

Multicultural Community and College Life Committee Annual Report (2012-2013) **to the faculty**

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

Committee Members 2012/2013 (in alphabetical order):

Cerri Banks (Dean of the College); Katrina Borowiec (Assistant Director, Institutional Research); Lauren Cook (Associate Dean, Admission); Rene Davis (Dean of Students); Erica DeBlase (Counseling Service Clinician); Lori Hendricks (Lecturer of Physical Education and Athletics); Khadija Hudson'13 (Student); Mark Lauer (Senior Lecturer in German Studies, Co-Chair); Gladys Moore (Director of Diversity and Inclusion, Co-Chair); Mary Renda (Associate Professor of History); Raquel Silva'14 (Student); Kate Singer (Assistant Professor of English, on sabbatical leave in 2012/13); Stephanie Smith'15 (Student); Wesley Yu (Assistant Professor of English).

Meeting schedule in 2012/2013:

In the Fall semester of 2012, the MCCL Committee met approx. every other Monday to discuss developments on and around campus pertaining to diversity and inclusiveness within and beyond the MHC community.

Tasks in 2012/2013:

The MCCL committee reviewed approaches to conduct a campus climate inventory surrounding the topics of diversity and inclusion within the MHC community. The goal of the inventory is to support the work of the Presidential Commission on Diversity and Inclusion at Mount Holyoke and to both celebrate and support all of the good work around diversity and inclusion already happening on campus aiming to move toward a more systematic and institutional approach to this work

In order for the committee to gain a broad and at the same time deep understanding of the campus climate, the committee members decided on a question-set of four questions (Appendix A) addressed in sixteen (16) meetings with different focus groups across campus throughout the spring (Appendix B).

The remarks collected in each focus group meeting will be anonymous, but not confidential. The committee will compile the results from across the meetings and present the findings in the aggregate to the President's Commission. The committee expects to submit its report in June of 2013.

Inclusiveness initiatives Fund:

The MCCL committee reviewed sixteen (16) Inclusiveness Initiative Applications in 2012/13 with different people/entities applying for funding through the Inclusiveness Initiatives Fund (IIF). The fund provides financial support for projects surrounding

diversity and inclusion on and off the campus. The following chart illustrates the applications and the sum awarded to each application.

INCLUSIVENESS INITIATIVES FUND AWARD SUMMARY

Applicant	Proposal Description	Amount Requested:	Amount Awarded:	Date:
Luo	Multicultural Quiltmaking	\$2,500.00	\$0.00	9/3/2012
Omojola	West African Highlife Band	\$4,000.00	\$2,000.00	9/20/2012
Holmstrom	Alliance for the Respect of EveryBody	\$3,000.00	\$0.00	10/28/2012
Maitre	Diversity Days	\$2,000.00	\$800.00	10/28/2012
Morgan	Women's Wellness & Focus on Maternity Care	\$1,400.00	\$0.00	10/29/2012
Jacobus	Robyn Ochs: Bisexuality 101	\$1,000.00	\$900.00	10/30/2012
Wang	Avant Garde Chinese Arts	\$3,000.00	\$2,300.00	11/5/2012
Wurms	Holocaust History for the Next Generation	\$960.00	\$950.00	11/20/2012
Sharma	Himalayan Connections	\$500.00	\$500.00	12/29/2012
DeBlase	Jeffersons Children	\$3,500.00	\$3,500.00	1/8/2013
Mindieta	Child Slavery in the United States	\$1,252.85	\$1,097.85	1/12/2013
Morris	Undocumented	\$1,500.00	\$1,500.00	1/31/2013
Lauer	German Theater Festival	\$524.00	\$524.00	2/20/2013
McRay	StacyAnn Chin & Transgressive Identity	\$500.00	\$500.00	3/18/2013
Shankar	Rang De Basanti	\$559.59	\$0.00	4/4/2013
Priest	LGBT Sports Summit	\$1,090.00	\$1,090.00	4/5/2013
	TOTALS:	\$27,286.44	\$15,661.85	

Plans for 2013-2014

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 committee expects to continue with the campus climate inventory. Together with the Presidential Commission on Diversity and Inclusion, the MCCL Committee aims to work on implementing strategies that will help to further improve diversity and inclusion on campus.

Respectfully submitted,

Mark Lauer, 4/25/2013
Co-Chair, MCCL
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Appendix A: Questions addressed in focus meetings

- ♦ **How do you feel supported or not supported at MHC? How does that work for you in relation to, for example, racism, gender, class, age, ability, and religion?**
- ♦ **How have you addressed issues related to diversity and inclusion when working with students? With faculty and staff?**
- ♦ **What do we say we are doing in relation to diversity and inclusion? What are we actually doing?**
- ♦ **What has captured your attention in relation to diversity and inclusion? What do you think MCCL needs to know?**

Appendix B: Spring 2013 Campus Climate Inventory MCCL Committee Focus Group Meetings:

- February 11: Meeting with Admissions/Frances Perkins/Student Financial Services Offices
- February 25: Meeting with New Tenure Track Faculty and Senior Lecturer Track Faculty.
- February 28: Meeting with the Dean of Students Division
- March 6: Meeting with Operational Policy Council (OPC)
- March 11: Faculty Forum I
- March 12: Faculty Forum II
- March 12: Meeting with Facilities Management
- March 20: Meeting with Campus Police
- April 2: Ability/Disability focus group meeting
- April 4: Meeting with people born or raised outside the U.S.
- April 8: Meeting with People of the Global Majority (People of Color)
- April 9: Meeting with Staff Council
- April 9: Meeting with people born or raised working class or who currently identify as working class.
- April 11: Meeting with senior staff
- April 16: Meeting with people who identify as LGBTQ
- April 18: Open forum