



**Reaffirming Our Commitment to Justice, Equity, Diversity, Inclusion  
and Belonging**

**2022**

**DIVISION OF EQUITY AND INCLUSION**

[diversity@agnesscott.edu](mailto:diversity@agnesscott.edu)

404.471.6118

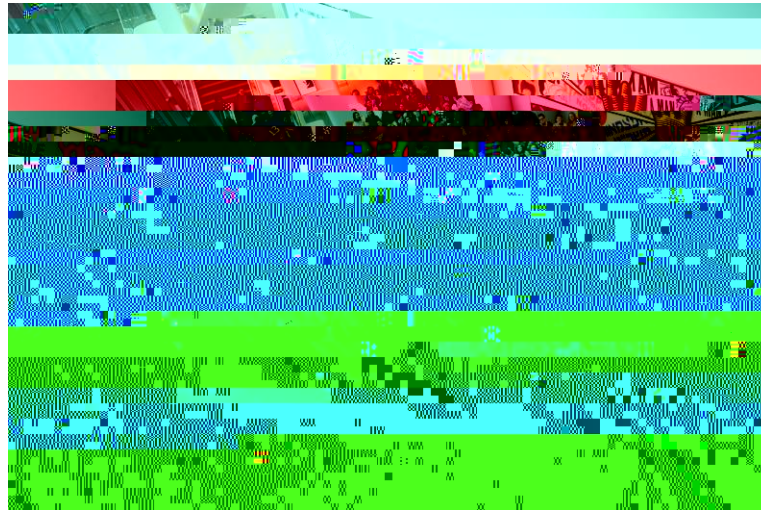
The 2022 J.E.D.I.B. plan is a c

3) \_\_\_\_\_ highli

For details on the five areas outlined in our 2021 plan, visit here:

**1. Advancing a culture of anti-racism**

A. Our Diversity:



Agnes

61.7% self-identify as students of color, 41% as Pell-eligible and 32% as first-generation. Among our faculty, 28.6% of tenure-track faculty self-identify as African American or Black; Hispanic or Latinx; Asian, Asian American or Pacific Islander; or multi-racial.

The diversity of the student body is reflected in our staff (48.86% identified as BIPOC) as well as in college leadership (when we began the AY, four of the college's seven vice presidents were women of color).

B. Campus Grants:





4. The *Psychology and Racial Justice Leadership Program* promoted racial justice by addressing systemic disparities in psychological training on multiple levels. The goals of the program, which also support professional success initiatives, were the following: to expose participants to the practice of applied multicultural psychology designed to investigate and advocate for racial equity through a series of professional interactive virtual workshops and supplemental didactic seminars; connect participants to professional psychologists of color who provide in-depth career development and post-graduate mentoring; and provide participants with opportunities to observe psychologists whose research and clinical expertise focus on using psychological principles to develop and implement community-based social justice initiatives.
5. The *Medieval Literature and Racial Others* course examined the literary features, ideological aims and sociocultural significance of medieval fantasy literature, exploring, in particular, the ways in which race appears and functions in this literature. The geographical and temporal center of gravity was literature produced in Britain during 1300 - 1500, but the course also considered works of literature produced earlier, later, and elsewhere, including those from outside of Europe.
6. For *History in the Community & Agnes Scott: Inclusion and Exclusion*, Robin Morris, PhD, Professor of History, served as a TRHT Fellow to develop the research framework for collecting and (sensitively) sharing stories about Agnes Scott College and the city of

sufficiently acknowledged (the invisible ones). Professor Morris led a course that examined the history of labor at Agnes Scott to challenge the myth that the college was "all white" until the first Black student enrolled, thus remembering the erased stories of those who helped build Agnes Scott. For example, the students took on different projects, including an examination of the work of John Flint, who was born to formerly enslaved parents, worked as a janitor at Agnes Scott and worked his way up to head waiter, a position he held at the time our first Black student enrolled. Other students looked at the former unofficial Agnes Scott College newspaper and examined the history of blackface in the school yearbooks. The next class will focus on the history of slavery in Decatur.

7. *Social Justice in Foreign Language Education: A Critical Pedagogy Approach* incorporated social justice into four Chinese language courses (Chinese 101, 102, 201 and 202) and revised instructional design to use project-and-product-based teaching and

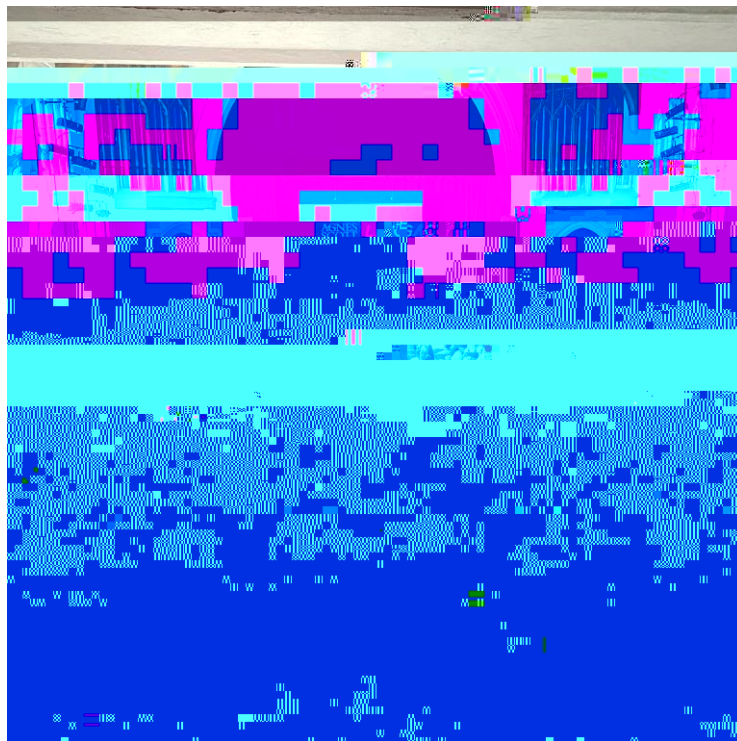
issues in foreign language communication and it improv  
specific elements of social justice into their verbal and written communication in Mandarin Chinese. Students were guided to modify textbook dialogue to reflect relevant aspects of social justice. They were engaged in virtual communication and collaboration with more experienced Agnes Scott College students and alumnae, as well as members of



