

Trinity College
Office of Diversity,
Equity, and Inclusion

ANNUAL REPORT

2024–25



A Message from Anita Davis, Vice President for Diversity, Equity, and Inclusion



Dear Members of the Trinity Community,

The Office of Diversity, Equity, and Inclusion (DEI) is pleased to share its fourth annual report. This report offers a reflection of how the office and campus partners have contributed to the College in various ways over the last year.

During the 2024–25 academic year, the Office of DEI continued to support the College’s mission and goals. In September 2025, Trinity received the *Insight Into Academia Higher Education Excellence and Distinction (HEED) Award* for the third consecutive year in recognition of our demonstrated “strong, sustained commitment to academic excellence and community building across all levels of campus life.” Also for the third consecutive year, Trinity received 5 out of 5 stars on the Campus Pride Index, an LGBTQ+ national benchmarking tool for colleges and universities that rates LGBTQ+ friendliness, programs, and services. These honors demonstrate our efforts for an inclusive campus.

In addition, this report highlights key accomplishments of offices within the Office of DEI, including the Office of Multicultural Affairs (OMA), the Queer Resource Center (QRC), the Women and Gender Resource Action Center (WGRAC), and the Office of Title IX. During the last year, our offices provided 127 programs and 19 trainings with more than 80 collaborating partners and over 5,200 participants.

The Trinity community’s generosity enabled us to respond to 316 student requests for support via the Student Emergency and Equity Fund (SEEF) during the 2024–25 academic year. The SEEF has removed a wide range of financial barriers for hundreds of students since its inception in 2019.

We remain committed to ensuring that Trinity is a place where everyone in our community feels a sense of belonging. With sustained support and responsive actions, we can help ensure that everyone in the Trinity community has what they need to thrive.

Sincerely,

Anita Davis

Vice President for Diversity, Equity, and Inclusion

MISSION STATEMENT

The Office of Diversity, Equity, and Inclusion is composed of the Office of Multicultural Affairs, the Queer Resource Center, the Women and Gender Resource Action Center, the Office of Title IX, and DEI Campus and Community Engagement. We work collaboratively with partners across campus to ensure that all members of the Trinity College community feel included and have the resources and support they need to thrive.

Connection to Trinity's Strategic Plan

Work in the Office of DEI aligns with several of the strategic initiatives and goals in Summit, Trinity's strategic plan, most notably:

- *Foster an inclusive campus community that embraces diversity and complexity, engages across differences with integrity and empathy, and participates actively in the life and governance of the College*
- *Attract and retain the highest caliber of students, faculty, and staff*
- *Take advantage of our urban setting by providing enhanced support for and promotion of curricular and experiential engagement in the city of Hartford and the surrounding region*

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REFLECTIONS—STUDENTS IN THE OFFICE OF DEI

Katherine Meslow '25



What was your role in the DEI Office?

I was the head coordinator of the Trinity College chapter of IGNITE, which is a national organization that focuses on empowering young female-identified students to get into leadership and political roles and opportunities. It is one of the various student orgs that make up WGRAC.

How long have you worked in the Office of DEI?

I started working for WGRAC as the IGNITE coordinator in August 2022, my sophomore year.

This was my third year in the role.

What was the most rewarding aspect of being with that specific DEI Office?

The most rewarding aspect of being a part of WGRAC has been working alongside Laura Lockwood and my co-workers to make Trinity College a safer, more empowering, and inclusive space. My work has allowed me to make a meaningful difference in the lives of Trinity students and has strengthened my commitment to advocacy, even in challenging moments. I am incredibly proud to represent WGRAC and have grown both personally and professionally in this role, knowing that my contributions have helped foster a stronger community. Serving as the IGNITE coordinator has been an absolute privilege, and I cannot imagine my Trinity College experience without WGRAC. I will cherish this experience forever and deeply miss being part of this incredible team.

REFLECTIONS—STUDENTS IN THE OFFICE OF DEI

Danny J. Pina '25



What was your role in the DEI Office?

My role in the DEI Office throughout my four years at Trinity has centered on my deep commitment and involvement in the Promoting Respect for Inclusive Diversity in Education (P.R.I.D.E.) program.

How long have you worked in the Office of DEI?

I have officially worked in the Office of DEI since the beginning of my sophomore year, but I have been engaged with and connected to the office since my first year.

What was the most rewarding aspect of being with that specific DEI Office?

