurposed from current department budgets	Students receiving paid compensation include student CPEAR members, students who offer teach-in sessions or assist with the program, and student consultants advising President Cassidy. Already existing paid positions include CDAs, Peer Health Educators, Black at Bryn Mawr Tour coordinator and guides.	AY23: Institute pay for students serving as Customs people. Continue existing paid student consultant positions.

X. We demand that the school continue to pay the students who are participating in the strike.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF STUDENT CONTRIBUTIONS TO INSTITUTIONAL CHANGE				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
Create Change Agent fund, providing funds for students, faculty, and staff who analyze and recommend solutions for College inequities. *Responsible: Pensby Center.*	By October 2021	Initial budget $10,000	Award made to provide copies of Kendi's *Be Anti-Racist* to interested students, faculty, and staff.	Review structure, use, and outreach to build interest in this program.
Pay all striking student workers up to 20 hours for missed work. *Responsible: President's Office.*	By end of fall semester	TBD	Complete	n/a

XI. We demand Bryn Mawr College take an ACTIVE role in Police and Penal Abolition at local, regional, and global scale.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF RESTORATIVE AND TRANSFORMATIONAL JUSTICE				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
CIO will work with external advisor to determine what, if any, securities related to the penal system or the defense industry are held by Bryn Mawr in the endowment; information to be shared with community. *Responsible: Chief Investment Officer.*	By 12/18/20	N/A	Board's Committee on Investment Responsibility held a Feb. 2021 open meeting for students, faculty, and staff on its Dec. 2020 review of any investments in the penal system and defense industry. The Committee also met with the BMC hub of the Sunrise Movement to share ESG and DEI values and practices in assessing managers.	The Committee will continue to engage with students interested in investment responsibility.

Create Racial Justice Impact Fund that will support students, faculty and staff who engage with organizations or communities as part of their curricular, co-curricular or professional development. Funded projects could include some compensation to the organization to underwrite their support of the partnership. *Responsible: Civic Engagement Office, convening student, faculty, staff committee.*	Program redesign and launch fall 2022	Initial budget $10,000	The RJI Committee received no applications for the initial advertised opportunity. After extensive committee discussion and consultation with GSSWSR Prof. Darlyne Bailey, the initiative will be repiloted as a Praxis II class led by Prof. Bailey and Civic Engagement staff.	Inaugural Praxis II class will be offered Fall 2022.
Use a transformational justice model to guide our relationship with local law enforcement and our approach to Campus Safety. By December 18th Dean Walters will hold an open listening meeting. By February 12th she will create a working group and a draft charge for that group to determine the specific implementation of this recommendation. This working group will include paid transformative justice experts including those from the Social Justice Initiative at the Graduate School of Social Work and Social Research, as well as students, faculty, and staff, including from Campus Safety. *Responsible: UG Dean, Dir. of Campus Safety, Assoc. Dean of Health and Wellness, BiCo Title IX Officer, Dir. of Counseling, Dir. of Access Services.*	Recom-mendations due by June 2021	TBD	In 2021 Dean Walters formed a transformative justice learning circle with an initial membership of Assoc. Dean of Health & Wellness, Campus Safety Dir., BiCo Title IX Dir., Dir. Of Counseling, and Dir. Of Access Services. The group identified learning resources and transformative justice consultants (from GSSWSR & elsewhere) as well as faculty and student members.	Develop proposal for a Transformative Justice Fellow in Residence Program that would bring someone familiar with transformative justice and antiracist community building to campus for 1-2 years to work with departments, faculty, and staff.

Expand Customs "Week" to include more explicit emphasis on building relationships and harm reduction. Customs Week has been reconceived as a longer program due to COVID and we will continue this model of extended engagement over the summer going forward. *Responsible: UG Dean's Office.*	Planning late-spring to early summer 2021. Implemented Summer 2021.	Dean's Office to cover cost of program via Customs budget	Curriculum revised for 2021, but parts of the revised curriculum were not successful and need additional revision.	The Dean's Office is using the summer webinars and advising for new students to introduce relationship building skills and expectations for social behavior that supports and builds community in dorms.
Recommitting to the demands made by Black Students in 2015, include additional training on harm reduction for Honor Board members and Dorm Leadership teams. *Responsible: UG Dean's Office.*	Planning in Spring 2021; implement in Fall 2021	Dean's Office covers via program budget	The Honor Board orientation in 2021-22 included training in implicit bias and harm reduction. Most academic Honor Board cases have been handled through the alternative resolution process, which is a conversation with the student and faculty member and the Honor Board co-chairs rather than full hearing before the Board.	In summer 2022 the Dean's Office and the Honor Board Head are working to improve student education about the Social Honor Code.

XII. We demand a significant reduction of winter break and summer break housing costs for international students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF COST REDUCTIONS FOR HOUSING				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
We have reduced the costs for summer break housing for all students starting in Summer 2021 from $125 to $70 per week for housing when no dining is provided and from $170 per week to $105 per week when dining is provided. *Responsible: CFO's Office.*	New rates for Summer 2021	$100,000 annually	New, reduced rates in effect for summer 2021 and maintained through the following academic year.	Continue through AY23.

