

Spring 2023

INCLUSION UPDATE



HOLLINS
UNIVERSITY

May 4, 2023

Dear Hollins community,

It is a privilege to share with you our fifth inclusion report. Our overarching goal is to help Hollins become a more just, diverse, equitable, and inclusive community. We have developed and shared these reports to keep the community updated on our progress and ongoing concerns related to inclusion. This year's inclusion report reflects on our many successes over the past year and also acknowledges the long road and critically important work we have ahead of us.

The 2022-23 academic year saw us make great strides in our Diversity, Equity, and Inclusion (DEI) work. We now house the Office of Diversity, Equity, and Inclusion within Student Success, Well-being, and Belonging, which was created in summer 2022. This shift ensured that Vice President Nakeshia Williams remained at the helm of the work, bringing her leadership, wisdom, and energy. It also made it possible for our DEI efforts to be integrated across and throughout the student experience, as well as across campus. We offered a record number of trainings, professional development opportunities, and other workshops to our campus community. Thanks to the leadership of Provost Laura McLary and the good work of our faculty, we hired the highest percentage of new faculty of color in our history. This year's Leading EDJ Conference brought 50 leaders from the Roanoke community to campus. We are very pleased with all that we have accomplished this year, much of which is explored in this report.

And yet, we have a tremendous amount of work ahead of us. Our students are calling for all faculty and staff to participate in DEI workshops, and our faculty and staff are eager to have a more expansive portfolio of activities from which to choose. We must provide the training and support needed. This year also saw the vandalism of property and the use of a hate symbol on our campus. While our external investigation into these issues is ongoing, it is clear that we have more work that needs to be done.

As I reflect on the fact that this concludes my third year leading Hollins, I cannot help but be proud of all that our community has done since June 2020. We have used our voice to speak out against harms both on campus and off. We have shown up for one another and provided resources, advocacy, and support in challenging moments. We have taken seriously the call to learn together, to explore our own hearts and minds, and to do all of this within the mission of our institution, as we reconcile our history and build our legacy for the future.

I acknowledge the ongoing work to which we are called. I am proud of all that we have done thus far. I invite you to journey alongside me and all those leading our efforts toward justice.

Levavi Oculos,



Mary Dana Hinton, Ph.D.
President



Institutional Goals and President Hinton’s Charge

The diversity, equity, and inclusion (DEI) concerns laid out by President Mary Dana Hinton in the Fall 2020 Inclusion Report serve as fundamental DEI goals that guide our work throughout each year.

Striving to Enhance Institutional Diversity, Equity, Inclusion, and Belonging

The Spring 2023 Inclusion Update reflects Hollins University’s ongoing commitment to cultivating an inclusive university community, while creating a more diverse, welcoming, and equitable campus environment. To address concerns brought forth by students, faculty, and staff, we have provided university inclusion reports since 2020 reflecting the most pressing ongoing concerns and our progress. The following seven (7) ongoing action areas addressing equity and inclusion are only part of the university’s continuous efforts:

1. Providing leadership in the Office of Diversity, Equity, and Inclusion
2. Creating an inclusive community and culture
3. Enhanced professional development of all
4. Providing an inclusive academic experience
5. Need to increase diverse representation on campus
6. Reconciliation/structures to provide support and redress
7. Student and community programming

Throughout this report you will find updates in each area. As always, we are pleased with our progress and ever mindful of the need for urgent, continued action.

Join the Conversation

We encourage you to join critical conversations and get involved in diversity and inclusion-related programs. Ultimately, our success depends on you. Please help us and our community by reporting any bias or hate incidents so that they can be addressed.



Action Item 1: Leadership in Student Success, Well-being, and Belonging

The division of student success, well-being, and belonging is a reimagined, reorganized division. Its mission is to develop undergraduate and graduate students professionally and personally through coordinated and focused holistic and responsive services, deliberate programming, meaningful academic, social, emotional, physical, and interfaith curricular and cocurricular experiences, and strategic partnerships that enhance student learning, civic and global engagement, and inclusive excellence.

Student success, well-being, and belonging, which oversees the Office of DEI (ODEI), has provided structure to ODEI; developed a central DEI education and training resource; actively worked to understand, challenge, and respond to bias; expanded support for first generation, limited income, and Black, Indigenous, and People of Color (BIPOC); promoted best practices around diversity, equity, inclusion, and belonging (DEIB); offered an array of cultural programming; and collected data to advance the university's assurance to diversity, equity, inclusion, and belonging.