Being part of the P.R.I.D.E. program has been incredibly rewarding, gratifying, and humbling. As a student leader on campus, there are constant expectations to perform at a high level, stay socially aware, and lead by example. What makes the P.R.I.D.E. program so special is that you don't have to carry those responsibilities alone. Through this program, I've learned that there's a strong, supportive community of fellow leaders always ready to uplift and stand by you. That sense of collective strength and shared purpose has been the most meaningful part of my experience.

REFLECTIONS—STUDENTS IN THE OFFICE OF DEI

Kayla B. Tipton '25

What was your role in the DEI Office?

How long have you worked in the Office of DEI?

I have been working in the Office of DEI for three years. I started as a first-year leader for one year in the Promoting Respect for Inclusive Diversity in Education (P.R.I.D.E.) program and then served as the P.R.I.D.E. liaison for the past three years.

What was the most rewarding aspect of being with that specific DEI Office?

The most rewarding part of being a part of P.R.I.D.E. has been the opportunity to create safe and affirming spaces for communities on campus. I've especially loved helping plan events and seeing the amazing turnouts. It's also been incredible to see how those involved in P.R.I.D.E. stay engaged and connected throughout their entire college experience.



REFLECTIONS—STUDENTS IN THE OFFICE OF DEI

Mya K. White '25



What was your role in the DEI Office?

I served as the Big Sister Little Sister coordinator, the Flag Project assistant, and the WGRAC liaison for SGA.

How long have you worked in the Office of DEI?

I have worked for WGRAC since the beginning of my sophomore year.

What was the most rewarding aspect of being with that specific DEI Office?

The most rewarding aspect of being a WGRAC employee has been working alongside people who are dedicated to bringing the campus and community together. Whether it was through cultural appreciation events, raising awareness for issues that affect us all, or just being able to be in good company, the people who work at WGRAC truly care, and that has made my experience as a WGRAC staff member memorable in the best ways. The organization has been a home for me during my time at Trinity, and I find comfort in the fact that I have had the opportunity to get to know so many amazing people by being a part of WGRAC.

REFLECTIONS—VISIT WITH WGRAC ALUMNAE

Fatty Al Ansar '17



Fatty Al Ansar, '17 (left), with her Malian Team members of “First Global Challenge,” an international robotics competition for youth in STEM, with Laura Lockwood, Director, WGRAC (second from right)

Laura Lockwood, director of the Women and Gender Resource Action Center (WGRAC), had the distinct pleasure of visiting Fatima “Fatty” Al Ansar '17, her family, and the NGO she leads, Tilwate Peace Network, in Bamako, Mali. Al Ansar recently visited Trinity to speak at the Women’s Herstory Month 2025 event, “Women’s Leadership and Global Peace.” As the founder and executive director of Tilwate Peace Network, a “pro-sustainable peace NGO,” she and her staff initiate peace building through active engagement in fostering understanding, trust, and reconciliation among communities and stakeholders while seeking the education and empowerment of women and youth. The goal is to “create a pan-African community-based peace-builders network to have a positive impact and advance the peace and security agenda in Africa.”

Al Ansar also works for the Center for Civilians in Conflict in advocacy and engagement. She was the head of mission at the Ministry of Foreign Affairs and International Cooperation in Mali. A former WGRAC student staff member, Al Ansar has been committed to furthering girls’ education and peace building since a young age. Please visit the Tilwate Peace Network website (tilwatepeacenetwork.org) for additional information.

WHO WE ARE



Anita Davis
Vice President for DEI



Pamela Whitley
Assistant Vice President for DEI
and Compliance



Crystal Nieves '08, M'23
Director of LGBTQ+
Life And QRC



Jared Delane M'25
P.R.I.D.E. Program Coordinator and
Cultural House Supervisor



Laura Lockwood M'95
Director of WGRAC



Judy Grote
Executive Assistant



Robert Cotto
Director, DEI Campus and Community
Engagement

Not Pictured: Adrienne Martinez, Interim Title IX Coordinator

DEI FACULTY FELLOWS



Aidalí Aponte-Avilés
Senior Lecturer in Language and
Culture Studies



Hannah H. Hagy
Assistant Professor of Physical Education
and Head Men's and Women's Swimming
and Diving Coach



Yipeng Shen
Associate Professor of Language and
Culture Studies and International Studies



David Sterling Brown
Associate Professor of English

DEI Faculty Fellows

This pilot program was launched in fall 2020 as a collaboration among the Office of DEI, the Dean of the Faculty, and the Center for Teaching and Learning (CTL). The fellows have been an invaluable asset to ensure that faculty are central to our institutional DEI efforts. Their work has included providing inclusive pedagogy trainings and supporting collaborative efforts to bring speakers and other forms of professional development experiences to campus.

