

## Update on President's Message of Hope and Call to Act (July 1, 2020)

Last Updated: October 28, 2020

Action Items	Progress	Responsible Parties
1. Require all campus members, all trustees, and all key volunteers to complete anti-racist, unconscious bias, equity education in the fall.	<ul style="list-style-type: none"> <li>Implemented required DiversityEdu course for all faculty, staff, and students</li> </ul>	<ul style="list-style-type: none"> <li>Office of Diversity, Equity and Inclusion</li> <li>Campus Divisional Leaders</li> <li>Trustee DEI Committee</li> </ul>
2. Support the faculty Education Policy Committee (EPC) in creating six Special Opportunity Hires (preferably at the senior/tenured level) each year for the next three years to increase faculty diversity.	<ul style="list-style-type: none"> <li>Process created and implemented for 2020-2021 academic year</li> </ul>	<ul style="list-style-type: none"> <li>Education Policy Committee</li> <li>Appointments and Promotions Committee</li> <li>Office of the Dean of the Faculty</li> <li>Office of Diversity, Equity, and Inclusion</li> </ul>
3. Change the names of Seabury and Wheaton Halls immediately. While we do not seek to erase these two prominent figures from Trinity's history, we do not support having our students live in residence halls that commemorate individuals who used religion to justify slavery. We will appoint a multi-constituent committee this fall to determine new names.	<ul style="list-style-type: none"> <li>A new initiative called the <a href="#">Primus Project</a>—named for Hartford native and educational pioneer Rebecca Primus—aims to tell a fuller story of Trinity's history. It is a research-driven, community-based initiative to better understand the college's past and forge a more just and inclusive present. The project's work will inform the honoring of Trinity's history for the Bicentennial in 2023 and will make recommendations to the board of trustees on building names. This project will be funded, in part, by a Luce Foundation Director's Grant.</li> </ul>	<ul style="list-style-type: none"> <li>Office of the President</li> </ul>
4. Fund the International Hip Hop Festival and Samba Fest (\$50,000 each per year for the next three years, while we seek permanent endowments).	<ul style="list-style-type: none"> <li>\$50,000 secured for funding the International Hip Hop Festival and Samba Fest for the next three years</li> </ul>	<ul style="list-style-type: none"> <li>Office of the President</li> <li>Office of Advancement</li> </ul>
5. Make plans to renovate the Umoja House, the Asian-American Student Association (AASA) House, and La Eracra-La Voz Latina House.	<ul style="list-style-type: none"> <li>Renovation priorities have been identified for all three cultural houses; student-identified priorities included in this process</li> <li>Estimates are being sought for renovation costs</li> <li>Creation of a Cultural House Renovation working group comprised of students and staff to lead renovation planning is in process</li> </ul>	<ul style="list-style-type: none"> <li>Office of Finance and Operations</li> <li>Office of Diversity, Equity, and Inclusion (Multicultural Affairs)</li> </ul>
6. Increase the racial and ethnic diversity of the Board of Trustees, with each new incoming class, to better reflect the current student body. We make the same commitment about the Board of Fellows, and ask the Trinity College Alumni Association to do the same.	<ul style="list-style-type: none"> <li>The Trinity College Alumni Association and the governance committee of the Board of Trustees have taken up the issue of the racial and ethnic diversity of our volunteer leadership boards and are moving expeditiously toward greater diversity among these groups</li> </ul>	<ul style="list-style-type: none"> <li>Board of Trustees</li> <li>Trinity College Alumni Association</li> <li>Board of Fellows</li> </ul>

	<ul style="list-style-type: none"> <li>The Board of Fellows has accomplished this goal.</li> </ul>	
7. Institute in fall 2020 a committee of the Board of Trustees, focused on addressing anti-racism at Trinity and promoting diversity and inclusion, that will create specific goals and outcomes; we will share progress toward these goals regularly.	<ul style="list-style-type: none"> <li>The Board of Trustees has created a trustee committee for Diversity, Equity, and Inclusion, led by trustee Michael Gary '86, that will engage with constituent groups and task forces on campus to assist in furthering our work to be a diverse, equitable, and inclusive community for students, faculty, staff, alumni, and the board.</li> </ul>	<ul style="list-style-type: none"> <li>Board of Trustees</li> </ul>
8. Honor the contributions of people of color in the celebration of the college's bicentennial in 2023, and develop a comprehensive history that includes an honest telling of any institutional ties to slavery.	<ul style="list-style-type: none"> <li>A new initiative called the <a href="#">Primus Project</a>—named for Hartford native and educational pioneer Rebecca Primus—aims to tell a fuller story of Trinity's history. (see #3 above for more details)</li> </ul>	<ul style="list-style-type: none"> <li>Office of the President</li> </ul>
9. Develop an anti-racist summit and support other anti-racist programming to improve the campus climate beginning in the fall.	<ul style="list-style-type: none"> <li>Implemented 2-day Summit - Exploring the Historical Roots of Racial Inequity: Toward an Antiracist Community, created by Facing History and Ourselves in September 2020</li> </ul>	<ul style="list-style-type: none"> <li>Office of Diversity, Equity, and Inclusion</li> </ul>
10. Convene multiple meetings with senior administrators and trustees and Black students and alumni to hear more from them and to invite their continued partnership in this work. These meetings will occur between now and the October meeting of the Board of Trustees.	<ul style="list-style-type: none"> <li>Meetings are being planned and implemented</li> </ul>	<ul style="list-style-type: none"> <li>Trustee DEI Committee</li> <li>Office of Advancement (Alumni Relations)</li> <li>Office of Diversity, Equity, and Inclusion</li> </ul>
11. Create a Task Force on Campus Climate, which will provide an ongoing infrastructure and key metrics to monitor our community's progress toward our goals.	<ul style="list-style-type: none"> <li>Task Force created and has met three times; updates posted on the Task Force website</li> </ul>	<ul style="list-style-type: none"> <li>Office of the President</li> <li>Office of Diversity, Equity, and Inclusion</li> </ul>