

Table 9

April 6, 2016 Provost's Forum Co-Sponsored by the President's Advisory Committee on Diversity, Inclusion and Intercultural Excellence

Notes by
C. Burroughs

1. What do diversity and inclusion mean to you?

Open-mindedness; flexibility of someone who may not share same values & be accepting; understanding diff perspectives; acknowledging people's differences & make decisions based on the whole; drawing a circle around everyone;

2. What do you want the Wells community to look like? How would you describe it today? What, if anything, would you like to change?

We're a lot closer than other communities. but we want better cohesion among the different groups. we need to be more fluid among the subgroups. need more diversity in terms of class, religion, etc. would like to see Wells diversity forefronted & made more visible. A continuation of what Wells is ~~to~~ ~~be~~

Weirdness and liberality - celebrate this and

3. What could you do to work towards this change? What would you need from others (students, faculty, staff) in order to make this change?

Mutual sharing, celebration, and advocacy through filming who we are...

More common times for meeting up together to make visible our diversity

What is best forum for getting Faculty, staff, & students - aside from evenings?

Could have a question of the week for all classrooms to discuss

Writing notes

groups, such as Emoja being more visible

4. As members of a close community, what responsibilities do we have to each other in all of our campus spaces?

Teach diversity within our academic courses
with careful selection of texts

Model the values of tolerance and acceptance
in all spaces we inhabit

Consciously hire diverse backgrounds

5. Are there resources at Wells for those who feel at times disconnected or un-included?
Are there any additional that could or should be developed?

The Director

Hiring a director of multicultural diversity
to monitor & disseminate the values
we espouse.

Awareness Training with certification

6. How should we approach our fellow community members in times when an individual or group doesn't live up to our ideals in regards to diversity and inclusion?

Start with ourselves & advocating diversity
Call someone out with consequences

→ We're not sure how to deal with
anonymous social media - thru
education

Look for opportunities to educate

7. What is the value of sharing personal stories in relation to discrimination or division?
How can we make safe spaces where people feel more comfortable doing so?

In classes, start with our personal stories...

2016 Campus Climate Survey- Staff

Comments related to institutional commitment to access for diverse students:

- I would like to see us do more for physical accessibility, and for learning accessibility via universal design of teaching/learning.
- There is room for improvement, and many students prompt conversations that the institution could (should it value all cultural groups and operate in a manner that values a multicultural learning environment then the institution could be more proactive, in my opinion)

Comments related to the role of organizational structures in creating supportive environments:

- There is a disconnect between staff and faculty and administration. It is getting better, but it still is present.
- My effectiveness here has been sometimes been negatively impacted by encounters with other staff in which I have not been listened to, treated respectfully, or taken seriously, due to other staff members' perceptions of and beliefs about my gender, age and social class.
- I would like to be involved in direct efforts to help the institution support learning for students from diverse backgrounds.

Comments on professional development:

- Professional development opportunities are limited and multicultural workshops are not a priority.
- I would welcome more opportunities of this kind for myself and for others in my area of the college.

Comments related to equal educational opportunity:

- My program does not provide equal access to students with physical disabilities (mobility, other forms of accessibility).

Comments regarding knowledge construction:

- I don't believe multicultural perspectives as a particular course is a requirement, but the curriculum mandates that students take courses that will lead them to a greater multicultural understanding.

Comments related to the acquisition of communication skills:

- I believe I could use much development in these areas to be more effective. I have begun to understand that respecting differences and being open to them, is not the same as being knowledgeable and politically/socially correct.

Comments on extracurricular and co-curricular activities:

- I was advised strongly not to participate in anything outside of the office when hired, as it can become distracting or overwhelming to the office.
- I would like to learn more about how I could contribute more in these areas through personal action.

Comments related to student services:

- Not all forms and support services are universally designed, or accessible to all learners, particularly those with accessibility challenges.
- I am frustrated with forms and materials being out of touch with current Wells students and younger generations in general.

