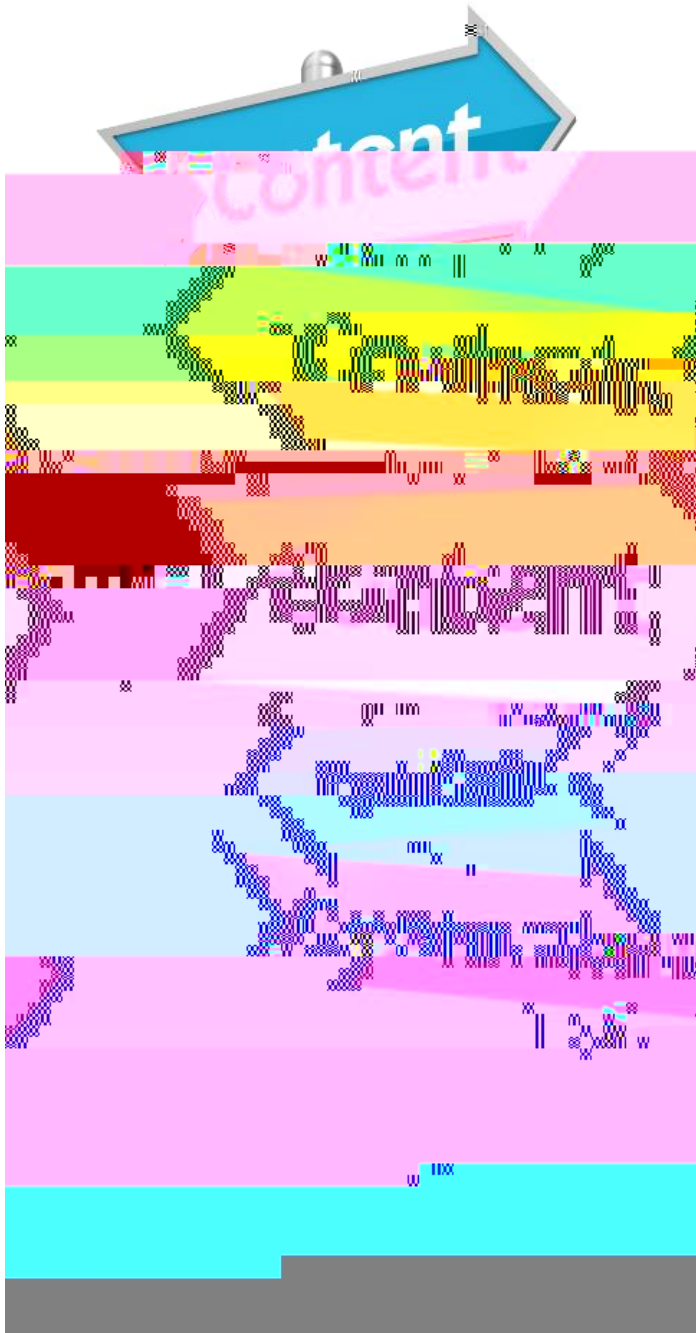


**Global Diversity and Inclusion Plan  
2020-2021**





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In the summer of 2020, the Division of Equity and Inclusion was charged to develop a justice, equity, diversity and inclusion (JEDI) plan for the 2020-2021 academic year. This agenda was informed by the results of the 2019 campus climate audit, the listening tour of the newly hired vice president for equity and inclusion, and the

Ci pgu'Ueqw'Eqmgi gá'hqewu'qp'IGF Kku'pqv'pgy 0Vj gtg'ku'utqpi 'hqw'f c'k'p'cn'y qtm'vq'propel the 2020-2021 goals forward. Examples of recent efforts and milestones at the college are listed below.

On August, 18, 2020, the college hosted Dr. Beverly Tatum, president emerita of Spelman College and author of *Why Are All the Black Kids Sitting Together in the Cafeteria?*, for its annual semester kick-off community forum.

The GJM Center for Global Diversity and Inclusion hosts weekly, bi-weekly, and monthly training opportunities and cultural events to educate and honor our faculty, staff, and students. Please go to our [upcoming events calendar](#) for more information.

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[College Advancement](#) has prioritized key equity needs in order to identify fundraising opportunities to meet these needs.

To further affirm this commitment, the Board of Trustees has committed to engaging in a series of conversations about race and has appointed a working group to draft a statement that is anticipated to be brought to the board for approval at its fall 2020 meeting.



[The Center for Leadership and Service](#) is promoting engagement and dialogue on a number of political issues, including conversations that are related to race.





