

Multicultural Community and College Life Committee (MCCL) Annual Report to the Faculty 2013-2014

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

Committee Members 2013-2014

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 2013-2014 Academic Year.

| Name | Affiliation |
|--------------------------------|---|
| Huda Alawa'15 (Student) | Class of 2015 |
| Cerri Banks (Administrator) | Dean of the College |
| Katrina Borowiec (Staff) | Assistant Director of Institutional Research, Co-Chair |
| Angelica Castro (Staff) | CAUSE Advisor/CBL Assistant Coordinator |
| Rene Davis (Administrator) | Dean of Students |
| Iyko Day (Faculty) | Assistant Professor of English |
| Erica DeBlase (Staff) | Counseling Service Clinician |
| Latrina Denson (Administrator) | Assistant Dean of Students |
| Karen Fernandez'17 (Student) | Class of 2017 |
| Lori Hendricks (Faculty) | Director of Athletics and Chair of Physical Education and Athletics, Co-Chair for spring 2014 |
| Mary Renda (Faculty) | Associate Professor of History, Co-Chair for fall 2013; on-leave for spring 2014 |
| Suparna Roychoudhury (Faculty) | Assistant Professor of English |
| Kate Singer (Faculty) | Assistant Professor of English, on-leave for fall 2013 |
| Stephanie Smith'15 (Student) | Class of 2015 |

Meeting Schedule in 2013-2014

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 2013-2014

Campus Climate Inventory Report

In 2012-2013, the MCCL Committee conducted 16 focus groups with members of the faculty and staff regarding their experiences with diversity and inclusion at Mount

Holyoke. The goal of these focus groups was to gather data to support the work of the Presidential Commission on Diversity and Inclusion.

In fall 2013, the MCCL Committee analyzed the focus group data and prepared a Campus Climate Inventory Report summarizing the research findings. The report was first shared with Dean Cerri Banks and President Lynn Pasquerella in fall 2013. Dean Banks requested changes to the formatting of the report. After the Committee completed these revisions an updated report was shared with Dean Cerri Banks and Dean Sonya Stephens, as Co-Chairs of the Presidential Commission on Diversity and Inclusion, as well as President Lynn Pasquerella, members of the senior staff, the director of human resources, and the ombudsperson in spring 2014. In April 2014, the report was shared with the Mount Holyoke community.

Multicultural Perspective Requirement

In spring 2014, Mount Holyoke's faculty voted to change the College's academic requirements for the A.B. degree. Prior to this vote, there was a proposal to remove the Multicultural Perspective requirement. Since members of the MCCL Committee strongly believe this requirement is an essential component of the College's curriculum, the Committee drafted an argument in favor of the requirement which was shared with the faculty. Mary Renda, fall 2013 MCCL Co-Chair, also spent considerable time speaking with individual faculty members about the importance of the requirement. Ultimately, the faculty voted to keep the Multicultural Perspective requirement.

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. Three members of the MCCL Committee formed the IIF Subcommittee. Erica DeBlase served as Chair of the Subcommittee and Iyko Day and Angelica Castro served as additional members.

In fall 2013, the MCCL Committee decided to revise the IIF application process. In an ongoing effort to be more equitable to applicants and better meet the needs of the community, the MCCL Committee increased the number of application deadlines for proposals from once a semester to twice a semester. The first deadline in a semester will be reserved for projects occurring that same semester or the following semester (September and February deadlines). The second deadline in a semester will be reserved for projects scheduled for the following semester only (November and April deadlines). The Committee will no longer accept applications on a rolling basis.

The IIF Subcommittee awarded 12 grants totaling \$10,297.75. The following table illustrates the applications and the dollar amount awarded for each application.

| Applicant | Date Awarded | Proposal Description | Amount Awarded |
|---|--------------|--|--------------------|
| Counseling Service | 11/6/2013 | 1,100 Lights 1,100 Lives | \$350 |
| La Unidad | 11/22/2013 | 4 Hours 4 Wellness 4 Everybody | \$500 |
| La Mecha | 11/22/2013 | Testimonios Conference | \$500 |
| Asian Studies Program | 2/11/2014 | Indian Music Concert | \$500 |
| MHC Entrepreneurship Club | 2/20/2014 | TED Talk: Women Influencing Change Through Diversity | \$1,532 |
| Office of Religious and Spiritual Life | 2/21/2014 | We Have Faith | \$500 |
| 5-College APA Studies Certificate Program | 2/26/2014 | 5-College APA Symposium | \$1,500 |
| Department of Music and Theatre | 2/28/2014 | Nigerian Folk Opera | \$1,500 |
| Dean of Students | 2/28/2014 | Real Talk: Intra/Intergroup Dialogue | \$960 |
| MHACASA, Dean of Students | 2/28/2014 | Annual Women of Color Conference | \$1,264 |
| CAUSE | 2/28/2014 | Claiming Our Voice | \$750 |
| Weissman Center for Leadership CBL | 2/28/2014 | STEM Mentor Program | \$441.75 |
| TOTAL | | | \$10,297.75 |

Plans for 2014-2015 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 2014-2015 include the following goals:

1. Evaluate the MCCL's responsibilities and authorities as described in faculty legislation to think about our role in responding to community concerns. Propose revisions to the faculty legislation that better align with the Committee's work.
2. Assess the current use of the IIF. Determine if there are more intentional ways the funding may be allocated to respond to research findings from the Campus Climate Inventory Report. Create funding priorities around a theme pertaining to diversity on campus.

Respectfully submitted,

Lori Hendricks, Co-Chair
Katrina Borowiec, Co-Chair