DARTMOUTH GRADUATE STUDENT COUNCIL

CARE

DARTMOUTH

Committee for Addressing Racism and Equity

Mission Statement

"None of us alone can save the nation or the world. But each of us can make a positive difference if we commit ourselves to do so."

—Cornel West

The Committee for Addressing Racism and Equity (CARE) is committed to establishing an equitable, inclusive, and supportive community for students, faculty, and staff members. In an effort to advance the following priorities, we will work closely with university organizations and partners to:

I.   INCREASE INSTITUTIONAL DIVERSITY

CARE recognizes the importance of having a diverse student body and faculty. We seek to actively identify policies and recruitment strategies that prevent the inclusion of members from underrepresented backgrounds within various graduate programs in Guarini. We resolve to collaborate with admissions and recruitment committees to evaluate their efforts to increase student and faculty diversity in their admissions and hiring decisions. We resolve to encourage graduate programs to adopt initiatives that improve the retention of underrepresented minorities in graduate student and faculty member roles.

II.   COLLECT AND EVALUATE DATA

In order to ensure that Guarini is an environment in which all its students can thrive, we must first identify the biases and discrimination that currently exist at our institution. We are actively engaged in efforts to request and collect data on the graduate school's policies, practices, demographics, campus climate, and supportive resources. Access to this information allows us to (1) amplify the voices of those negatively impacted, (2) evaluate the areas in which we must improve, and (3) provide transparency to the community at large. We seek to utilize the data collected to advocate for changes in the graduate school's policies in order to ensure equity and anti-racism are actively practiced at our institution.

III.   BUILD A COMMUNITY NETWORK

We understand the importance of having a more equitable, diverse, and inclusive campus environment and we resolve to proactively build a community that supports these core values. We seek to actively engage in this work through the establishment of the Guarini Diversity Council (GDC), a committed group of students, faculty, and administrators who are working toward the Guarini Diversity, Equity, and Inclusivity Plan. The Guarini Diversity, Equity, and Inclusivity Plan extends our core values and commitments outlined herein into actionable steps across Dartmouth College. These steps should not be seen as additive to our core work; instead, this strategic partnership serves as a long-term commitment to achieve our established goals.

IV.   COMMUNICATE OUR EFFORTS

We recognize the importance of effectively communicating our goals and remaining transparent in our efforts. We resolve to actively archive, publish, and maintain meeting notes, survey data, active initiatives, and a listing of supportive resources on our official website and post about our events on social media (@dartmouthcare or "CARE at Dartmouth" on Facebook). This will both provide awareness about our objectives and ensure the longevity of our committee's mission.

Increasing institutional diversity

2020-2021
Initiatives

On Increasing Institutional Diversity

This branch of CARE aims to promote the sustained recruitment and retention of underrepresented minorities at the level of graduate students and faculty members. With access to data collected by the Data branch of CARE, we seek to make appropriate recommendations to the graduate program at large. We will examine statistics of students and faculty members within each department in Guarini, listen to the input and experiences from current students and faculty members from underrepresented backgrounds, and evaluate recruitment practices or lack thereof within departments to inform our recommendations.

The action items taken on by this branch of CARE seek to not only improve admissions policies and recruitment practices that ensure the inclusion of members from underrepresented backgrounds but also seek to encourage the adoption of initiatives that contribute to the academic and social support of these individuals at Dartmouth. To accomplish our goals, we have identified the following action items:

Graduate Student Efforts

- Set up a group of students to help incoming applicants with graduate student applications
- Attend conferences that focus on minority student development
- Encourage graduate departments to recruit from historically black universities
- Establish a discretionary fund for students who are able to use the funds to help with temporary and unexpected financial hardships
- Establish a physical space on campus for BIPOC students

Faculty Efforts

- Evaluate faculty search processes and members comprised in hiring committees
- Encourage members in hiring committees to undergo implicit bias training

Guarini-led Efforts

- Establish an Equity, Diversity, and Inclusion Award at graduation

In addition to the action items highlighted above, we will be generating a report in collaboration with the Data branch of CARE to state our recommendations that we hope contextualizes diversity and equity efforts at Dartmouth. We want the graduate community to adopt the vision of diversity being a part of academic excellence and encourage graduate departments to take on a multipronged approach to establish an anti-racist and equitable space at Dartmouth.

Collecting and evaluating data

2020-2021
Initiatives

On Collecting and Evaluating Data

Guarini's Campus, Climate, and Culture Initiative (C3I) has "at its foundation" the NASEM report on Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine, which details the corrosive effects abuses of power have on students, faculty, and the overall research community. C3I has now made it Guarini's mission to take "measurable actions that address recommendations from the report". One goal of CARE is to use data at our disposal to generate an analogous report that identifies other forms of discrimination at Guarini--specifically issues of racism and equity--and in turn to develop corresponding recommendations for actionable changes at our institution.

