
Trinity College
**Office of Diversity,
Equity, and Inclusion**

2022-23
ANNUAL REPORT

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 second annual report. This report offers a window into how the Office of DEI has led and partnered in numerous efforts and initiatives to enrich the campus culture.

Along with the Office of the President, we prepared the first [Action Plan for Racial Justice](#) that reported substantial progress on over 250+ actions by 20 constituent groups. There were continued enhancements to our physical spaces, including renovations to the three cultural houses - Asian-American Student Association [AASA] House, La Eracra, and Umoja House - made possible by the generosity of members of Trinity's Board of Trustees.

The Trinity community's generosity enabled us to respond to more than 200 student requests for support (totaling more than \$169,000) via the Student Emergency and Equity Fund (SEEF). The SEEF has removed a wide range of financial barriers for hundreds of students since its inception in 2019. We need your continued generosity to sustain the SEEF.

This report also notes key accomplishments from offices within 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. We gratefully acknowledge the support DEI has received from our entire community, without which this progress would not have been possible.

Finally, we are ecstatic that our work in the DEI realm has been recognized nationally. Over the summer, 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. This is the highest rating Trinity has ever received.

We are very proud of the accomplishments of this past year. We also look forward to moving forward in collaboration with our campus partners.

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. This work draws on the DEI definitions from the American Association of College and Universities (DEI Definitions, page 18).

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:

- *Attract and retain the highest caliber of students, faculty, and staff*
- *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*
- *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*

Learn more about Summit [here](#).

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REFLECTIONS — STUDENTS IN THE OFFICE OF DEI

Question:

What was most rewarding about being a student office worker in the DEI Office?

Micaela Rufus '23



I was a Students Expecting ConSent co-coordinator for four years, and I was a returning leader for the Promoting Respect for Inclusive Diversity in Education (P.R.I.D.E.) peer mentor program for three years. The most rewarding aspect of working in both the Women and Gender Resource Action Center (WGRAC) and Office of Multicultural Affairs (OMA) was a community of people who shared cultural similarities. It was awesome to create programming for minority communities so that people could find their niche on campus. It was also rewarding to make small, incremental changes toward a better campus by raising awareness against intimate partner violence of all sorts.

REFLECTIONS — STUDENTS IN THE OFFICE OF DEI

Question:

What was most rewarding about being a student office worker in the DEI Office?

Ali Quirk '23

My role in the DEI Office was working as the media coordinator for the Women and Gender Resource Action Center (WGRAC). I worked as the media coordinator at WGRAC for my junior and senior year. The most rewarding aspect of being with WGRAC was meeting so many people on campus who shared the same values as myself. I loved meeting new people, whether that was at WGRAC events, when I tabled at Mather, or during the biweekly meetings in the WGRAC office. WGRAC was a great part of my Trinity College experience. I am going to miss it greatly!



