Inclusion, Diversity & Equity at Smith

Dwight K. Hamilton, J.D.
Vice President for Inclusion, Diversity and Equity
Diversity vs. Inclusion

Diversity – The presence of difference.
Inclusion

Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized.

An inclusive community promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds and ways of living of its members.
Equity derives from a concept of social justice. It represents a belief that policy should be directed with impartiality, fairness and justice.
Equity vs Equality
Office of Inclusion, Diversity & Equity

• Vice President of Inclusion, Diversity & Equity
• Title IX Coordinator and Institutional Equity Officer
• Director of Multicultural Affairs
  – Assistant Director of Multicultural Affairs
Vice President of Inclusion, Diversity & Equity

- Guides the development of all diversity and equity-related initiatives and programs at the college.
- Contributes to the recruitment and retention of diverse faculty, students and staff.
- Oversees the creation and revision of policies regarding inclusion, diversity and equity.
Title IX Coordinator and Institutional Equity Administrator

Sarah Harebo

- Monitors Smith’s compliance with federal and state civil rights laws.
- Engages in investigations of violations of college policies related to discrimination and harassment.
- Conducts training and prevention in issues regarding discrimination and harassment based upon protected class status.
Director of Multicultural Affairs

L’Tanya Richmond

- Oversees the Bridge Program.
- Coordinates a range of activities and programs that help students explore their identity, culture and heritage as well as those of others.
- Supports and advises Unity organizations.
OIDE Initiatives

• Title IX compliance overhaul
  – Development of Gender-based and Sexual Misconduct Policy
  – Hiring of Title IX Coordinator
  – Development of training and awareness programming
• Implementation of inclusive recruitment and selection procedures for faculty and staff hiring
• Pathways Campus Climate Survey
• Expansion of Bridge program
OIDE Initiatives

- Programming on creating inclusive working, living, and learning spaces
- Creation of student advisory board
- Development of Equal Educational Opportunity Policy and bias reporting mechanism
- Expansion of inclusive programming
- Mental Health Taskforce (with Dean of Students)
Student protests: What’s happening nationally?

**What Do Student Protesters Want?**
Most common demands at 51 schools with student protests

- Increase diversity of professors: 38
- Require diversity training: 35
- Fund cultural centers: 25
- Require classes for students: 21
- Increase diversity of students: 21
- Track race-related offenses: 16
- Expand mental health resources: 15
- Rename buildings/mascots: 12
- Retain more minority students: 10
- Expand financial aid: 8
- Offer an apology: 7
- Revise speech code: 7
- Remove officials: 6
1960: Civil Rights protest
1970: Student strike
1986: Divestment sit-in
1988: Concerned Students of Color
1990: Unity occupation of College Hall
Recent activism at Smith

• Divestment in fossil fuels
• Support for undocumented students
• Clarification of admission policy for transwomen applicants