Comments regarding intergroup relations:

- Wells seems to be doing a good job in this area.
- To resolve institutional challenges we must overcome low morale problems and isolated departments. Both of these issues can be seriously combated through improving how co-workers interact based off of the culture that we promote for our professionals.

Comments on assessment:

- N/A

2016 Campus Climate Survey- Staff

Please use this space to elaborate on and further explain any answers. You may also share with the committee any further thoughts or ideas regarding campus climate, particularly relating to diversity, inclusion, and intercultural excellence.

- Listen closely to students and be honest and detailed in responding to them.

PACDIIE Student Survey Comments

Comments related to institutional commitment to access for diverse students:

- The college is losing its tradition and other important aspects due to the school trying to recruit kids from NYC who have no interest in what Wells has to offer.
- There is a large gap between the NYC people and everyone else
- Wells College needs to be more diverse to students.
- Physical Access is very limited in most buildings
- I feel the student body is diverse not so much the faculty
- There isn't a lot of access for disabled students/parents
- Wells College needs to be more diverse to students.
- Physical Access is very limited in most buildings
- I feel the student body is diverse not so much the faculty
- Buildings that can't be accessed by people with disabilities should be fixed by the college. Tired of hearing backlash against student groups that hold events in locations such as Barler. This isn't an issue students should be needing to sort out. The college needs to take responsibility and increase access for all, or shut those buildings down.
- There should be more information on how to ask financial aid how to reconsider your package. I feel like a lot of first generation students don't know that they can ask for help when they get a financial aid package that doesn't work for them and that contributes to a feeling that the school doesn't work to retain students.
- I feel that multiculturalism is addressed in some classrooms and campus programming. However, others courses are lacking in this area. Therefore, I believe that there is room for improvement.
- I think Wells thinks they want a diverse population but the required services to keep these students are not put in place.
- We are taking the necessary steps to get there.
- Our size and location impacts our ability to attract culturally diverse people.
- it is a very important!
- I feel that the collage is geared for a younger crowd and I don't mind that. Collage should be one of the best times of their life.
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Comments related to organizational structures and decision making:

- There a many decisions that have been made the last year that the students have been made to know after the fact.
- It would be nice to have more conversations between students and faculty to see what each Side sees
- The decision making process here is shitty, simply put. We have student assemblies where decisions can be shared, we have google polls and emails and all this conversation that "seemingly" occurs- but final decisions are cloudy and not made public efficiently. I am scared for my dance major and Spanish minor, Jeanne left and it sounds like wells is trying to cut out Spanish language department. There aren't enough opportunities to learn how I can fix these issues. I'm just sitting back, waiting to see who they bring in to replace Jeanne & wondering if I'll ever be able to take a 300-level Spanish class. I wish information was out in the open more. I'd feel more confident as a student.

PACDIE Student Survey Comments

- I'm white and loud. It's easier for me to navigate things. As long as it's not about gender people tend to listen to me. Also my stepdad was a university professor so he tells me how to navigate too. I don't think many people have that as a resource.
- I feel that the administration wants our input when it's convenient or not terribly important. Also, I'm not sure what is considered part of the "learning environment".
- Person to person discrimination is an issue but we are institutionally not as discriminatory as others.
- It is not always discrimination, exactly, but sometimes ignorance and misinformation of individuals that has caused them to make generalizing or absent-minded comments that even if they meant in humor it was still relatively stereotypical, uncalled for, and sometimes just offensive. And this would even occur in public spaces. But being in a diverse environment, as it develops over time, will hopefully open people's minds and help them to think about the impact of their words (which also reflect their mentality).
- With the efforts successful to make women feel empowered some of those women now feel it is not only acceptable, but their duty, to discriminate against men (a byproduct of feminism). I see this happen a lot at Wells College.
- Although I have a strong voice on campus and do feel heard a majority of the time, there are some instances where I saw choices and decisions that were announced that I strongly disagreed with.
- There is not a lot of opportunities for a person my age to socialize with the overall population. Events like readings, String Gallery shows, thesis presentations, and talks held by the departments are comfortable. I have never felt uncomfortable because of my age in these settings or in the class room. I am finally making friends with fellow students and that is awesome for me.
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Comments regarding administrators, faculty, and staff:

- Although empathetic, it's hard to have African American role models at Wells due to the lack of African American leadership roles/faculty. The faculty that's their works their hardest, and are amazing. Some things just aren't fully understood unless a person has been through it.
- There are definitely wonderful staff and faculty members that are aware and actively work towards dismantling their own privilege. There are also many that do not and don't care to.
- Some staff members do others not at all
- I have barely met half the faculty at Wells so I cannot be sure.
- There should be more programs for faculty on how to create more inclusive syllabi.
- I feel that some faculty and staff address these an understanding of diverse groups and are aware of their own personal attitudes. However, there are a good handful that do not.
- Some professors are very knowledgeable about diversity and even teach classes about it. I do not feel that the administration is particularly well prepared to handle diversity. Some faculty and staff are not either. I have heard from fellow peers that faculty and staff make blatantly racist comments.
- Administration (including DOS staff) is VERY well aware of themselves and others while faculty and staff have some work to do.
- One of my professors, Mary Merritt, made it a point to mention almost every class that she didn't agree with the transgender bathrooms and that she thought they were wrong. Although

PACDIIE Student Survey Comments

we can demonstrate our right to voice our opinions, I don't think she was taking account for the fact that she could be offending one of her students.

- The staff shows a level of professionalism that is expected.
- The professors of the college are fantastic, however other staff like student admissions and even the dean are quite rude and condescending. They don't care about our problems as long their pay check comes in the mail. The president is equally disliked as he is known for ignoring student opinions and does whatever he pleases. It is commonly known he spends large amounts of money on aesthetic aspects of the school while many of the buildings are still un-accessable to disabled persons, we don't even have working elevators.
- I think they are very compassionate and understanding and fair with students.
- Some faculty perpetuate racial microaggressions in lectures and conversation.

Comments related to equal educational opportunity:

- I feel safe
- I have had professors not accommodate my notification of disability letter and I know other people have experienced that too
- I have had outstanding experiences with faculty and staff, and awful experiences. I know most of my peers have had mixed experiences as well. I feel Wells' emergency preparedness is lacking should a serious issue arise but day-to-day I feel very safe.
- There's no discriminatory bias that creates an uneven playing field. No matter who you are, if you are here to learn and work hard you will do well.
- Women are often the victims of prejudice, especially by freshmen and senior males. Un-wanted touching and grabbing and offensive comments are common in freshmen dorms and are often ignored by staff.
- I think I have to work harder than my student peers to do as well. I believe my computer skills (or lack of) are a large part of this.
- Not enough access to mental health services. "Go to the counseling center"- yeah, where I can sit with one of 2 counsellors for 60 minutes and explain the panic attack I had 5 days ago when I called to make an appointment and there weren't any open slots for a week.
I was assaulted on campus, told I would have support. I feel lied to. Title 9 coordinator is terrible, she's trying to cover the campus' ass as far as I'm concerned. The person who assaulted me was charged with "mandatory counseling"- for assaulting me multiple times. Don't understand why they're so relaxed about rapists on campus, but I get an email about yik-yak once a week.
It's hard to feel comfortable being here to learn, when my racist is taking a class down the hall. There needs to be more done for people struggling mentally.

Comments regarding knowledge construction:

- This is entirely based on the courses you actively seek out. If you stay within your major and are not made to take any courses that help you to be critical of your place in the world, you will maintain a narrow mindset.
- Sometimes I feel others stories are more important than my own
- Very heteronormative
- I take a lot of social science classes with aware professors but I have heard students say they don't feel this way. Especially in classes where the professors haven't changed the textbooks in a while.
- In certain professors classrooms this is true, but I have heard in many it is not.

