



Spring 2021
INCLUSION UPDATE

HOLLINS
UNIVERSITY

As you will recall, in the fall of 2020, we committed to the critically important, ongoing work of helping Hollins to become a more inclusive and equitable community. Throughout the semester, we did the hard work of being responsive, as opposed to reactive, in this moment of racial reckoning. For example, Leading EDJ Day was an unmitigated success, with more than 550 community members joining us in this work. We sat with our discomfort and challenged ourselves to have open hearts and minds. Students, faculty, staff, alumnae/i, and community members came together to ensure our beloved Hollins is its best self. We continue to have powerful conversations about inclusion and take major steps forward in this work.

I am also pleased to share that we are one of the 55 inaugural members of the Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA), ensuring that we have access to best practices, data, and research to support our work as an inclusive institution. We have also successfully joined the Consortium on Faculty Diversity, which is committed to increasing the diversity of faculty members and curricular offerings at liberal arts colleges.

Throughout our January Term, there were numerous programming opportunities to learn, reflect, and act around a variety of inclusion topics. We have much of which to be proud.

However, we know that the work of inclusion requires ongoing time, attention, and intentionality. We will continue this work throughout the spring of 2021 and beyond. We know that, according to the report shared in August 2020, the following areas are particularly important to our community:

- Need to increase diverse representation on campus
- Enhanced professional development for all
- Providing an inclusive academic experience
- Structures to provide support and redress

This report provides an overview of how we will continue this work during the 2021 spring term. Thank you for your support and ongoing effort.



Spring 2021

VICE PRESIDENT FOR DIVERSITY, EQUITY, AND INCLUSION

The Vice President for Diversity, Equity, and Inclusion (VPDEI) search is underway, and we anticipate completing that hire in spring 2021. We have a robust applicant pool, and first round interviews have already begun. Finalist interviews will provide an opportunity for the entire community to engage with candidates and inform the search process. We will be intentional in how we onboard the position in order to ensure their success.

Upon the arrival of our new VPDEI, we will develop a strategy for the creation of a long-range inclusion strategic plan.

RACIAL HEALING CIRCLES

Building on the success of Leading EDJ Day, Mee Moua will once again join us for a series of racial healing circles. Participants will be introduced to and participate in a racial healing circle, an experience that brings people together to practice deep listening and truth telling and to witness the individual and interpersonal transformative power of seeing and remembering our common humanity.

This three-hour virtual session for 10-12 participants is a structured and facilitated process where participants are invited to share their heart stories and life experiences.

This process is anchored by a set of Group Agreements approved by the group. The participants are invited to share in pairs, small groups, and/or in the large group, which are then followed by a facilitated reflection process. Through this layered approach, participants learn to speak their truth, practice listening deeply to the truth of others, and experience the transformative power of discovering their common humanity, seeing themselves in each other, and embracing love and empathy as the starting point toward healing. This methodology comes from implicit bias research, which recommends that the surest way to eliminate bias is to repeatedly seek interactive engagements with those

whom we perceived to be different from us. Research shows that when we do this, the perceiving part of our brain will literally rewire itself so that we begin to see, hear, and understand each other as a familiar and not as a categorical other.

Additional information about registering for the circles will be shared in March.



AAC&U CONFERENCE PARTICIPATION

We are providing support for 10 faculty and staff to attend the [2021 AAC&U Diversity, Equity, and Student Success Conference](#): Upholding These Truths: Equity, Diversity, and Democracy.

From the conference description:

What is the role of higher education in upholding the values of equity and diversity, and in sustaining democracy? Where are we falling short—and for whom? Can acknowledging the truth that all students are not well served by aspects of the existing educational environment lead us to reimagine systems, structures, and policies? How do we promote transformative forms of engagement across differences that lead to more just and equitable communities?

To explore these and related questions, the AAC&U Conference on Diversity, Equity, and Student Success will focus on a critical examination of both the perceptions and the realities of equity, diversity, and what it means to educate for democracy in

a constantly changing educational and societal landscape. Such an examination is central to the cultural and mindset shifts needed not only to identify inequities and biases within our institutions and our communities, but also to operationalize the values and set the goals that will lead to institutional change and higher levels of accountability.

Conference sessions will explore the various experiences of institution and community participants in an effort to acknowledge, to reimagine, to transform, and to heal. AAC&U invites students, educators, policymakers, and administrators to join us and to engage in these action-oriented, truth-telling conversations.