In order to start our analysis, we will be closely examining the Guarini Graduate School of Advanced Studies Survey that was conducted in 2019. We hope to explore the available results of this survey with a specific focus on diversity and the experiences of underserved communities. There are significant differences in the responses of international and minority students when it comes to resources, mentorship, career development, and support which need to be further explored and explicitly addressed.

Additionally, there are still gaps in the available campus climate data at Guarini and as such, CARE aims to launch our own data collection efforts and join ongoing initiatives in order to fill these gaps in knowledge. Areas of interest include:

- *Gathering more detailed demographic reporting with climate data:*
  Currently, the 2019 Guarini survey divides respondents into categories of White, Minority, and International. While this can be helpful for an initial cursory examination of our campus, much more detailed information is needed as it is important to acknowledge and directly respond to the specific forms of discrimination that different identities face.

- *Examining current policies of recruitment, hiring, and retention:*
  In order to assist our Institutional Diversity branch of CARE, we will be soliciting the policies of faculty, staff, and student recruitment from each department at Guarini. Gathering the heterogeneous efforts across programs will be helpful in evaluating the current diversification strategies and subsequently providing steps to promote more successful and sustained practices.

- *Collaborating with C3I, IDE, and the Campus Climate Committee at Dartmouth:*
  Currently Abigail Stewart and Vicki May are in the process of conducting Academic Department Climate Reviews and the IDE office works in concert with the Campus Climate Committee here at Dartmouth. CARE aims to collaborate closely with these folks in order to stay informed on initiatives, help structure data collection, and provide feedback on student concerns.

Through our examination of both existing campus climate data and future data collection efforts, CARE's goal is to generate and publish a report by the end of our inaugural year on racism and equity at Guarini with corresponding, tangible actions that ensure justice and anti-racism are actively practiced at our institution.

Building a community network

2020-2021
Initiatives

On Building a Community Network

One of the primary objectives of CARE is to build a community network that supports the core values of diversity, equity, and inclusivity. Ways that we are already actively working to build a community network include ongoing participation in the Guarini Diversity Council (GDC), a committed group of students, faculty, and administrators who are working toward the Guarini Diversity, Equity, and Inclusivity Plan. The Guarini Diversity, Equity, and Inclusivity Plan revolves around five key initiatives that are an extension of our core values and commitments outlined herein including, (1) Student Recruitment and Retention, (2) Professional Development and Mentorship Training, (3) Diversity Initiatives and Work, (4) Student Compensation and Resources, and (5) Community Climate and Campus Safety. As a means to both magnify and consolidate these efforts, one of the primary roles of this sub-committee is to establish and maintain regular communication with the GDC and to foster relationships between working group participants. Not only will this serve as an effective means to facilitate meaningful dialogue and collaboration between CARE and the GDC, but also serve as a bridge between the Graduate Student Council (GSC), of which CARE is an ad-hoc committee, and the GDC. In other words, we see our role as a strategic partner and bridge between affiliates in this network.

A tentative goal of our sub-committee is to foster a lasting partnership between CARE, GSC, and GDC, which will serve as the foundation of the community network we are working to build over the course of the inaugural year. Ways we seek to maintain this network is through regular attendance at the GDC general body meetings (Oct 29, Dec 3, Jan 7) along with GSC (once per term) and Exec Board (the last Tuesday of every month) meetings.

In addition to strengthening the foundation of our network, we plan to expand our reach to members within and outside of the Dartmouth community. As such, ways we seek to build and maintain this network are through regular community engagement and service events. This might include the promotion and attendance of events geared toward BIPOC, volunteer and service work in the Upper Valley, outreach to Black owned businesses, for example. Some service events and community engagement opportunities on the horizon include:

- **MLK Day event co-sponsored by CARE.** On Jan 18th there will be a showing of Selma with a Keynote speaker via Zoom, and a compilation video of students voicing their appreciation for Dr. King and why he's crucial to this nation, especially POC and students of color.
- **Support Black Owned Businesses Week.** A week long webinar (in the Winter or Spring term) introducing the Dartmouth community to Black Owned Businesses and Entrepreneurs. These entrepreneurs will be nightly speakers explaining how they started their business and more about their stores/products.
- **SafeSpaces4BIPOC.** Volunteer to prepare or deliver meals as part of their Soul Food Sunday events, or to take part in the event which occurs on a monthly basis. This initiative is intended to connect BIPOC and create spaces to share resources, support, networking opportunities.
- **A conversation with S&S and Hanover police** during spring term between Dartmouth POC, students from marginalized groups and staff about police regulations, police tactics and a better way to engage with the community.
- **A partnership with an undergraduate group on campus working to create a community fridge.** Also there may be an opportunity to work with the COOP as well.