Learn more about fellows [here](#).

HIGHLIGHTS

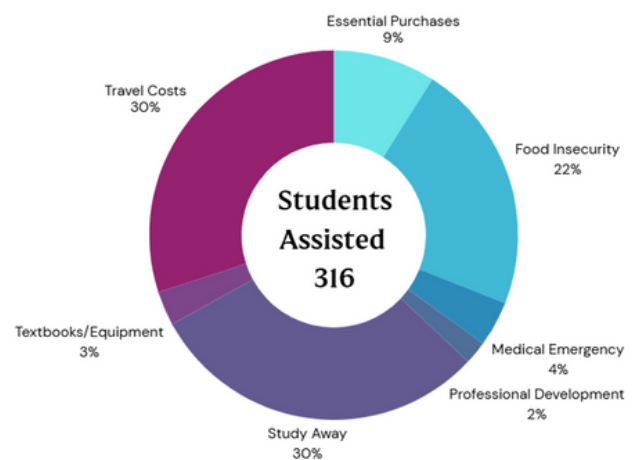
Insight Into Academia HEED Award

In September 2025, Trinity College was awarded a Higher Education Excellence and Distinction (HEED) Award. This award from *Insight Into Academia* magazine publishers intends to annually recognize “institutions that have implemented comprehensive strategies to support excellence in student success, employee recruitment and retention, and welcoming environments where everyone can achieve success.” In the 2024–25 academic year, Trinity was one of 50 higher education institutions in the United States to be recognized with the HEED Award.



Student Emergency and Equity Fund (SEEF)

The Student Emergency and Equity Fund (SEEF) was launched in fall 2019. To date, members of the Trinity community, including trustees, alumni, faculty, and staff, contributed more than \$300,000 to the fund. SEEF provides various types of support to students. Most frequent areas of support include immediate academic needs (e.g., textbooks, lab supplies, laptops, study-away needs), preparation for life after Trinity (e.g., funds to travel to graduate school/professional interviews, graduate school application and exam fees), food insecurity, medical expenses, and emergency travel. We hope all members of the Trinity community will consider giving to this important resource because financial barriers should not be an impediment to student success. In 2024–25, SEEF distributed \$97,239 and served 316 students.



Thanks to Trinity's Student Government Association (SGA) General Body for the allocation of \$21,000 to SEEF each year beginning in the 2024–25 academic year.

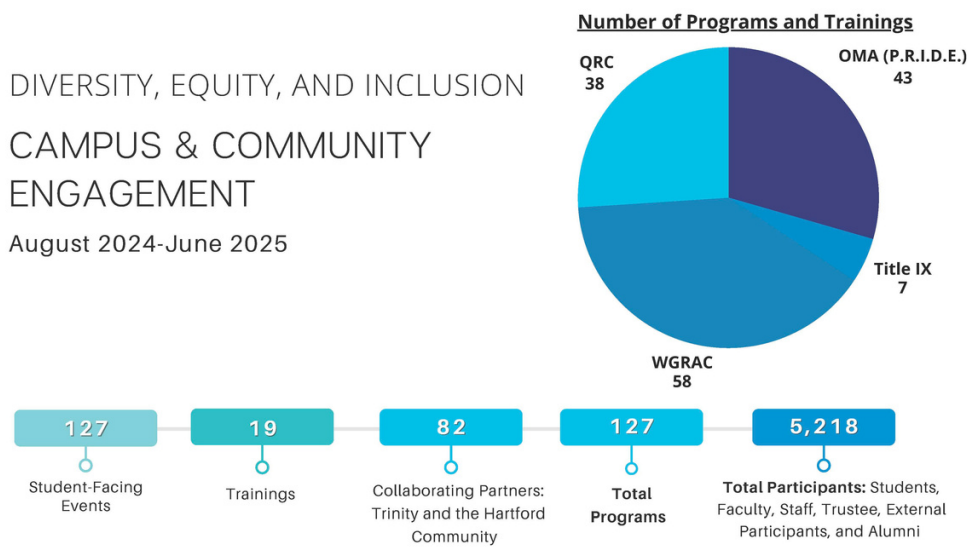
This is a recognition of the care that Trinity students have for one another.