Those who participate will be expected to share what they learned with the broader Hollins community. We will email the community with an invitation to register for the conference.

LIBERAL ARTS COLLEGES RACIAL EQUITY LEADERSHIP ALLIANCE (LACRELA)

As part of our work with LACRELA, Hollins University will “collaborate on antiracism work, campus climate research, and virtual programming for administrators, faculty, and staff members on how to serve students of color better and address systemic racism.”

This spring, LACRELA is offering a “Racial Equity eConvening Series” featuring a dozen live professional learning experiences to be held throughout the year, each covering a particular aspect of racial equity. The sessions will be presented by highly respected leaders of national higher education organizations; tenured professors who study race relations and people of color; chief diversity officers and other experienced administrators; and specialists from the USC Race and Equity Center.

As inaugural members, we are delighted to have the opportunity to have eight campus members attend the LACRELA sessions.

- Leading Productive Conversations about Racism (February 17)
- Fostering and Sustaining Inclusive Classrooms for Students of Color (March 3)
- Accountability and Incentives for Advancing Racial Equity (April 5)
- Confronting Explicit Acts of Racism and Racial Violence on Campus (May 25)

LeeRay Costa, director of faculty development, has taken the lead with assembling participating teams, and we have committed to holding two spaces at most sessions for those interested on a first-come, first-served basis.

RENAMING PROJECT

The Working Group on Slavery and Its Contemporary Legacies continues to work toward understanding and promoting a building renaming process at Hollins.

Listening sessions for students (undergraduate/graduate) on renaming projects will be offered:

- February 12 at 3 pm
- February 18 at 7 pm
- February 24 at 7 pm

SEARCH ADVOCATES

LeeRay Costa, director of faculty development, and Alicia Godzwa, director of human resources, will complete search advocates training with Oregon State University this spring and begin to help our community engage in more inclusive searches to support more diverse hires.

INSTITUTIONAL RESEARCH TO SUPPORT EQUITY

We will hire a director of institutional research who will focus on utilizing data to ensure equitable student success. This grant-funded position will, upon their hire, begin to better explore how data can help us attain institutional goals. Specifically, an equity-minded, data-driven institution reframes every question about student success, student engagement and satisfaction, and institutional effectiveness through the lens of equity. This project seeks to create equity-focused institutional research and planning to frame the questions we ask; to reconsider the actions we take to become a truly inclusive institution; and to drive institutional policy and practice. It is incumbent upon Hollins to plan, value, and measure its performance related to equitable outcomes. By centering equity in our strategic planning and measurement of institutional effectiveness, we explicitly signal our intention to attain institutional success through an equity lens.

This position is a critical first step in a vital paradigm shift at Hollins. In order to be the inclusive, equity-focused institution our mission demands, and our students deserve, we must understand institutional outcomes and effectiveness through an equity lens. By developing institutional effectiveness and planning functions based on equity and inclusion—as opposed to treating those areas as add-ons—we have a critical opportunity to shift who we are and how we perform as an institution.

ONGOING DIALOGUE

Finally, I will continue to lead conversations related to inclusion, including town halls and open discussions. To that end, we will host a conversation about existing data and what it tells us about equity, belonging, and student experiences on our campus.

Please check Stay Gold and Today@Hollins for information about the listed spring 2021 inclusion events. All dates will be announced in advance.



Student and Community Programming

I am grateful to our entire team in student affairs and student activities who are planning a plethora of activities to support inclusion. Likewise, Jeri Suarez and cultural and community engagement will offer a robust calendar of activities including Black History Month programming as well as the following list.* Please note this represents only a sampling of the programming and activities being offered this spring. We anticipate additional events to be added throughout the spring.

CULTURAL AND COMMUNITY ENGAGEMENT SPRING EVENTS (All events are virtual.)

As of February 1, 2021.