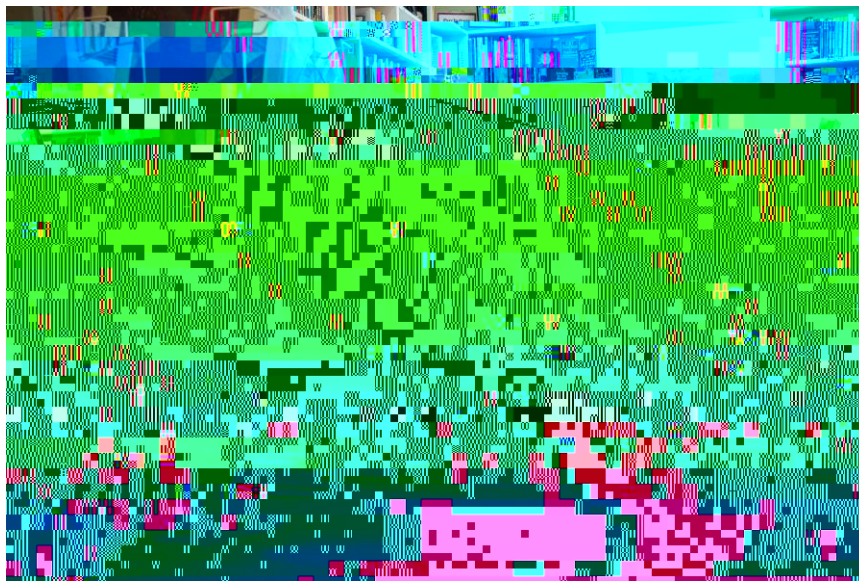




The college partnered with the Beacon Hill Black Alliance for Human Rights for its *Truth, Racial Healing and Transformation Courageous Conversation Series*. The event called *Decatur Land*



B. History/Heritage Months



The college continued to deliver robust History/Heritage Month and Cultural Celebrations. These celebrations included, but were not limited to, Latinx Heritage Month, Pride Month, Disability Awareness Week, Native American Heritage Month, Transgender Awareness Week, Martin Luther

Feb. 16, 2021: *A Sentimental Abolitionist: George Howe and the Rhode Island-Cuba Slavery Trade*









The Gay Johnson McDougall Center for Global Diversity and Inclusion also partnered with other departments, student organizations, local organizations and businesses to deliver specific training and workshops to their targeted audiences.



In 2022, the college will continue the work to realize all five areas which were identified in the 2021 plan. To maintain progress in advancing a culture of anti-racism at Agnes Scott, we are integrating the J.E.D.I.B. framework into all curriculum planning and programming through a focus on these **three primary goals**:

1. **Inspiring and Supporting our Students:** Facilitate the inclusion of J.E.D.I.B. values
2. **Developing and Caring for our Employees and Community Partners:** Implement the J.E.D.I.B. goals as outlined in the 2021 strategic plan;
3. **Driving Inclusive Excellence through Training, Education and Research:** Launch the Professional Inclusive Leadership Program to support our colleagues in their J.E.D.I.B. journeys.

These goals will be realized through the following action steps.

#### 1. **Inspiring and Supporting our Students**

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 student organizations interested in supporting J.E.D.I.B. and anti-racism work.

Continue to provide support and expert knowledge to the Student Government Association in their work to pass J.E.D.I.B. related resolutions.

Offer bi-annual training for all student leaders, including Student Government Association.

Deliver DEI workshops to Schmidt Global Student Leaders and students in the Sophomore Class Atlanta Leadership Experience.

Implement robust [LGBTQIA+ programs on campus](#), including Lavender Hours, Trans Day of Visibility programming and expert panels.

Offer scheduled Safe Zone trainings to the Agnes Scott College community and provide tailored trainings on a variety of topics related to J.E.D.I.B. based on the needs of various campus constituents.

Launch the Trans 101 training to educate all members of the Agnes Scott College community on issues facing trans members of the community.

Identify and minimize any existing bias in the Honor Code system and processes.

Continue to integrate J.E.D.I.B. principles in SUMMIT and Legacy: The Goizueta Foundation Leadership Immersion.

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



Collaborate with community partners to pursue efforts to confront racism and promote justice, equity, diversity, inclusion and belonging in our communities.

### **3. Training, Education and Research**

Continue to hold space for faculty and staff to engage in courageous conversations around cultural and social issues through the Think Live Engage intercultural dialogue series.

Launch the Professional Inclusive Leadership Program to support our colleagues in their J.E.D.I.B. journeys.

Offer J.E.D.I.B. related professional development for all employees, with a focus on performing their jobs better and with integrity and authenticity.

Conduct regular workforce analyses for each department, broken down by race/ethnicity and position held, in accordance with the Equal Employment Opportunity Executive Order 11246.

-discrimination policy to

encourage reporting on issues of discrimination.

Embed and expand upon opportunities to decolonize the curriculum in various disciplines.

Work with the library to verify the histories of underrepresented employees of color.

## Contact Information

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

**The Division of Equity and Inclusion**  
**[diversity@agnesscott.edu](mailto:diversity@agnesscott.edu)**  
**404.471.6118**