PACDIE Student Survey Comments

- It is not exactly that I haven't felt I had the opportunity to express myself in class. It is personal thing of being an introverted person who listens to class discussions more than participating in them. But there are cases in which we as students are not compelled into discussions due to certain class structures, or it's the same people who speak up (not concerning cultural differences).
- The professors I have had the privilege to learn from are quite inclusive in the classroom, and are more than willing to learn new perspectives if need be.
- Fellow students don't share the same experiences and perspective as me. Some of the students are very open and interested my perspective. A few have told me they understand their mom better because of my sharing. LOL!

Comments related to the acquisition of social and communication skills:

- Again, entirely dependent on the faculty you interact with and the courses you take.
- No idea what it means about the writing or role playing unless you count theatre classes
- Only certain classes require students to understand the diverse perspectives that many people have. The Intro to Cultural Anthropology class was an excellent one of this sort that I have taken, but I heard the Art of Non Western Cultures class did this as well, but it focused more on the history aspect while anthropology focused on the modern.
- I take a lot of social science classes where the point of the class is to discuss power structures and differences
- These concepts have been presented in my coursework at Wells. However, this is because I have taken many classes in the social sciences where these issues are discussed a lot.
- My major is based around multicultural issues.
- Many of those efforts are student led.
- It depends on the subject. For example, history, literature, and language courses are more likely to discuss different cultures than math and science courses.
- The history classes I have taken have been interesting in relation to these questions because I have lived much of the modern history we learned, I can say I remember when that happened. It is not history to me, it is my life experience.

Comments about co-curricular and extracurricular activities:

- Some things on campus become borderline appropriation
- This is mostly student-run, which is extremely frustrating.
- I love them
- I kind of feel like the cocurricular stuff has contributed more to my growth and development than classes.
- There's lots of great student created spaces but many multicultural activities are student led. The college programs are typically entertainment based.
- There have been notifications of extracurricular activities, but there are times when certain activities conflict with people's schedules or they are not given enough time in advance (which is important).
- I wish I could be more involved. I believe that having to study so much more than younger people limits my play time. Also, I would feel out of place at a dance or kick ball game because of my age.
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PACDIIE Student Survey Comments

Comments related to student services:

- Career services and counseling have not been helpful, and counseling has actually caused conditions to worsen for me because of poor training.
- Some need a lot of help I have had to go elsewhere for advising for the last year and a half till I switched
- There is only one faculty I trust and it is Professor Munoz. Professor Munoz actually listens and gives advice and is there in a heartbeat if we need help.
- I missed counselling appointments due to my depression and anxiety keeping me in bed. I was told if I missed another I would be barred from making more. This made things much worse.
- Counseling services are terrible, I've heard from people besides myself the same comment. Title 9 is non-existent on campus.
- I know how to ask for help and I have people to advocate for me when I can't.
- I think services need to be better advertised.
- Our counseling through the Medical Center need to be more accessible and flexible for students who need it, especially for those who may be nervous or embarrassed to seek the help.
- I want a computer tutor. Where do I find one of them?

Comments regarding intergroup dialog:

- Again - dependent on the courses you seek out or are required to take.
- This one is iffy sometimes you see it
- I don't know what that looks like but I did have one class where we were given a book list and then told on the first day of classes that we would write the syllabus collaboratively and that was a great exercise.
- My major is based around multicultural issues.
- Although the students are taught about these facets, they are lensed from very specific cultures and are not taught in a way, to accept the openness of how other cultures approach these issues.
- The professors are fantastic and teach a wide variety of courses from many different cultures and economic backgrounds.
- Talking the talk & walking the walk are two different things. Offering more hands on, off campus outings to live these strategies is, I believe the way to change the world for better.