In March 2023, the division of student success, well-being, and belonging hired Dina Hackley-Hunt as executive director of ODEI to support the institutionalization of diversity, equity, and inclusion at Hollins University. To further advance the university's work around DEIB the following actions have been taken:

- In August 2022, Kaiya Jennings, Ph.D., university chaplain and director of belonging, began her work at Hollins to create a strong culture of inclusion and build trust within the community, inspiring everyone to participate in programmatic and change efforts supporting a culture of respect where differences are valued, and individuals are encouraged to contribute to our university's DEIB priorities.
- Hollins' inaugural director of accessibility, Becky Harman, was hired in March 2023 to support the development, coordination, and implementation of programs, services, and procedures for undergraduate and graduate students with disabilities.

Action Item 2: Creating an Inclusive Community

Journeying toward becoming an inclusive campus community is iterative and ongoing as we weave diversity, equity, inclusion, and belonging throughout the fabric of the institution. While we have made significant progress, we continue working to create an inclusive and welcoming campus environment for all. Campus-wide actions include:

→ Creating a more inclusive student demographic

Tables 1 and 2 highlight the 2022-23 academic year overall university demographic enrollment. There is a significant increase in BIPOC (Black, Indigenous, and People of Color) students in the overall student population at Hollins, which is most evident at the undergraduate level.

TABLE 1: Five-year comparison, total student population diversity

Identifier	Overall Percentage (AY 22-23)	Overall Percentage Five years ago (AY 17-18)
BIPOC students	34%	26%
Race/Ethnicity Unknown	5%	9%
White/Caucasian	61%	65%

TABLE 2: Five-year comparison, student diversity by level

	BIPOC		Unknown		White/Caucasian	
	2022-23	2017-18	2022-23	2017-18	2022-23	2017-18
Undergraduate	36%	26%	6%	10%	58%	64%
Graduate	21%	26%	3%	5%	77%	69%

→ Hollins University Connect

HU Connect supports first-generation college students, low/limited-income (FLI) students, and those who identify as BIPOC to succeed at Hollins and beyond. We are committed to the academic pursuits, sense of belonging, and empowerment of all HU Connect participants. Through our preorientation programs, mentorship opportunities, academic support, and campus/community partnerships, HU Connect strives to cultivate confident leaders of tomorrow.

2022-23 HU CONNECT STUDENT DEMOGRAPHICS

Identifier	Total	Percentage	Identifier	Total	Percentage
First Year	153	35.01%	Asian	27	6.18%
Sophomore	119	27.23%	Black or African American	104	24%
Junior	96	21.97%	Hispanic-American	66	15.10%
Senior	69	15.79%	Native Hawaiian / Pacific Islander	2	0.46%
First Gen	263	60.18%	Two or more races	50	11.44%
Not first gen	174	39.82%	White /Caucasian	181	41.42%
Residential	369	84.44%	Unknown	7	1.60%
Commuter	68	15.56%			
Pell Grant Eligible	230	52.63%			
Not LI	207	47.37%			

→ HU Connect engagement

HU Connect sponsored a variety of student programming during Fall 2022 and Spring 2023, including, but not limited to, Bingo Night (58 participants); Giveaway Table (100 students); Boba Tea and Game Night (50 students); Financial Literacy Workshop (20 students); and FLI Wednesday Family Time (average 50 students per week)

→ International student engagement

Hollins has been welcoming students from countries around the world for many years. There are abundant opportunities for students to get involved, share their cultures, and connect with our campus community.

2022-23 INTERNATIONAL STUDENTS ORIENTATION PROGRAM (ISOP)

5
ISOP mentors

18
international students

2
exchange students from Japan

STUDY ABROAD OPPORTUNITIES

Study abroad opportunities for students during the 2022-23 academic year have **increased by 46%** from the 2021-22 academic year. There has been a total of **73 students** studying abroad during Fall 2022, J-Term 2023, and Spring 2023.

73
total abroad
2022-23

50
total abroad
2021-22

97
total abroad
2019-20

→ 2022-23 Passport grant

The Institute of International Education (IIE) makes grants to U.S. colleges and universities to help eligible students obtain a U.S. passport. Eligibility is limited to students in their first year at the institution to ensure that the students have ample time to map out a study abroad plan. During the 2022-23 academic year, IIE has supported **25 first-year domestic students** in obtaining their passports.