We also want to extend appreciation to the Rathmann Family Foundation for its generous grant to support SEEF.

HIGHLIGHTS

DEI Campus and Community Engagement

The figure below gives an overview of the engagements the DEI team had with the campus and broader Hartford community during the 2024–25 academic year. These represent a combination of hybrid, in-person, and remote programming, including student-facing events, faculty and staff trainings, and collaborating partner programming and are broken out by program area of focus. From August 2024 through June 2025, the Office of DEI engaged in more than **127** events with more than **82 collaborating partners** and more than **5,200 participants**.



Office of Diversity, Equity, and Inclusion and Community Partners

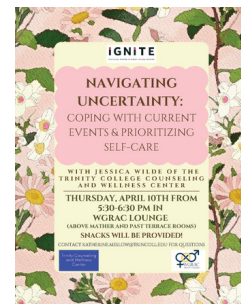
In 2024–25, the Office of Diversity, Equity, and Inclusion collaborated with more than 80 partners. These partners included various departments, offices, faculty and staff groups, student organizations, Hartford community groups, and State of Connecticut offices. Partners included, but were not limited to, colleges and universities in the Hartford region (Image 1), the Office of Student and Community Life (Image 2), and the Trinity Counseling and Wellness Center (Image 3).



1. Queer Prom at Twain House



2. Community Block Party



3. Navigating Uncertainty

HIGHLIGHTS

Library and Information Technology Services (LITS) Working Towards Access and Inclusion

Over the last several years, Library and Information Technology Services (LITS) has advanced several efforts to improve access and inclusion. In recognition of these efforts, LITS received the 2025 Library Excellence in Access and Diversity (LEAD) Award. This recognition is awarded by the *Insight Into Academia* magazine.

According to *Insight Into Academia*, this award honors academic libraries that “lead in advancing belonging, accessibility, and inclusive learning environments through research, technology, exhibitions, and outreach.” In addition, the award recognizes visible efforts to reimagine “how libraries create community on campus.” This year, Trinity was one of 37 college and university awardees. The recognition honors the efforts by the LITS team to improve access and inclusion. These efforts included, but were not limited to, creating an access and inclusion plan and participating in various methods of reflection to improve and suggest new practices and policies. Physically, the library also has featured a rotating, wide variety of print books and volumes on its main level and has made the library spaces more open and inviting to all visitors and scholars.

Read more about this accomplishment here:

<https://www.trincoll.edu/news/trinity-college-library-earns-national-recognition-for-inclusiveness/>



HIGHLIGHTS

Cultural House Improvements: Umoja House

The Umoja House (top right) is one of three cultural houses at Trinity under the direction of the Office of Multicultural Affairs (OMA). This group of cultural houses also includes La Eracra and the Asian American Student Association (AASA) house. These spaces are open to all members of the Trinity community.



Over the last several years, Trinity alumni visited Umoja House for Reunion Weekend programs. These gatherings connected alumni across different class years and alumni with staff in the Office of Diversity, Equity, and Inclusion.



With the support of alumni donors, Umoja House was able to make several major improvements this year, including new interior and exterior paint, updated lighting, a new kitchen, and updated stairs. These renovations will make the house more appealing for residents and visitors. This investment also will add many more years to Umoja House.



Thanks go to donors and community input for making these improvements possible. Learn more about Umoja House and cultural houses at Trinity College [here](#).



HIGHLIGHTS

Women's Leadership: Experiencing and Exposing Racism in Health Care

During Women's Herstory Month, Trinity College and the Women and Gender Resource and Action Center (WGRAC) hosted Oni Blackstock, M.D., and Uché Blackstock, M.D. At this event, the physicians discussed how racism was visible and operated in health care spaces. Both drew on their training and experiences to explain current issues and ways to move forward. In particular, Uché Blackstock also discussed and signed copies of their book, *Legacy: A Black Physician Reckons With Racism in Medicine*.



2025 Intercollegiate Queer Prom

The Queer Resource Center (QRC) at Trinity College led the Intercollegiate Queer Prom in April 2025. This event was open to all, including students from colleges and universities in the Hartford region and held at the Mark Twain House & Museum. With more than 50 students from around the Hartford region in attendance, the event had a DJ, food, a photo station, and music all night long. The QRC hopes to make this prom an annual event.