Partner with student organizations and campus partners to institute year-round cultural programs through #Culture365 to promote greater inclusion.

Partner with the [Student Government Association](#), the [Coalition of Multicultural Student Organizations](#), the [Presidential Student Advisory Committee on Diversity](#), the Coordinating Committee of Black Spaces, and all other interested student organizations in support of student activism on JEDI and anti-racist work.

Facilitate inclusion of new students into the community by ensuring that justice, equity, diversity, and inclusion are integrated into new student orientations, Legacy, and SUMMIT. This includes training student leaders in global and cultural competence.

Provide opportunities and support for all students to be engaged in all dimensions of JEDI work including but not limited to race, sexual orientation, gender identity, gender expression, ethnicity, disability, socioeconomic status, and religion.

Revamp the [LGBTQIA+ programs on campus](#) through the restructuring of the Scottie Safe Zone Curriculum, hiring a dedicated LGBTQIA+ Fellow position whose responsibility will be to re-assess existing programs and expand programs through Pride Month, Transgender Awareness Week, and Lavender Hour.

Continue to host bi-annual Safe Zone Training (10/27/2020 - 1-2PM) and Transgender Training (11/18/20, Faculty/Staff Session ó 2-3PM; Student session ó 5-6PM).

Work closely with the Office of Accessible Education to promote engagement, dialogue, and training on topics related to accessibility.

Increase awareness of the GJM Center for Global Diversity and Inclusion work and proudly display the college's commitment through social media campaigns.

Continue to support campus partners in attracting, retaining, and graduating a diverse student body.

**As one of the most diverse colleges in the nation, ASC is ideally positioned to be the because we are a community of action, deeply engaged internally and with global society in all its possibilities and challenges.**



## IV. Driving inclusive excellence through JEDI training, education, and research

To continue meeting the demands of an increasingly diverse society and preparing all students to be effective change agents in a global world, the Agnes Scott teaching community, along with the administration, is deeply engaged in continuous learning and examination of the social patterns and systems that have, and continue to shape teaching and learning at the college. This has led to concerted efforts and plans to take systemic actions that advance a climate of inclusive excellence, such as:

Ensure all college efforts are examined through an equity lens.

Address and report on the following faculty-specific recommendations from the [2019 climate audit](#): a) further explore perceptions of disparity in faculty workload by race and gender; b) continue efforts to diversify the faculty; and c) continue to analyze employee pay equity for racial and gender parity.

Enhance collaboration between the Division of Equity and Inclusion and academic affairs bodies to address any area of concerns identified from the results of the Collaborative on

Promote and support existing faculty/staff fellows and projects to further JEDI in all areas. This includes existing faculty/staff fellows and recruiting a new TRHT Fellow to further the work of our TRHT campus center.

Encourage faculty involvement in designing cultural programming through history/heritage planning committees and event collaborations.

Collaborate with faculty and staff who pursued and received 11 presidential campus grants to address racial and social justice:

Conducting R.E.S.T.: Race & Ethnicity in Sports Training

Decolonizing the Curriculum, One Syllabus at a Time: Pedagogy as Social Justice

The Psychology and Racial Justice Leadership Program

Medieval Literature and Racial Others

History in the Community & Agnes Scott: Inclusion and Exclusion

Social Justice in Foreign Language Education: A Critical Pedagogy Approach

Energy Equity Voter Engagement

Literature and Political Violence in the History of the United States

Just Elections: The Theory and Practice of Electoral Justice in the United States and Beyond

What Are You Going To Do With That?: From Humanities Degree to Social Justice.

Raise funds to support faculty involvement, research, and leadership on JEDI issues.

Further develop collaborations between the Center for Teaching and Learning, the Faculty

## V. Impacting communities

In order to address, fix, and eliminate the systems that enable acts of prejudice and social injustice, we must all take action. The work can not be done in isolation. It requires a significant investment of time and financial resources. As a THRT campus, the college partners with local and community groups as well as the campus community in projects that advance transformational racial change, promote racial healing activities, and erase structural barriers to equity and equal opportunity. The college will:

Create and present the TRHT action plan to the community in the fall semester, which will include establishing the overall vision, mission, and values of TRHT at Agnes Scott College, activities/initiatives to take place, and conducting an inventory of all campus partnerships.

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Conduct a minimum of two major webinars on issues of anti-racism featuring alums, prominent social justice figures, community partners, and Agnes Scott faculty and staff every year.

Collaborate with community partners to bring distinguished speakers to our community groups as

**For questions and comments regarding this plan, please contact:**

**Office of Equity and Inclusion**

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