February

- 1 April Marcell '11: Creating Your Own Platform, 6 pm (lecture, BHM event)
- 8 Chanice Holmes '15: Afro Grooves, 6 pm (dance clinic, BHM event)
- 12 Lunar New Year Virtual Celebration, 7 pm
- 15 Ashley Evans '15: Writing from the Inside Out, 6 pm (reading and writing workshop, BHM event)
- 17 Ashleigh Breske: Unveiling the Past: Reckoning with Our History of Enslavement at Hollins, 6 pm (discussion)
- 22 Krishna Davenport '96: When Siblinghood Isn't Enough, 6 pm (lecture, BHM event)

March

- 6 Cultural Festival (in honor of IWD), 6 pm
- 8 Building Your Cultural Humility: Food and Culture; President Mary Dana Hinton, 6 pm*
- 15 Alumna speaker (still confirming), 6 pm
- 22 Alumna speaker: Danielle Branche Brown '12, 6 pm
- 28 Holi: Virtual presentation
- 29 Building Your Cultural Humility: Cooking Class and Mexican Culture; Priscila Montoya '14, M.A.L.S. '18, 6 pm*

April

- TBD Reverend Cynthia Hale
- 5 Alumna speaker (still confirming), 6 pm
- 12 Building your Cultural Humility: Through Cultural Arts (still confirming), 6 pm*
- 19 Building your Cultural Humility: Through Cultural Arts; T.J. Anderson, 6 pm*
- 26 Alumna speaker (still confirming), 6 pm

May

- TBD Asian Pacific Heritage Month

Dates and times are subject to change. Please check Stay Gold, Today@Hollins, and social media for additional information.

* Building your Cultural Humility is done by stepping outside of your own culture and expressing an interest to learn about someone else. Join us for this special series as we explore different aspects of each other's culture through cooking, music, spoken word, and dance.

TRANS @ HOLLINS

Maggie Nanney, visiting lecturer in gender and women's studies, is developing a series of conversations regarding how Hollins can be more inclusive and support trans justice. Topics will include, trans-affirming resources, practices, and intersectionality in trans-inclusion work. Some events will be open to all members of Hollins while others will be restricted to trans and nonbinary community members.

- Open sessions will be held every third Wednesday of the month (February 17, March 17, and April 21) from 6-7:30 pm.
- TransSpace (for trans community members) every first and third Tuesday of the month (February 16, March 2, March 16, April 6, April 20, and May 4) from 5-6 pm.

For additional information about the Trans @ Hollins events, please go to <https://forms.gle/k6X5NXRD9snkWwR26> or email Maggie Nanney at nanneymp@hollins.edu.

CELEBRATING WOMEN 2021

THURSDAY, FEBRUARY 18, 2021; 6 PM

Elise Schweitzer Cabell Lecture

Presentation: Zoom

FRIDAY, FEBRUARY 26, 2021; 3:30 PM

Virtual screening of French film, *Le Procès de Mandela et les Autres/The State against Mandela and others*.

This is part of the spring 2021 French Film Festival made possible by a grant from Campus France and sponsored by international programs and the departments of modern languages, film studies, and gender and women's studies.

Presentation: Zoom

FEBRUARY 18-APRIL 25, 2021

Elise Schweitzer exhibit: *Painted Arches and Walled Gardens*

Location: Eleanor D. Wilson Museum

TUESDAY, MARCH 2, 2021; 8-9:30 PM

Hollins Open Mic (HOM) Night:

An Event for Students.

Presentation: Zoom or in person TBD

SATURDAY, MARCH 6, 2021

Cultural Festival in honor of International Women's Day.

Event: In person

MONDAY, MARCH 8, 2021; 12 NOON

Virtual screening of Hollins' first ever International Women's Day (IWD) video. Sponsored by international programs, cultural and community engagement, gender and women's studies, film studies, marketing, and the IWD ad hoc committee.

Presentation: Zoom

THURSDAY, MARCH 11, 2021; 5:30 PM

Lecture: Eleanor Ray, 2021 Frances Niederer Artist-in-Residence

Presentation: Zoom and in person

Location: TBD

FRIDAY, MARCH 12, 2021; 3:30-5 PM

Virtual screening of French film, *Portrait de la Jeune Fille en Feu/Portrait of a Lady on Fire*. This is part of the spring 2021 French Film Festival made possible by a grant from Campus France and sponsored by international programs and the departments of modern languages, film studies, and gender and women's studies.

Presentation: Zoom

Tournées Film Festival is made possible with the support of the Cultural Services of the French Embassy in the U.S., the Centre National du Cinéma et de l'Image Animée (CNC), the French American Cultural Fund, Florence Gould Foundation, and Highbrow Entertainment.