DEI OFFICES

Office of Multicultural Affairs (OMA)

The Office of Multicultural Affairs (OMA) was established to enhance Trinity's efforts to tap the full educational and social benefits of a culturally diverse community. OMA serves as a resource to the College and Greater Hartford community and is responsible for promoting engagement and belonging among all students, staff, and faculty.

Our goals

OMA



P.R.I.D.E.



- Promote student leadership; offer advice, support, and referral to individuals and advising for groups.
- Advise and mentor student organization leaders, encouraging students to be active community members with a strong sense of personal responsibility and accountability.
- Support and evaluate student recruitment and retention strategies.
- Review the campus social/cultural environment and student satisfaction, promoting change where needed.
- Collaborate with students, faculty, and administrators in developing academic and mentoring programs.
- Collaborate with the Queer Resource Center in promoting a safe environment for LGBTQ+ students.
- Collaborate with WGRAC in promoting healthy social, power-based interactions.

Our key accomplishments

OMA

- Supported students during their affinity months
- Supported 17 students with professional development opportunities by attending Black Solidarity Conference at Yale
- With P.R.I.D.E., collaborated with Trinfo (formerly known as Trinfo.Café) and CHER to promote engagement between Hartford and the Trinity community
- Supported four students and one staff member in attending CHAS conference

Promoting Respect for Inclusive Diversity in Education (P.R.I.D.E.)

- Provided 40 programs and activities that included 1,356 students
- Hosted pre- and post-orientation programs that reached more than 100 students Completed renovations to the cultural houses, including Umoja House's new kitchen, lighting improvements, upgraded stairwell and window treatments, new exterior and interior paint; projects to be completed this year include Umoja House furniture upgrades and La Eracra window treatments
- Provided certified leadership trainings and workshops that emphasized professional and personal skills for future education, work, and life experiences
- Provided opportunities to develop professional networks among students, alumni, and community organizations

DEI OFFICES

Queer Resource Center (QRC)

The QRC, Trinity's hub for LGBTQ+ life, services, and campus initiatives, provides an affirming space for members of the LGBTQ+ and ally community seeking information, support, and connection. The QRC works toward LGBTQ+ inclusion by offering educational and allyship development trainings, institutional guidance on inclusion services, and a vast array of community-building and leadership development opportunities for students. These include guest speakers, lectures, workshops, films and discussion events, community dinners, social events, support-group spaces, mentorship programs, and LGBTQ+ History Month and Pride Month programming.

With the center, we hope to create a strong and cohesive LGBTQ+ community as part of the greater Trinity community and to ensure that all members of our campus feel as though they are welcomed and valued. The QRC may be utilized by all members of campus.



Our key accomplishments

This fall, the QRC kicked off its Queer Peer Mentorship program matching incoming LGBTQ+ first-years with an upper-year mentor to help foster a sense of belonging, support, and success as they transition into academic and social life at the College.

In the spring, the QRC attended the Five College Queer Sexuality and Gender Conference at Hampshire College. The conference provided a valuable leadership development opportunity for 10 Trinity students and a chance to meet and work with peer leaders from across New England. Jude Altman '26, Amber Gray '26, Lynn Cheng '26, and Aaron Kowals '25 were chosen to present research and workshops at the conference.

This April, the QRC hosted the first Intercollegiate Queer Prom, reviving an opportunity for LGBTQ+ students from all area colleges to meet and mingle in a celebration of queer life. Participants included students from Trinity College, the University of Hartford, the University of Connecticut, Central Connecticut State University, and four CT State Community College campuses.

DEI OFFICES

Women and Gender Resource Action Center (WGRAC)

The Women and Gender Resource Action Center (WGRAC) is a place of advocacy, support, and welcome for all members of the Trinity community. Through educational, social, and cultural programming, it seeks to promote women's self-determination and empowerment; awareness of women's rights and issues; redress of gender inequities; understanding among diverse students and of the intersectional experiences of different economic classes, sexes, races, nationalities and ethnicities, ages, religions, genders, sexual orientations, and gender identities; promotion of anti-racism, anti-classism, and body positivity; the bridging of theory into practice and action; and the creation of a campus environment conducive to respectful interaction between people of all genders and backgrounds. We are a place of INCLUSIVENESS—everyone is welcome!

