

**Summary of :
In Response to
Racism and Anti-
Blackness at
Providence
College:
Demands for
Redress
12/19/15**

- A Summary of the Fall 2017 Progress Report on 2015 Student Demands for Redress
- A Summary of Progress on 2015 Students Demands, Fall 2020
- NAACP Providence College Call to Action, July 2020

Institutional Diversity, Equity & Inclusion
July 2020

* NAACP/PC – call to action item

Article I : Inclusive Curriculum

Section A. 1-5: Providence College Faculty and Staff Cross-Cultural Competence Training

Require participation in critical-thinking that promotes concepts of awareness, acceptance of differences, self- awareness, dynamic differences, becoming knowledgeable of students' Cultures, and participation in critical-thinking of adapting skills.

**Require faculty and staff anti-bias training when beginning their role at PC.*

- 2016-2017 Year-long seminar for STEM faculty.
- 2015-Current Professional Development for the Office of Public Safety on racial diversity, and bias base policing.
- 2016-RI State Policy and Public Safety hosts Diversity Academy.
- Spring 2017 Professional development for over 300 staff and administrators.
- 2017-Faculty series of workshops on inclusive pedagogy.
- 2017-2018 Funding for humanities and social sciences.
- 2017- CHAS funded student videos developed for faculty professional development/inclusive pedagogy.
- 2018-Series of professional development for Cabinet, senior administrators, and directors.
- 2019-2020 Workshops for STEM faculty on inclusive pedagogy—HMMI proposal developed.
- 2019- Visiting Faculty DEI resource for faculty created by AA and IDEI.
- 2019 –Current Series of DEI workshops on Implicit Bias, Micro-Aggressions, and Inclusive Searches for cross section of faculty and staff including faculty search committees and CART.

Article I: Inclusive Curriculum

Section B. 1-4. Providence College Department of Elementary and Special Education Demands

1. By 2016 require all students in the program to take course 211-Urban Education.
2. Integrate culturally responsive teaching into all their courses to promote multicultural teaching, practice and theory.
3. All student teachers placed in Rhode Island Public schools take required cross-cultural competence training.
4. Suspend all elementary and special education assessments for admission and continuation in the Department.
 - 2015 ESE participated in a Continuous Improvement Program Focused Review.
 - 2017 Final report of the ESE self study and external review.
 - 2017 Provost drafted action plan for the department.
 - Established EDU 178- FYE intro to Elementary/Special Education.
 - Admission assessment process was revised.
 - Developed supports for admission to the program.
 - Readiness to student teaching process was re-designed.
 - Communication to students regarding requirements was revamped.
 - 2018-2020 Ongoing DEI trainings to improve cultural competency for faculty.
 - 2019 Hired new dean of the School of Professional Studies.
 - 2019 DEI committee established within Education Dept.
 - 2020 Hired assistant dean of Education hired
 - 2020 Hired Chair of ESE.
 - 2020 Education department partnering with Center for Collaborative Education to facilitate departmental cultural and curriculum reform. Short and long-term curriculum changes will be addressed including decision on EDU 211 as program requirement.

Article I: Inclusive Curriculum

Section C. Revise the Development of Western Civilization curriculum and make it more inclusive, by significantly integrating the contribution of African, Asian, Native American, Latino/Latina civilizations.

- 2016 DWC Workshop on inclusivity
- 2017 DWC Workshop on student engagement and inclusive pedagogy
- DWC self-study and external reviews conducted to include a focus on more inclusive interdisciplinary courses
- 2019 “Misuses of Western Civ” discussion forum on the New Zealand massacre and the DWC classroom
- 2019 Director presentation: “Western Civilization and Network Theory: A Vision for the DWC Program,” addressing issues of diversity, equity and inclusion in the DWC syllabus and classroom.
(<https://www.youtube.com/watch?v=0xUxHRZ16R8>)
- 2020 online faculty development workshop on constructing a more inclusive syllabus in the DWC 201 classroom
- Forthcoming: faculty development workshops on constructing more inclusive syllabi in the DWC 101 and 102 classroom.
- Forthcoming: A new DWC objective specifically pertaining to diversity, equity, and inclusion
- Forthcoming: Individual course descriptions for 101, 102, and 201 indicating classes that incorporate texts and discussions pertaining to historically underrepresented groups.
- Forthcoming: Revised course names for the DWC 101, 102, and 201 classes.

Article I: Inclusive Curriculum

Section D. Cluster hiring of Black Faculty and other Faculty of color.

1. Over next five years, see specific targets (not rigid quotas) of the hiring of Black faculty and other faculty of color.
 2. Report number of people hired, disaggregated by race and ethnicity.
 3. Resources allocated to support faculty through tenure and promotion process.
 4. College become member of National Center for Faculty Development and Diversity.
 5. Vice President for Inclusion and Diversity work with departments on inclusive searches.
- 2015 Faculty of Color = 12%, 2019 Faculty of Color = 19%.
 - 2017-current, College maintained membership in National Center for Faculty Development and Diversity.
 - 2017 First post-doctoral minority fellow appointed.
 - CTE Faculty Fellow for Diversity Proficiency appointed to focus on DEI curriculum and pedagogy.
 - 2017-current Resources have been available through Provost Office and IDEI to support success of faculty of color.
 - 2018 School of Arts & Sciences established an associate dean position with focus on recruitment and retention of faculty of color and other DEI related matters.
 - 2019 Task Force for Faculty Inclusion convened by School of Arts and Sciences. Recommendations currently under review.
 - 2019- Workshop for chairs and search committees on conducting inclusive searches.
 - 2019- Current DEI closely engaged in search process, finalist interviews, and professional development for search chairs.
 - 2020- Faculty search process revised to ensure more inclusive searches.
 - 2020- Online Faculty Search Toolkit in development.