→ French American Cultural Exchange in Education and the Arts

A grant funded by French American Cultural Exchange in Education and the Arts allowed Hollins to host a Francophone Film Festival that screens **six films** from February 2023 to May 2023.

→ Black+Abroad: A Virtual Series

BIPOC students of Hollins and eight (8) other Virginia institutions came together to share their experiences of studying abroad.

→ Continuing with new partnerships with international universities and study abroad partners

Hollins partners with a dozen affiliates around the world to provide students a diverse array of study abroad options on six continents. Hollins' newest partner is Kenyatta University in Nairobi, Kenya, which will offer students study abroad and internship opportunities.



Hollins team visiting Kenyatta University in Summer 2022.

→ Training to build awareness and inclusiveness skills among faculty, staff, and students

Through open and honest dialogue, we aim to enhance awareness of diverse cultural experiences while also acknowledging our own cultural blind spots, biases, inherent privilege, and subsequent inequalities and inequities that influence thinking and behavior.

→ Hollins University Truth, Racial Healing, and Transformation (TRHT) Campus Center

In Fall 2023, the American Association of Colleges and Universities (AACU) named Hollins a TRHT Campus Center. The TRHT Campus Center is poised to facilitate and foster racial healing activities on campus and in the community, examine current realities of race relations, and identify critical levers of change on the Hollins campus. Led by Nakeshia Williams, Ph.D., along with Chanelle Sears, Kaiya Jennings, Ph.D., Dina Hackley-Hunt, Ramona Kirsch, Ed.D., and campus partners Points of Diversity and Standing for Equity in the Roanoke Valley, the TRHT Campus Center is positioned to create a diverse, responsive, and inclusive climate.

→ Initiatives snapshot

As you can see, our students participated in many meaningful events this year.

- **Hispanic/LatinX Heritage Month Celebration**
125 students, staff, and faculty participated in the Hispanic/LatinX celebration.
- **Commuter Student Lounge Update**
Dedicated space to foster belonging for our 11% of commuter student population.
- **AAPJ Community Vigil**
27 faculty, staff, and students participated in this community support vigil.
- **Martin Luther King, Jr. Celebration**
160 faculty, staff, and students participated in the keynote address along with workshops that supported advocacy skills-building.
- **Antisemitism Conversation with Rabbi Kathy Cohen of Temple Emanuel Reform**
40 faculty, staff, and students attended this event.
- **Restorative Justice Seminar**
15 students participated in this seminar, which focused on restorative justice and healing practices.
- **Safe Zone Workshops**
21 faculty and staff have participated in safe zone training during Spring and Fall 2022.
- **Cultural Humility and Competence Workshops**
90 faculty and staff have participated in cultural competence and humility workshops during Spring 2023.
- Hollins University **launched an online bias reporting platform** via Maxient for campus members to report incidents relating to bias and/or hate crimes on campus. ODEI takes a restorative approach when addressing incidents of bias. Since Fall 2022, **26 bias-related** incidents have been reported to ODEI by campus members.
- **Equity Advocate initiative** is part of our ongoing efforts to create a more equitable campus. There are **19 student, faculty, and staff** equity advocates who will facilitate implicit bias trainings for the institution with the intention of expanding equity-based trainings to include restorative justice circles during Fall 2023. We will continue building capacity as we engage in and with our community as community equity-minded leaders.



Action Item 3: Enhanced Professional Development for All

Numerous opportunities for faculty and staff to engage with inclusion and equity-related professional development have been instrumental in advancing diversity, equity, inclusion, and belonging.