XIII. We demand a transparent list of "protections" that Bryn Mawr claims they offer for undocumented students.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY OF PROTECTIONS				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
• The College will not release information about students' citizenship or immigration status (including information regarding students' visas and Green Cards) unless presented with a subpoena or similar legal requirement. • The College does not use E-Verify to verify a student's (or staff member's) eligibility to work at the College. • Campus Safety will not be involved with enforcing federal immigration laws, including Green Card and visa issues, nor will they inquire about or record a student's immigration status when interacting with students. Law enforcement officials seeking to come on campus are expected to check in first with Campus Safety and present a warrant or other enforceable legal instrument. • We value our diverse community and its power to help students become well-rounded and engaged citizens. Bryn Mawr College does not discriminate on the basis of national origin or citizenship in our admissions process, and undocumented and Deferred Action for Childhood Arrivals (DACA) students graduating from U.S. high schools or earning a high school equivalency diploma in the U.S. are encouraged to apply. • The College will continue to welcome applicants and to support students of all nationalities and religions. • We will continue to meet full, demonstrated financial need for all students, including undocumented and international students, enrolled at Bryn Mawr. From https://www.brynmawr.edu/pensby/daca-and-undocumented-students	Immediate	N/A	This list of protections is posted to Pensby website in the DACA- and undocumented students section.	AY 23: Continue to advocate with Congressional delegation and through participation in legal actions of higher education organizations to support protections and educational opportunity for DACA- and undocumented students.

Provide training to faculty and staff around the campus protections for DACAmented and undocumented students, including quick card reference for employees. *Responsible: Pensby Center.*	Immediate	N/A	Pensby worked with Mawrters for Immigrant Justice to make available quick reference cards outlining rights and protections for students. Cards are available through Pensby. Student-devoloped *UndocuAlly* sessions were piloted with faculty and staff (4 general sessions and special sessions by request for the Geology Dept. and Education Program)	AY23: Continue *UndocuAlly* sessions College Counsel to provide information sessions to office heads.
Provide regular learning opportunities for faculty regarding unique needs of DACAmented and undocumented students. *Responsible: Pensby Center.*	Spring 2021	N/A	*UndocuAlly* piloted, but more progress needed and planned for AY23	AY23: Focus on *UndocuAlly* taking root across broader campus. Provide 1-pager of information and resources for New Faculty Orientation. Offer Teach-Ins.

XIV. We demand to include undocumented students without DACA in work payment systems.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF FUNDING OPPORTUNITIES				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Progress Report, June 2022**	**Next Steps/ Challenges**
Raise awareness among undocumented students that the work-study requirement can be waived and replaced with equivalent grant funding (which does not need to be repaid). *Responsible: Financial Aid Office, Assoc. Dean for Equity, Inclusion, and Community Life; Asst. Dean for Student Support and Belonging.*	Spring 2021	$32,000	The FA Office has worked with Pensby to increase awareness with our undoc+ students to learn more about financial aid processes and connect them with the Financial Aid Director. Information has been updated in presentations done by Asst. Dean Castrejon to this group, as well as on the website.	Entering students in the Class of 2026 will be able to self-identify for participation in this program. Financial aid packages will be reviewed individually with participants, and information shared about resources and opportunities.
Revise BMC financial aid policy so that paid student fellowships will not displace existing financial aid (i.e. receiving a fellowship will not result in a reduction of available aid as long as it does not exceed the cost of attendance). *Responsible: Chief Enrollment Officer, Office of Financial Aid.*	Begin examining financial aid models in Fall 2021; new policy in place 2022-2023	TBD	Financial Aid tries to avoid fellowships displacing aid unless required by Federal regulations (e.g. when a student's other aid exceeds the cost of attendance). When Federal regulations do require a reduction in other aid, each student is provided with a personal aid award and is told they can meet with the office to discuss the process and the adjustment.	n/a

Provide trainings for departments to understand the federal guidelines around fellowships and other forms of alternative compensation (among other regulations, federal guidelines require that fellowships be directly related to an academic experience and not a replacement for an already existing paid position) to make opportunities more visible and available. *Responsible: Associate Dean for Equity, Inclusion, and Community Life; Asst. Dean for Student Support and Belonging; Office of Financial Aid.*	Begin Spring 2021; offer each semester thereafter	N/A	Asst. Dean for Student Support and Belonging met with several offices and depts. to explain the requirements around fellowships and other forms of alternative compensation. Financial Aid and Career and Civic Engagement is also supporting this educational work through meeting with faculty on an individual basis to help them understand parameters and impacts.	AY23: Asst. Dean will build additional structures to share information about and increase visibility of fellowship opportunities.

XV. We demand grade protection and the implementation of student suggestions to the Curriculum Committees.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF ACADEMIC PROTECTIONS				
Action and Responsibility	**Timeline**	**Budget**	**Year-End Report, June 2022**	**Next Steps/ Challenges**
Students will be allowed to declare up to four (4) courses CR/NC for AY20-21 with the deadline of June 14th, 2021 to decide. *Responsible: Curriculum Committee, Faculty.*	Immediate	N/A	Approved by the Faculty 11/18/20.	n/a

XVI. We demand that Bryn Mawr College respond to each of the individual above demands in the form of concrete action and change by 11/16/2020. We will not conclude the strike until our demands are met and a statement is issued with a timeline detailing how specific demands will be fulfilled. The school, (remembering that the brunt of this labor should not be on the backs of Black students, staff, and faculty) will employ and properly compensate all students in the fulfillment of these demands as well as continue to support organizers, strikers, and leaders in more formalized and routine teach-ins.