



DIVERSITY AND INCLUSION Fall 2016 Overview

We are committed to being a welcoming and inclusive campus, which is critical to our liberal arts mission. Members of the campus community across all departments and disciplines are working to make sure that everyone who lives, works, and learns at Puget Sound feels welcome and valued. Examples of some recent initiatives include:

ENROLLMENT

Students of Color. *Self-reported as American Indian, Asian, Black, Hispanic, Pacific Islander, or "two plus":*

Incoming first-year students: 189 of 674 = **28.0%** (Applicants: 2,248 of 6,720 = 33.4%)

Undergraduate: 619 of 2,517 = **24.6%**

Graduate: 56 of 297 = **18.9%** (Applicants: 241 of 983 = 24.5%)

Tacoma Public Schools Commitment. Meets the full demonstrated financial need of admitted Tacoma Public Schools graduates. Enrollment has tripled since fall 2014, with 23 incoming first-year students in fall 2016.

Test-optional admission. Implemented a test-optional admission policy with class entering fall 2016 to remove barriers related to standardized testing and strengthen our holistic admission process.

Posse Foundation. Puget Sound became the Posse Foundation's first partner in the Pacific Northwest, with the first group of students from the San Francisco Bay Area arriving in August 2016.

Access Scholars Cohort Program. Launched in fall 2015 to provide graduates of Access Programs who attend Puget Sound a support network to promote their academic success and student experience.

Campus Visit Program. Admission is working with Advocates for Institutional Change and other campus partners to increase participation from students from underrepresented backgrounds in the campus visit program.

Admission Events. Admission is working with the Center for Intercultural and Civic Engagement and the Student Diversity Center to increase diversity programming and visibility at fall and spring admission events.

Virtual Tour. A new online virtual tour debuts in fall 2016 and includes the Student Diversity Center and other campus resources that support a diverse student body.

White House Partnership on Criminal Justice. In 2016 Puget Sound became a founding partner in this White House initiative, and instituted a policy to suppress criminal history questions from initial application reader view.

American Honors. Puget Sound is continuing with this program (joined in December 2013) to help prepare low-income and minority community college students for a four-year college experience.

Access Programs. These programs bring a diverse group of local students from grades 7 to 12 to campus for free tutoring and mentorship throughout the year, including the annual Summer Academic Challenge.

ENDOWED SCHOLARSHIPS

Latinos Unidos Endowed Scholarship. Puget Sound executed memorandum of understanding, began work on the creation of a fundraising plan, and appealed to all known Latino alumni for scholarship funding in August 2016.

One More Endowed Scholarship. Working with Black Student Union (BSU) leadership to create a memorandum of understanding and fundraising plan. (BSU opted not to send an appeal to African American alumni in summer 2016.)

FACILITIES

Student Diversity and Social Justice Centers. The Student Diversity Center was relocated, renovated, and expanded (from 2,877 to 4,088 sq. ft.) in summer 2016, with a Social Justice Center and adjoining outdoor pavilion.

All-Gender Restrooms. A total of 24 are on campus, including the following added in 2015 and 2016: Jones Hall (1), Seward Hall (1), Athletics and Aquatics Center (5), Student Diversity Center (1), and Social Justice Center (1).

Campus Map. Will debut online in fall 2016 and notes the location of all-gender restrooms, accessible entrances, and other features of service to a diverse community.

CAMPUS PROGRAMMING

Diversity Strategic Plan. A new diversity strategic plan, *Threshold 2022: Cultivating a Culture of Inclusive Excellence*, was created by the Diversity Advisory Council and is rolling out to the campus in fall 2016.

Forum on Violence. The first in a series of campuswide forums to address issues of racism, bias, and oppression was held in September 2016, exploring our community's role in addressing violence in our society.

Campus Climate Survey. Results from the spring 2015 campus climate survey are being reviewed by the Diversity Advisory Council and will be released for campus discussion in fall 2016.

Diversity Summit. The fifth annual summit was conducted in August 2016, bringing together more than 200 student leaders for a half-day social justice training.

Social Justice. The operating budget for Division of Student Affairs social justice work was increased by \$20,000. A Cultural, Spiritual, and Social Identities Expo was held during first-year student orientation.

Green Dot Bystander Training. Sexual assault prevention training has been conducted with individual students, student groups, and athletic teams.

ACADEMICS

Knowledge, Identity, and Power (KNOW). The KNOW graduation requirement went into effect in 2015–16 to help students understand the dynamics and consequences of power differentials and inequalities among various groups.

Faculty Hiring. Half of 2016–17 tenure-line, continuing clinical, and full-time visiting hires are persons of color.

African American Studies Major. A celebration of the launching of the major this fall will be held September 29.

Latino/a Studies Program. Faculty members are engaged in curricular assessment of this new minor program (launched fall 2013) as part of the Andrew W. Mellon Foundation grant that supported development of the program.

International Visiting Scholars. Include faculty from Fujian Normal University, China; University of Passau, Germany; and Confucius Institute, China; and a Fulbright Foreign Language Teaching Assistant from Malaysia.

Collins Memorial Library. New resources include a KNOW Guide, Black Lives Matter Guide, and databases to support student and faculty work on issues of diversity.

Sound Writing. A new print and web-based student writing handbook created by faculty and students includes "Writing with Awareness," addressing how language can embody prejudice, discrimination, and hierarchies.

Transgender Student-Athlete Policy. Director of Athletics Amy Hackett led the athletics program in completion of this policy in accord with NCAA Division III guidance.

FACULTY DEVELOPMENT *(since May 2016)*

Eight faculty members participated in "Borders and the Making of Trans-American Studies" along the Mexican border. A Gender and Queer Studies retreat was convened and followed by an August workshop, "What is Queer? - Queer Studies and Queer Theory in the Classroom." Puget Sound hosted the third annual Northwest Five Consortium Faculty of Color Network workshop and the Transparent Teaching workshop to improve inclusive pedagogy. A workshop for department chairs, directors, and deans based on the book *The Department Chair as Transformative Diversity Leader: Building Inclusive Learning Environments in Higher Education* was held in September.

TRUSTEES

Student Experience Workshop. The fall 2016 workshop includes participation by Noah Lumbantobing '17, Collin James Noble '19, Megan Schowalter '17, Elena Becker '17, and Professors Beck, Bodine, Kessel and Orlin.

STUDENT RESOURCES

Counseling, Health and Wellness. Two additional part-time psychologists will be hired effective fall 2016 to help decrease wait times for services.

Food Pantry. A resource for students with food needs was established in spring 2016 and is continuing this year.

Director of Intercultural Engagement. Vivie Nguyen was hired in March 2016, plus a new part-time staff member.

Black Alumni Union. In 2015–16 a dedicated group of alumni formed the Black Alumni Union, which is an important source of mentorship and support for students.

Community Support. Includes the Office of Intercultural Engagement; Office of Diversity and Inclusion; Faculty Committee on Diversity; Transgender Advocacy and Inclusion Committee; Diversity Advisory Council; Bias and Hate Education and Response Team; Student Accessibility and Accommodation; Race and Pedagogy Institute; and more.