→ **Over 40% of faculty, staff, and students have participated in these professional development experiences. A sampling of the activities include, but are not limited to:**

- Student Success Workshop for Faculty and Staff / **December 2022 and February 2023**
- Martin Luther King Jr. Day of Celebration / **January 2023**
- Black History Month Event Series / **February 2023**
- Alvin Ailey American Dance Troupe / **February 2023**
- Hollins University Gymnasium Reconciliation Ceremony / **February 2023**
- Hollins University-Deloitte Higher Education Services Leaders' Luncheon on DEIB / **February 2023**
- Antisemitism Conversation led by Rabbi Kathy Cohen / **February 2023**
- AAC&U – Diversity Conference / **March 2023**
- Ramadan Celebration / **March 2023**
- Department of Gender and Women's Studies Evening with Bettina Judd, Ph.D. / **March 2023**
- Art History Department/Bridget Crooks, Ph.D. / **March 2023**
- AAPI Speaker Series / **April 2023**
- De-Stereotype Me Day / **May 2023**
- Mentoring across difference for faculty mentors with Etta Ward, assistant vice chancellor for research development at IUPUI / **Upcoming**

→ **Liberal Arts Colleges Racial Equity Leadership Alliance (LACRELA)**

Our membership in the LACRELA facilitated our participation in the following workshops, which were open to **eight faculty and staff** each month on a first-come, first-served basis:

- Classroom Incivility and Productive Conversations About Race / **May 2022**
- Reducing Implicit Bias in the Search and Hiring Process / **June 2022**
- Race Conscious Enrollment / **July 2022**
- Communicating Institutional Progress on Racial Equity Goals / **August 2022**
- Dismantling Persistent Racial Equity Problems in STEM / **September 2022**
- Making Racial Equity Data Transparent / **October 2022**
- Understanding Campus Unrest and Responding to Student Protest / **November 2022**
- Using Assessment and Evaluation to Improve Campus Racial Climates / **December 2022**
- Managing and Resolving Racial Tensions in the Workplace / **January 2023**

→ **Leading Equity, Diversity, and Justice (Leading EDJ) Conference**

Leading EDJ was a robust and invigorating two-day conference held on February 23-24, 2023. The theme for the conference was Barriers and Bridges to Access.

We welcomed over 50 campus and Roanoke community leaders to participate in the thought leaders' luncheon on Thursday, February 23, during the opening day of the 2023 Leading EDJ Conference. Hollins and Deloitte Higher Education Services Thought Leaders' Luncheon was intended to bridge our campus and community partnership with local civic, community, nonprofit, and business leaders. The lunch session supported participants in building a toolbox to create and support workplaces characterized by inclusive everyday behaviors and built on a foundation of respect and appreciation for diversity in all its form.

The third annual Leading EDJ Conference featured invited guests and 30 sessions led by students, staff, faculty, alumnae/i, and community members with 373 participants. Leading EDJ offers us an opportunity to engage in critical yet necessary conversations around equity, accessibility, identity, diversity, inclusion, and belonging. More importantly, the conference allowed us to celebrate all we have accomplished, while paving the way for the work ahead.

Action Item 4: Providing an inclusive academic experience

We will be vigilant in building capacity for inclusive teaching and praxis. LeeRay Costa, Ph.D., director of faculty development, has energetically worked toward providing an inclusive pedagogy faculty development series. Campus-wide actions include:

→ **Inclusive faculty development**

FALL 2022

- **New Faculty Orientation:** included sessions by Nakeshia Williams, Yuli Adejo, Michael Gettings, Ramona Kirsch, and Kaiya Jennings on DEI-related topics; and Amanda Griffin on student mental health.
- **Faculty Retreat:** Initial discussion of *What Inclusive Instructors Do* and faculty goal setting. There was also a session on "Reconciling Our Past: Renaming Campus Spaces" by Maryke Barber.
- **New Faculty Lunch series:** Monthly lunch gatherings cohosted by Director of Faculty Development LeeRay Costa and Associate Provost Darla Schumm. The November 14 session was on "Inclusivity and Antiracism at Hollins."
- **Noyce Grant Inclusive Pedagogy Series:** Beginning in August 2022, sessions have been held the third Wednesday of each month from 2-3 pm via Zoom. Derrick Robinson, Ph.D., facilitates this professional development workshop over 12 months with an emphasis on culturally responsive teaching in STEM.
- **Faculty Read/Inclusive Teaching:** This was an opportunity to build community and faculty expertise as we extended our discussion of this year's Faculty Read: *What Inclusive Instructors Do*. Discussions included action items identified during the Faculty Retreat, what is and isn't working in our classes, and problem-solving together to incorporate more inclusive teaching strategies.
- **Pedagogy Pop-Up:** Visual Syllabi. Heather Derrick (communication studies) shared strategies for designing syllabi with attention to inclusivity and universal design in learning (UDL) principles. She presented best practices, examples, and resources.
- **New Faculty Mentoring Program:** Monthly meetings. Includes training in mentoring across differences and inclusive mentoring for faculty mentors by Etta Ward, assistant vice chancellor for research development at IUPUI.

