

Multicultural Community and College Life Committee (MCCL) Annual Report to the Faculty 2014-2015

For mission, tasks, and responsibilities please see the MCCL website at:
http://www.mtholyoke.edu/deanofcollege/multicultural_life.html

Committee Members 2014-2015

The Multicultural Community and College Life Committee (MCCL) includes Mount Holyoke faculty, administrators, staff, and students. The following individuals served on the Committee during the 2014-2015 Academic Year.

Cerri Banks (Administrator) Dean of the College
Sara Blair (Staff) Area Coordinator, Residential Life
Angelica Castro (Staff) Assistant Director of Community Engagement, Co-Chair for 2014-2015
Iyko Day (Faculty) Assistant Professor of English, Co-Chair for 2014-2015
Latrina Denson (Administrator), Assistant Dean of Students
Karen Fernandez'17 (Student), Class of 2017
KC Haydon (Faculty) Assistant Professor of Psychology and Education
Liza Manchester (Staff) Learning Specialist, AccessAbility Services
Mary Renda (Faculty) Associate Professor of History, on-leave fall 2014
Aldo Santiago, (Faculty) Head Tennis Coach and Senior Lecturer in PE & Athletics
Stephanie Smith'15 (Student) Class of 2015

Meeting Schedule in 2014-2015

In the 2013-2014 Academic Year, the MCCL Committee met approximately every other Monday afternoon to discuss developments on and around campus pertaining to diversity and inclusiveness within and beyond the MHC community.

Accomplishments in 2014-2015

Diversity and Inclusion Inventory of Practice

In Fall 2014, Dean Banks commissioned the MCCL Committee to document on-going efforts to promote and foster diversity and inclusion at Mount Holyoke. The MCCL conducted a survey of 170 department chairs, center and program directors, campus service directors, and student organization leaders. Our goal was to map the number, type, focus, and source of diversity and inclusion-related events occurring in the past two years. Data analysis that began in January 2015 resulted in a 24-page report that summarized the main findings and presented key analyses. This report was shared with the Presidential Commission on Diversity and Inclusion in March 2015.

Meeting with the Presidential Commission on Diversity and Inclusion

In April 2015, MCCL and the Presidential Commission on Diversity and Inclusion held a joint meeting to discuss the findings from the Diversity and Inclusion Inventory of Practice and the Campus Climate Inventory, which MCCL submitted in spring 2014. MCCL presented action items that included training initiatives, clarifying the College's diversity mission, and revising committee structures. Both committees will meet again in May 2015 to discuss the process of implementation.

Inclusiveness Initiatives Fund (IIF)

The MCCL is responsible for reviewing proposals and granting funding for the Inclusiveness Initiatives Fund (IIF) which provides financial support for projects surrounding diversity and inclusion on and off the campus. In keeping with changes that were implemented in 2013-2014, there are currently two funding deadlines per semester and the Committee no longer accepts applications on a rolling basis. Liza Manchester served as the primary point person who compiled applications and communicated with applicants. All members of MCCL participated in reviewing applications.

The IIF Subcommittee awarded 12 grants totaling \$7,000. The following table illustrates the applications and the dollar amount awarded for each application.

2014-2015 IIF Awards:

- Project Theatre, Performance of "For Colored Girls Who Have Considered Suicide When the Rainbow is not Enough," October 25th & 26th, \$500
- College Counseling Service, Warrior's Toolkit Workshop, October 24th, \$500
- Tayllor Johnson, Beau Sia spoken word performance and workshop, November 15th, \$500
- MEChA de Mount Holyoke, Latinos in the Arts Conference, October 24th - 26th, \$70
- Vickiana Tejada, For the Love of WOMON, November 14th, \$500
- Kuch Karo: Pakistani Students for Change, Urooj Arshad workshop on Muslim and Queer identities, November 20th, \$587
- Chinese Program Faculty, Yu Opera artist Jun'an Wang performance, April 7th & 8th, \$500
- La Familia, Creating Change Conference, February 4th - 8th, \$600
- International Student Organizing Committee, iFair, March 28th, \$725
- CAUSE, A Call to Consciousness Conference and Community Action Project, March 27th & 28th, \$500
- Latina/o Studies Department, Kick-off Celebration and Lecture, March 30th & 31st, \$1,000

- Women of Color Task Force and Office of the Dean of Students, Women of Color Trailblazers Leadership Conference, April 4th, \$1,018

Plans for 2015-2016 Academic Year

The MCCL Committee looks forward to continuing the work with and among faculty, staff, and students to help foster a community that strives for inclusive excellence in all facets of our campus life. The MCCL Committee aims to work on implementing strategies that will help to further improve diversity and inclusion on campus. The Committee's plans for 2015-2016 include the following goals:

1. Use American Association of Colleges and University rubrics on multicultural and global awareness to advance relevant curricular and co-curricular initiatives.
2. Continue to work with the Presidential Commission on Diversity and Inclusion to implement actions to improve campus inclusiveness.
3. Continue to identify "best practices" to increase allyship across axes of difference.
4. Develop new mechanisms for increasing communication between MCCL and the larger campus community about diversity and inclusion at Mount Holyoke.
5. Complement our recent focus on research by shifting toward action and implementation.

Respectfully submitted,

Iyko Day, Co-Chair

Angelica Castro, Co-Chair