WHO WE ARE



ANITA DAVIS

VICE PRESIDENT FOR DEI



PAMELA WHITLEY

ASSISTANT VICE
PRESIDENT FOR DEI AND
COMPLIANCE



JUDY GROTE

EXECUTIVE ASSISTANT



**CAROL CORREA
DE BEST**

'01, M'09, P'13, P'20
DIRECTOR OF OMA



ROBERT COTTO

DIRECTOR, DEI CAMPUS
AND COMMUNITY
ENGAGEMENT



JARED DELANE

P.R.I.D.E. PROGRAM
COORDINATOR AND
CULTURAL HOUSE
SUPERVISOR



**LAURA
LOCKWOOD M'95**

DIRECTOR OF WGRAC



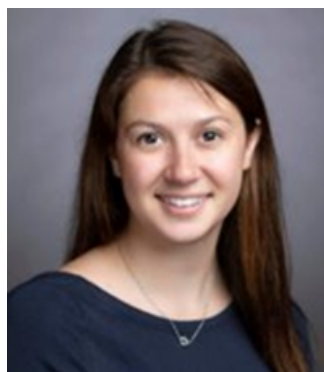
**SHANNON
LYNCH**

TITLE IX COORDINATOR



**CRYSTAL
NIEVES '08,
M'23**

DIRECTOR OF LGBTQ+
LIFE AND QRC



KIM O'BRIEN

TRAINING AND
PROGRAM
COORDINATOR,
WGRAC AND QRC



**RENITA
WASHINGTON '22**
PROGRAM ASSISTANT,
OMA, AND STUDENT LIFE
LIAISON

DEI FACULTY FELLOWS



EMILY A. GARNER
ASSISTANT PROFESSOR OF PHYSICAL EDUCATION
AND HEAD WOMEN'S BASKETBALL COACH



TIMOTHY R. LANDRY
ASSOCIATE PROFESSOR OF ANTHROPOLOGY
AND RELIGIOUS STUDIES



IRENE PAPOULIS
PRINCIPAL LECTURER IN THE ALLAN K. SMITH
CENTER FOR WRITING AND RHETORIC

DEI Faculty Fellows

This pilot program was launched in fall 2020 as a collaboration among the Offices of DEI and 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, conducting required diversity training for faculty search committees, and supporting collaborative efforts to bring speakers and other forms of professional development experiences to campus. Anita Davis, vice president for DEI, is working with the Dean of the Faculty Sonia Cardenas to continue this initiative beyond the two-year pilot phase.

Learn more about the 2022–23 fellows [here](#).

DEI FACULTY FELLOWS



DEI Faculty Fellow Irene Papoulis and Vice President for Diversity, Equity, and Inclusion Anita Davis

2023 NASPA Annual Conference

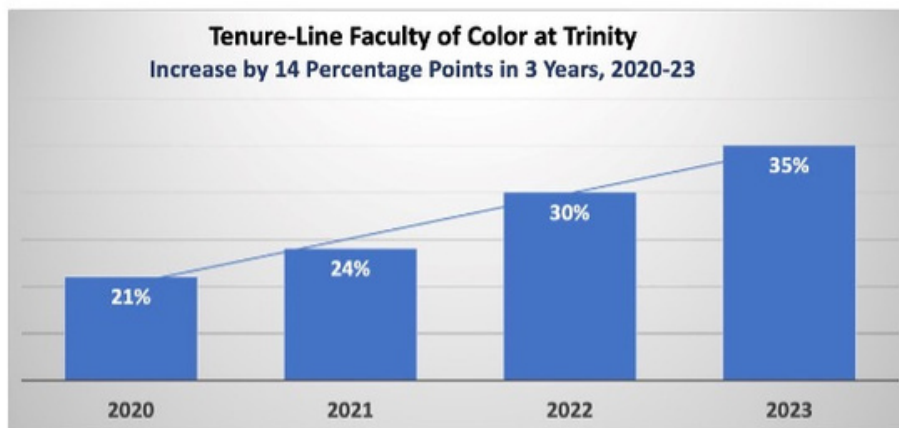
On April 5, 2023, DEI Faculty Fellow Irene Papoulis and Vice President for Diversity, Equity, and Inclusion Anita Davis, and Dwain Pruitt, chief equity officer at Wofford College, shared their work at the National Association of Student Personnel Administrators (NASPA) Annual Conference. Their presentation was titled “Data with a Soul: Data Informed Approaches to Increasing Faculty Engagement with DEI Initiatives.” Below is their presentation abstract.

Interactions with faculty are a major determinant of students’ perceptions of college. Thus, faculty involvement in DEI efforts is critical. This presentation focuses on how institutional data can advance DEI initiatives by engaging faculty in creative transformative practice. Presenters will share how they implemented a DEI Faculty Fellows program to foster more inclusive and equitable learning spaces and created tools that challenge faculty to evaluate the historical and institutional forces that have shaped their specific campus’s climate.