- **Search Advocate Program:** Six faculty search committees included a search advocate (biology, business, economics, art history, creative writing, international studies) this year. LeeRay Costa, Meredith Cope-Levy, Darla Schumm, Wendy-Marie Martin, and Maliha Zaman are trained search advocates at Hollins.

JANUARY SHORT-TERM

- **Faculty Reading Group:** *The New College Classroom*.
- **Inclusive Teaching:** We continued our open discussion of inclusive teaching, practice sharing, and problem-solving together.

SPRING 2023

- **Faculty Reading Group:** *The New College Classroom* continues...
- **Leading EDJ-February 23-24:**
 - Karen Costa on supporting neurodiverse students
 - LeeRay Costa and Laura McLary: “Understanding, Interrupting, and Responding to Microaggressions: a Workshop for Faculty”
- **Microaggressions in the Classroom:** Joined colleagues for a discussion of how to address microaggressions in the classroom. We workshopped four scenarios shared at a faculty meeting and welcomed discussion of additional scenarios.
- **Faculty Development Retreat:** May 22. Our retreat theme is “Teaching First-Year Students: Inclusive and Compassionate Pedagogical Strategies for Student Success.” The retreat will include interactive sessions on various pedagogical topics and a closing session focused on setting goals for our own teaching practices in the 2023-24 academic year.
Keynote Speaker: Catherine Denial, Ph.D. (Knox College), on “Pedagogy of Kindness.” Hoping to have sessions on the following: 1) Culturally responsive teaching: lessons from the Noyce Grant group, 2) inclusive syllabi design, and 3) alternative grading systems.
- **Center for Career Development and Life Design: Identity in the Workplace:** Center for Career Development and Life Design and Alumnae/i Engagement and Strategic Initiatives collaborated with the ODEI in hosting its second annual “Identity in the Workplace” session during the 2023 Leading EDJ Conference, for current students and alumnae/i. This wonderful virtual experience presented an opportunity for our students and alumnae/i to talk about their authentic, intersectional identities and how it impacts work, including relationships with colleagues and organizational culture. With **133 students, 33 alumnae/i, and 26 staff**, discussions were held around mental health, disability, race/ethnicity, gender identity, and sexual orientation in the workplace. The **192 participants** left this event with enhanced confidence, intrigue, new personal and professional connections, and more importantly, a sense of joy about future opportunities for community building and engagement.
- **The I Support Network Initiative**, sponsored by HU Connect, focuses on student engagement through relationship-building, networking, and life skill development with faculty and staff who self-identify as first-generation, limited income, and/or persons of color. To date, we have the commitment of **17 faculty and staff** who are part of this exciting, meaning-making experience.

Action Item 5: Commitment to Diverse Faculty and Staff Representation on Campus

As we continue to focus toward diversifying our campus, increased efforts to promote equity and diversity in our faculty and staff searches are at the forefront of advancing inclusive excellence. Building on past efforts of diversifying our campus community, new campus-wide actions include:

- From April 2022 through March 2023, the university has hired **five full-time faculty** and **15 full-time staff** who identify as BIPOC. These BIPOC employees constitute **50%** of the new full-time faculty hires and 29% of the new full-time staff hires during this time frame.
- The university has conducted **50 faculty and staff hire searches** from April 2022 through March 2023.
- Adoption of the search advocate process that will be used in faculty and staff searches. Currently we have **10 faculty and staff** who have been trained as search advocates and a goal of sending six more employees through training this summer and fall. These search advocates will continue to identify and promote practices that advance diversity and social justice and minimize the impacts of cognitive and structural biases.

Action Item 6: Reconciliation and Support of Redress

The *Reconciliation: Campus Spaces Task Force* was appointed by President Hinton in September 2021 and is made up of students, staff, faculty, and alumnae/i.