Article I: Inclusive Curriculum

Section F. Release of Recent and Historical Climate Surveys

*Make current cultural and climate assessment biannual and mandatory and to be completed in the same fashion as end of semester teacher assessments, instead of happening only after every spring semester.

- 2017 HEDS survey administered campus-wide communication and presentation of results.
- 2020 HEDS survey administered campus-wide in April. Report compiled in August, campus presentations and online availability beginning September 2020.
- Focus groups following-up on survey results TBD.

Article II: Vice President for Inclusion and Diversity

Section A. Appointment of a Senior Vice President for Inclusion and Diversity

- 2012-2017- Associate Vice President/CDO reports to the President and Provost.
- Sub-committee of DIIC formed to provide recommendations for OID staffing.
- 2017- CDO resignation. College makes decision to create a new position-vice president for diversity, equity and inclusion reporting directly to the President and serving on the Cabinet.
- 2018 –Current-Advisor to the President for diversity, equity, and inclusion appointed during interim.
- 2018-2019-National search conducted for vice president for diversity, equity and inclusion which was unsuccessful.
- 2019- IDEI team established to develop, in conjunction with the strategic direction steering committee, a DEI framework, that aligns with the PC 200 strategic plan.
- Search for VPIDEI TBD.

Article II: Vice President for Inclusion and Diversity

Section B. Rigorous Sensitivity Training for all Students

- Mandatory racial bias training for all class years through RA, HD, and OL training.
- Dedicated time set aside in the orientation schedule to talk about ways to combat racial bias.
- Create a one-credit course for self-care and self advocacy.
- Leading Dialogues about Race-student alliances.
- 2017 Campus-wide Difficulty Dialogue Initiative implemented.
- 2017 Orientation and post orientation programs focused on DEI.
- 2018 DOS Cultural Agility modules developed and implemented with other campus partners.
- 2018-2019 Career Development implemented cultural awareness programming.
- 2019 Student Affairs and Athletics initiated wellness and self-care programming.
- 2019 PCSB piloted Franklin Covey Implicit Bias training for FY students.
- 2019 IDEI established the Student Diversity Advisory Council.
- 2019 Ever-Fi Cultural Competence seminar piloted to all students.
- 2020 Ever-Fi Cultural Competence seminar to be taken by all FY students pre-Orientation with follow-up workshops during Orientation.

Article III: Title VI Coordinator

Section A. Expansion of the Bias Response Team Protocol

*Bias Reporting Tool-Create a bias reporting portal that is easily accessible and user friendly.

- 2017 Associate Vice President/CDO named Title VI Coordinator and 11 deputies appointed and trained.
- 2017 Revisions made to the Anti-Harassment and Discrimination Policy with approval of the Faculty Senate.
- Bias Response Team formed.
- 2018 Faculty appointed (reporting to the Executive Office) to serve as liaison to students, faculty, staff of color.
- 2019 Advocates for a Beloved Community (bias prevention- education restorative justice model) established currently with representatives from the student body to be expanded to include faculty and staff.
- 2019 Title VI new system for reporting, documenting, recording in development to be implemented in AY 2020 using Advocate tracking software.
- 2020 Recruitment and comprehensive training for additional Title VI deputies.

Article IV: Establishment of a Center for the Study of the Black Diaspora

The Center would be a living-learning environment and would offer programs and services for all members of the College community.

- 2017 Sub-committee formed to research and explore centers on other campuses. No written proposal with recommendations was submitted.

Article V: Establishment of a new Multicultural Center in Moore Hall.

- 2017 Renovations to the facility began.
- 2017 Renovations completed and building opened in November.
- 2018 the inaugural director of the Center was hired.
- 2019-present Vision and mission developed, and comprehensive programming implemented.

Article VI: Critical and conscious diversification of the Division of Student Affairs Staff

- 2017 People of color represented 23.7% of student affairs staff.

Article VI: Diversity and Inclusion Implementation Committee formed

- Committee met regularly beginning in 2016-2018 to be replaced by the Institutional Diversity Advisory Committee to the President-has not officially convened.

Additional actions presented in the NAACP Providence July 2020 Call to Action document

Transparency

- The administration should frequently inform students and the Providence College community with details of the actions being implemented to encourage systematic change on campus.
- Allow aid from PCNAACP Chapter (as well as other voluntary student clubs) by involving the BIPOC student body in the process by which decisions are made in regard to protecting our rights here on campus. Accept feedback before making decisions and implementing.
- Take a step back and learn to listen to instances of student/faculty/staff members who have been subjected to bias on account of color/race on campus. Set standard that racial bias will not be tolerated with policies in place.

Other

- Launch an annual, interdisciplinary humanities convening program and fellowship designed to engage the campus and local community in local civil discourse.
- Multi-organizational coalition where all student clubs, organizations and institutional offices come together to promote diversity while dismantling discrimination experienced by BIPOC students.
- 2019 a student council advisory to IDEI was established to give voice to issues, propose and implement creative initiatives, provide information to the greater student body.
- 2019 IDEI made improvements which are ongoing, to the department's web site to provide up to date information to the community.