HIGHLIGHTS

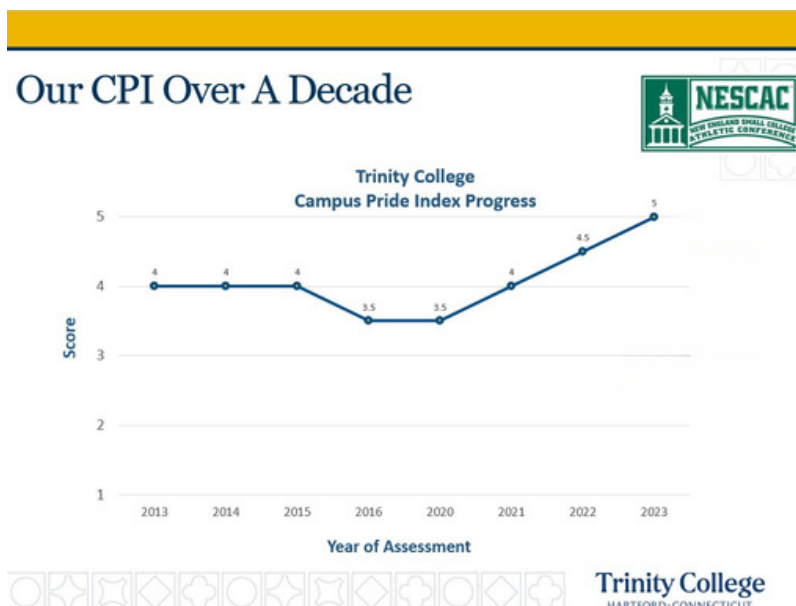
Increasing the Racial/Ethnic Diversity of Faculty and Staff

In summer 2020, Human Resources and the Office of DEI revised staff recruitment and hiring procedures to integrate DEI principles throughout the process. This included required online diversity training and follow-up discussions for all search committee members about putting the new knowledge from online training into action. Since 2020, the percentage of tenure-line faculty of color at Trinity increased by 14 percentage points (21 to 35 percent). In addition, the percentage of staff of color increased from 21 percent in 2020 to 30 percent in 2023.



Campus Pride Index: 5 out of 5 Star Rating

In summer 2023, Trinity College scored a 5 out of 5 stars on the Campus Pride Index, an LGBTQ national benchmarking tool for colleges and universities seeking to “create safer, more inclusive campus communities.” This is the highest rating Trinity has ever received, and Trinity was one of 47 institutions to achieve this accomplishment. We are proud of this recognition of our progress while acknowledging there is more work to be done.



HIGHLIGHTS

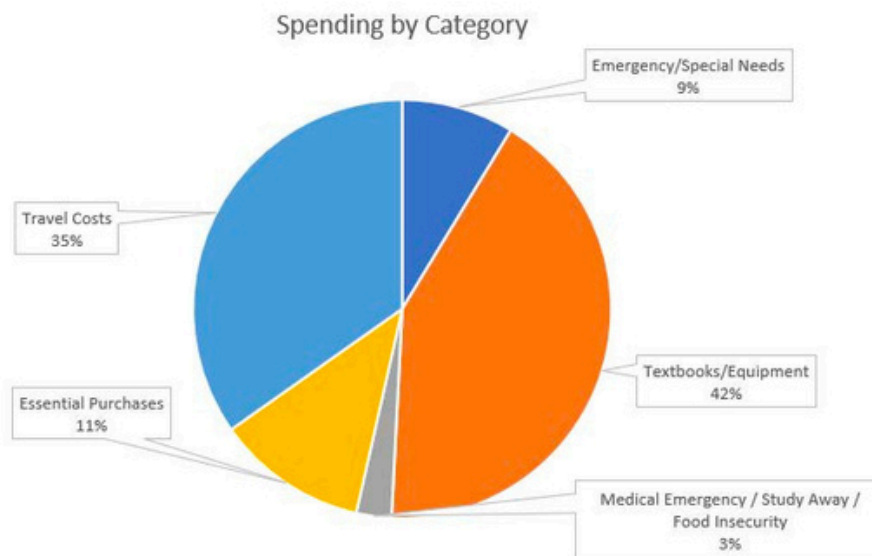
Student Emergency and Equity Fund (SEEF)

The SEEF was launched in fall 2019. To date, members of the Trinity community including trustees, alumni, faculty, and staff have contributed more than \$300,000 to the fund. The SEEF provides various types of support to students. Some of the most frequent areas of support include immediate academic needs (e.g., textbooks, lab supplies, laptops, study-away expenses), 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.