- [Original charge to the task force](#)
- [Recommendation regarding the name of Tayloe Gymnasium](#)

TASK FORCE ACTIONS

- [Developed recommendation regarding Tayloe Gymnasium, May 2022](#)
- Developed and approved the criteria for building renaming recommendations, **February 1, 2022**
- [Hollins University Board of Trustees unanimously passed resolution requesting renaming of Tayloe Gymnasium, May 21, 2022](#)
- Task Force's resolution to rename the Tayloe Gymnasium endorsed by President Hinton, **May 16, 2022**
- Gymnasium Reconciliation Ceremony to formally recognize the removal of George P. Tayloe's name, **February 3, 2023**

Reconciliation/Campus Spaces Task Force Members included:

Maryke Barber, cochair, information literacy, outreach and arts liaison librarian
Jeri Suarez, cochair
Ashleigh Breske, assistant professor of political science
Syreeta Combs-Cannaday

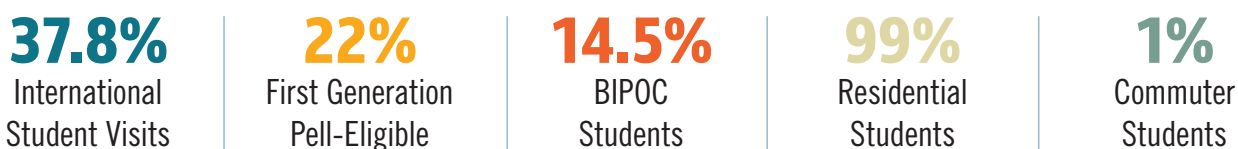
Billy Faires, executive director, marketing and communications
 Makda Kalayu, class of 2023
 Suzy Mink, senior philanthropic advisor
 Shardei Sudler, class of 2021
 Robert Sweetenberg, groundskeeper
 Nakeshia Williams, vice president for student success, well-being, and belonging

- **Truth, Racial Healing, and Transformation Campus Center** was launched at Hollins with the support of the American Association of Colleges and Universities (AAC&U) in November 2022. The TRHT Campus Center works to address historical and contemporary effects of racism, promote racial healing, erase institutional barriers, as well as build just and equitable communities.
- Members of the campus community participated in the Spring 2023 Healing Circle and Restorative Justice Seminar on April 13.

Action Item 7: Student and Community Programming

Further steps have been taken to support our community's intersectional identities through a variety of diverse programming.

- Established university food pantry in November 2022 to address food insecurities experienced by our student population. From November 2022 to March 2023, there have been **313 student visits** to the food pantry. Supplementary student food pantry demographics are below:



- In support of trans justice, the theatre department and the ODEI hosted a trans panel celebrating the voices of transgender individuals of past, present, and future as well as creating safe and brave spaces for our trans community.
- **HU Connect Celebration Week:** Director Chanelle Sears organized the university's week-long celebration of HU Connect Identities of first-generation, Pell-eligible, and BIPOC students. During these week-long festivities, National First-Generation College Student Day on November 8, 2022, recognized the success and presence of first-generation college students, faculty, and staff. There were over **300 students, faculty, and staff** who participated throughout the day.
- University Chaplain and Director of Belonging Kaiya Jennings, Ph.D., has endeavored to foster students' sense of belonging through her **Talk Back Thursdays** with an average **25 students** participating per week, and the **Five Days of Kindness Campaign**, along with various programs around interfaith, religious diversity, and life through a series of workshops and conversations.
- Ongoing dialogue facilitated by Maliha Zaman, Ph.D., executive director of institutional effectiveness and chief data officer, continues to explore and interrogate university data as well as the experiences of our students, faculty, and staff, thereby ensuring we are proactive in making data-informed and empowered decisions in addressing our work around equity and inclusion.

- In Spring 2022, the university's first Board of Trustees Diversity, Equity, and Inclusion (DEI) Task Force was formed to support and monitor the university's key strategic efforts related to advancing diversity, equity, and inclusion goals and governance processes. Led by Board of Trustees Vice Chair, Reverend Dr. Cynthia Hale, chair of the Task Force, and cochairs Nakeshia Williams, Ph.D., and Maliha Zaman, Ph.D., the Task Force is focused on diversifying the Board of Trustees and working collaboratively with President Hinton and her cabinet to create a culturally engaged and welcoming campus environment for all students, staff, and faculty to thrive.