WGRAC student organizations

- Students Expecting Consent (SECS)
- Masculinity Project
- Promoting Healthy Awareness of the Body (PHAB)
- IGNITE—A women's empowerment group



Our key accomplishments

The WGRAC director serves as the Green Dot coordinator. With Trinity's Green Dot Team, she presented the Green Dot Violence Prevention Strategy to 580 first-years at New Student Orientation in 2024. First-years also were introduced to staff, faculty, and administrators representing our three confidentiality levels for incident reporting purposes.



Students Expecting Consent (SECS) conducted four sessions of the workshop "Consent 101: The Red Zone" for students in first-year halls in fall 2024. SECS collaborated with P.R.I.D.E. leaders and the Bantam Network to create brave spaces for education and discussion on these topics.



The Women's Herstory Month (WHM) Committee '25, coordinated by WGRAC and composed of diverse students, faculty, staff, and alumnae, hosted 14 exciting events and activities attended by more than 550 campus and community members.



DEI OFFICES

Office of Title IX

Trinity College prohibits discrimination on the basis of sex in all of its programs and activities, including academics, employment, athletics, and other extracurricular activities. This prohibition includes gender-based harassment, sexual violence, and other sexual harassment.

What we do:

- Evaluate and investigate gender-based discrimination
- Conduct trainings for student groups/organizations, departments, employees
- Provide lectures to classes
- Facilitate trainings for investigators, hearing panels, and hearing officers
- Offer and perform informal resolutions for appropriate complaints
- Field sexual harassment complaints, including:
 - Hostile environment
 - Quid pro quo
 - Sexual assault
 - Stalking
 - Retaliation
 - Dating and domestic violence
- Support the College by enforcing Trinity's Policy on Sexual Harassment and its processes



Our key accomplishments

During the 2024-25 academic year, the Office of Title IX has updated the Policy on Sexual Harassment to ensure compliance and best practices.

The Interim Title IX coordinator provided training to every new student, athletic team, student leader, and Greek life leader resulting in over 700 students being trained on Title IX related-topics.

TIMELINE—SELECTED OFFICE OF DEI EVENTS

August 2024

Office of Multicultural Affairs (OMA)
Orientation



October 2024

Offices of DEI and Student Life
Community Block Party



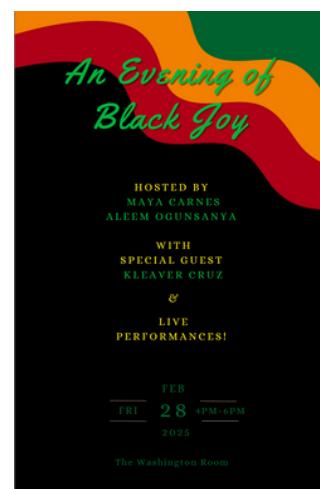
October 2024

Trip to Salsa on Pratt Street
in downtown Hartford



February 2025

An Evening of Black Joy during
Black History Month



March 2025

Women's Leadership With
Dr. & Dr. Blackstock during
Women's Herstory Month



April 2025

Intercollegiate Queer Prom
at Mark Twain House & Museum



SPECIAL THANKS

**Many thanks to all the supporters and contributors to the
Office of Diversity, Equity, and Inclusion.**

Many thanks to the recent graduates who contributed to this report:

Katherine Meslow '25
Danny J. Pina '25
Kayla B. Tipton '25
Mya K. White '25
Fatty Al Ansar '17

Office of DEI team and contributors to this report:

Anita Davis
Pamela Whitley
Judy Grote
Robert Cotto M'14
Jared Delane M'25
Laura Lockwood '95
Crystal Nieves '08, M'23

Special Thanks:

Nick Caito, photographer and digital producer, Trinity College
Office of Communications and Marketing



SUPPORT THE WORK OF DEI AT TRINITY COLLEGE

Support from alumni, parents, students, trustees, and community advocates goes a long way toward our success in providing meaningful services, programs, and opportunities for our community.

We welcome gifts to support DEI, the Student Emergency and Equity Fund, LGBTQ+ Life, and any of our other offices and initiatives. Simply add a designation note to your Trinity gift to the area you would like to support.



The Office of Diversity, Equity, and Inclusion is committed to ensuring that we are a campus where all members of our community feel a sense of belonging and have what they need to thrive by listening and advocating on behalf of the members of the community, working collaboratively with campus partners, and using data to inform our efforts.