Student Emergency and Equity Fund FY23 (July 1, 2022 – June 30, 2023)

❖ Total Amount Distributed: \$169,226

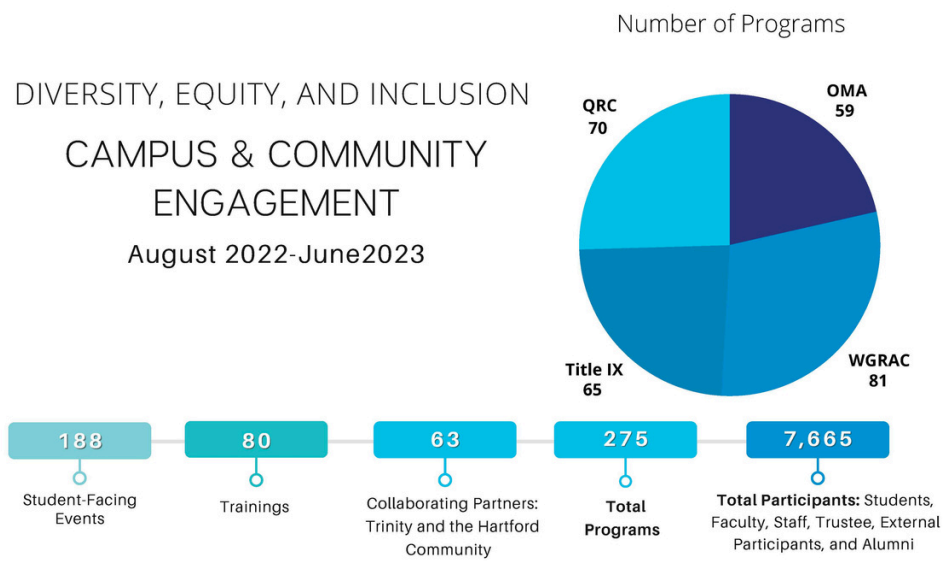
❖ Total Students Assisted: 209



HIGHLIGHTS

DEI Campus and Community Engagement

The chart below presents an overview of the engagements the DEI team had with the campus and broader Hartford community during the 2022–23 academic year. These represent a combination of hybrid, in-person, and remote programming, such as student-facing events, faculty and staff trainings, and collaborating partner programming. They are broken out by program area of focus. Overall, from August 2022 through June 2023, the Office of DEI engaged in more than 260 events with more than 60 collaborating partners and more than 7,600 participants (see below).



Action Plan for Racial Justice

In spring 2023, Trinity College released its Action Plan for Racial Justice. This action plan is the culmination of the Task Force on Campus Climate’s work to date. It captures more than 250 actions identified by departments, programs, and groups to move our campus along the path to becoming a more racially and socially just community. Along with President Joanne Berger-Sweeney, Anita Davis served as a co-chair of the Task Force. Focus areas are listed (right) and full report [here](#).

THE FOCUS AREAS
The TFCC developed seven focus areas for Trinity’s Action Plan for Racial Justice. The focus areas are intended to reflect essential components that must be addressed in a successful and holistic approach to racial equity on our campus. Each of these areas includes a variety of markers of progress, challenges, and opportunities for growth.