A Pathway Forward

- The university's Board of Trustees DEI Task Force will examine data from the 2022 and 2023 racial campus climate survey and healthy minds survey data to support strategic efforts related to advancing diversity, equity, and inclusion goals and governance processes.
- "Understanding, Interrupting, and Responding to Microaggressions: A Workshop for Faculty," led by LeeRay Costa and Laura McLary, was held in April 2023 (**25 faculty participants**)
- In Fall 2022, members of the Do Better Initiatives created a list of eight concerns that were brought forward to the president's cabinet because of ongoing student concerns, specifically within the BIPOC community at Hollins. The intent of these concerns is to raise awareness of recurring issues that are faced predominantly amongst the BIPOC student population, while curating solutions that promote cultural competency, diversity, and equity. Do Better has met with cabinet three times.

STUDENT CONCERNS

- Hollins should have transparency and compromise over decisions regarding international students, low-income students, and students of diversity on campus.
- There should be a minimum of three international students present during the decision-making process.
- Reevaluation regarding storage decisions for international students.
- Cultural competency and implicit bias curriculum must be a requirement for faculty. They should attend multiple sessions throughout the month. There should be assessments that faculty take, and evaluations submitted by students regarding said professor's behaviors. See letter sent to faculty and staff from the SGA Roundtable on the following page.
- There should be an implicit bias/cultural awareness and micro/macro aggression seminar for first-year students to attend throughout their first semester.
- There should be an increased level of security across campus; 8 am-6 pm should be open to the public.
- There should be a designated office in the Career Center solely made for international students.
- Cultural affinity groups should be consulted prior to serving cultural dishes.
- There should be a designated POC grievance box that is accessible to students.

OUTCOMES

- Monthly conversation with VP on BIPOC student concern progress
- Succession Plan of Do Better Initiative Leaders created to continue the work
- Healing Circle, Multicultural Karaoke, De-Stereotype Me Day: ongoing campus activities in Spring 2023+ next academic year
- Cultural Competence and Humility Workshops for faculty and staff in Spring 2023+ next academic year

- Implicit Bias, Cultural Competence, and Humility for FYS
- Off-campus storage options provided to all students
- Inaugural role of international student chair on SGA effective Fall 2023
- Revision of the general education curriculum to integrate diversity, inclusion, and equity effective Fall 2023
- Mental and Emotional Well-being Strategic Plan developed in partnership with JED Organization
- These are all ongoing university challenges that require thoughtful collaboration, intentionality, and continuous improvement

IN CONCLUSION

Ongoing cross-area collaboration between the divisions of student success, well-being, and belonging, academic affairs, admission and enrollment, graduate programs and continuing education, alumnae/i engagement, and other campus offices will continue as we engage in campus-wide innovation and the creation of a welcoming and inclusive experience at Hollins. We will continue offering a diverse array of holistic programming and activities for students, faculty, staff, and alumnae/i throughout the spring term and the 2023-24 academic year.

Prioritize cultural competency and humility training letter sent from the SGA Roundtable to faculty and staff

Dear Faculty and Staff of Hollins University,

We, the student representatives of Roundtable, urge you to undergo Cultural Competency and Humility Training.

There is great relevance in these trainings, and through them, you would not only be developing yourselves by expanding your awareness, but supporting and affirming the identities, abilities, and values we students hold.

While you educate us in a variety of ways each and every day, we hope you learn from us as well. At its heart, Hollins is a center of continual and evolving knowledge, and taking the opportunity to further educate yourselves on how to better support each other and your students is essential in upholding this educational mission. It's never too late to take the opportunity to make our community stronger and more cognizant of the biases we all carry.

In our ever-evolving world, it's only natural that questions about identities different from your own arise. Use this moment to ask these questions in a safe and open environment without shame. Everyone makes mistakes, but the greatest mistake of all would be closing yourself off to opportunities to learn how to better engage with your community.

You are leaders of Hollins University, and allowing your biases, implicit or explicit, to cloud your guidance can only do harm. We look to you for mentorship and learn from the examples you set. Set a strong example and provide a safe space for students by being sensitive to our identities, abilities, and values.

The cultural realities your students and fellow colleagues face each day should not make you uncomfortable. Learning about the biases you may take into the classroom each day should not make you uncomfortable. If they do, take this opportunity to work through this discomfort and unlearn their contributing factors. Not undergoing this training is disrespectful to your peers, your students, and most importantly, to yourselves.

We all deserve mutual understanding and respect, and these training sessions are just the first of many steps to continually ensuring unity endures at Hollins. Prioritize Cultural Competency and Humility Training.

Levavi Oculos,
Roundtable 2022-23