MONDAY, MARCH 15, 2021; 12:30-1:30 PM

Zoom Monday, for Working Mothers

Do you ever wonder how women juggle their responsibilities at work and at home? All Hollins community members are invited to join a conversation where panelists speak on behalf of their experiences. Our panelists are Ashley Browning, vice president for enrollment management; Mary Dana Hinton, president of Hollins; Trina Johnson, assistant to the vice president for student affairs and dean of students; and Sarah Likins, assistant dean of students and director of housing and residence life. These mothers have children of various ages from early childhood to adulthood and one will pay special attention to fur children! Come and learn more about similarities, differences, styles, and techniques of working full time while caring for family.

Presentation: Zoom

MONDAY, MARCH 15, 2021; 7 PM

International Women's Day Speaker: Loretta Ross,
Calling In the Calling Out Culture



We are facing a tumultuous future in this country, with the rise of neofascism scaffolded by the Republicans in the context of neoliberalism enabled by the Democrats. Fighting against oppression and injustice are the dues we pay for the privilege of being conscious and we are honored to be able to challenge it with great responsibility. We begin to build a unified and strategic human rights movement that weaves our strengths together, that uses our differences as a platform for modeling a positive future built on justice and the politics of love, rather than a return to the past based on the politics of fear and prejudice. However, to create this movement we need to make a commitment to recognize and support each other—calling people in rather than calling them out, a prerequisite for building a united movement for human rights.

Presentation: Zoom

MONDAY, MARCH 22, 2021; 5:30 PM

I Believe You and I Believe in You:
Celebrating survivors and victims of sexual violence

In this session we will share data about sexual violence, discuss resources available, and develop strategies of what we can do to end gender-based violence.

Presentation: Zoom

WEDNESDAY, MARCH 24, 2021; 12 NOON

Womxn Abroad: Health, Safety, and Wellness
While Overseas

This virtual session will give students the tools to be safe and healthy during their study abroad programs, as well as tips to successfully handle common challenges faced by womxn abroad. Sponsored by international programs.

Presentation: Zoom

FRIDAY, MARCH 26, 2021; 3:30-5 PM

Virtual screening of French film, *Varda par Agnes/Varda By Agnes*.

This is part of the spring 2021 French Film Festival made possible by a grant from Campus France

and sponsored by international programs and the departments of modern languages, film studies, and gender and women's studies.

Tournées Film Festival is made possible with the support of the Cultural Services of the French Embassy in the U.S., the Centre National du Cinéma et de l'Image Animée (CNC), the French American Cultural Fund, Florence Gould Foundation, and Highbrow Entertainment.

Presentation: Zoom

MONDAY, MARCH 29, 2021; 11 AM-3 PM

International Women's Snack & Learn

Stop by for some snacks and learn about influential women who have studied abroad. Sponsored by international programs.

Event: In person

Location: Turner Hall lobby

FRIDAY, APRIL 16, 2021; 3:30 PM

Virtual screening of French film, *Grace A Dieu/By the Grace of God*. This is part of the spring 2021 French Film Festival made possible by a grant from Campus France and sponsored by international programs and the departments of modern languages, film studies, and gender and women's studies.

Presentation: Zoom

FRIDAY, APRIL 23, 2021; 3:30 PM

Virtual screening of the classic film from 1970, *Soleil O/Oh, Sun*. This is part of the spring 2021 French Film Festival made possible by a grant from Campus France and sponsored by international programs and the departments of modern languages, film studies, and gender and women's studies.

Presentation: Zoom

FRIDAY, MAY 7, 2021; 3:30 PM

Virtual screening of French film, *Chambre 212/On A Magical Night*. This is part of the spring 2021 French Film Festival made possible by a grant from Campus France and sponsored by international programs and the departments of modern languages, film studies, and gender and women's studies.

Presentation: Zoom

Conclusion

I am proud of the work we have done at Hollins and am confident that we have the will, resources, and mindset to continue this work well into the future. However, there are outstanding items from the fall of which we must remain mindful, including:

- We need to continue to explore the creation of professional affinity groups and how best to implement them on campus.
- We understand the need to continue to address the harassment and grievance board and ensure it is meeting the needs of the Hollins community.
- We must provide the mental health support needed for our students, especially our students of color.

Please know of our institutional commitment to continuing this work. Thank you for your support and engagement as we live into our mission.