<p>Focus Area 1: Representation of People of Color</p> <p>Implement policies and practices designed to increase the representation of people of color in all constituent groups, including students, staff, faculty, alumni, trustees, and external partners.</p>	<p>Focus Area 2: Racial Justice Education, History, and Reflection</p> <p>Implement educational requirements and create opportunities for students, faculty, staff, alumni, and trustees to engage in learning, dialogue, and reflection about the history of racial justice at Trinity, in Hartford, and in the broader society.</p>
<p>Focus Area 3: Mental Health and Wellness Resources</p> <p>Increase resources and programming focusing on the mental health and wellness of all campus constituencies, including the hiring of a more diverse counseling staff. Increase communication about available resources.</p>	<p>Focus Area 4: Inclusive Physical and Social Spaces</p> <p>Design and/or renovate physical spaces that foster inclusivity. Create a welcoming, equitable, and inclusive environment for all people of color who engage with our campus, including students, faculty, staff, alumni, trustees, external partners, and members of our surrounding community.</p>
<p>Focus Area 5: Policies, Procedures, and Practices</p> <p>Review all policies, practices, and procedures to ensure alignment with racial and social justice goals and a diverse, equitable, and inclusive campus climate.</p>	<p>Focus Area 6: Sustainable Funding and Resources</p> <p>Establish sustainable funding mechanism(s) and resources to support ongoing racial justice efforts.</p>
<p>Focus Area 7: Accountability and Communication</p> <p>Identify milestones and develop a plan for communicating progress on action items at regular intervals. Articulate clear statements regarding commitment to racial and social justice and a diverse, equitable, and inclusive campus climate.</p>	

DEI OFFICES

Office of Multicultural Affairs (OMA)

OMA's mission is to serve as a resource to the College community. We are responsible for promoting multiculturally diverse and equitable engagement that sustains meaningful relationships among students, staff, faculty, and alumni.



OMA

- Our goals*
- Collaborate with students, faculty, and administrators in supporting academic and mentoring programs
 - Assess the campus social/cultural environment and student satisfaction, promoting change where needed
 - Support multicultural programming among the various student groups
 - Promote student leadership



P.R.I.D.E.

Our key accomplishments

This year, OMA has worked to institutionalize more representation and education around individuals with Indigenous backgrounds through events such as our annual trips to the Indigenous Peoples' Day Festival and Mashantucket Pequot Museum and Research Center, discussions on the intersectionality between Indigenous and Black identities, and support for Indigenous-owned restaurants.

Our office has emphasized creating initiatives with Hartford Magnet Trinity College Academy (HMTCA) that promote more meaningful engagement between high school students and the Trinity community (e.g., HMTCA Lunches, Trinity Day, and Student Leadership Summit).

OMA also has continued the advisory for the Multicultural Affairs Council (MAC) and member organizations with affinity month programming and Board of Trustees preparation. Cultural house renovations have continued, including new refrigerators with water dispensers in all houses, floor completion in Umoja, and a pending installation of new window finishings in AASA.

Promoting Respect for Inclusive Diversity in Education (P.R.I.D.E.) has successfully organized two full trainings with student leaders becoming certified peer educators (CPE) through NASPA. P.R.I.D.E. also has focused on sustainability education and community engagement through yearlong collaborations with Trinfo Café and the Office of Community Service and Civic Engagement on gardening and community service projects.

DEI OFFICES

Queer Resource Center (QRC)

The QRC is Trinity's hub for LGBTQ+ life, services, and campus initiatives. Our mission is to work toward greater LGBTQ+ diversity and acceptance at Trinity through educational and community-building programs; to provide opportunities to celebrate LGBTQ+ life and culture; and to offer institutional guidance, student mentorship and leadership development, and organizing assistance on LGBTQ+ issues and topics that promote equity and inclusion.

We strive to create a strong and cohesive identity of LGBTQ+ people as part of the greater campus community and to ensure that all members of our campus feel like a welcome and essential part of the Trinity experience.



Our key accomplishments

This fall, the QRC launched a new “LGBTQ+ Foundations and Allyship” course for the campus. More than 1,050 members of our community have enrolled and completed the course, including resident assistants, orientation leaders, P.R.I.D.E. leaders, student athletes, Campus Safety officers, and other Trinity faculty, staff, and students.

In collaboration with Trinity Athletics, the QRC has started an initiative to improve trans and nonbinary inclusion in the Trinity athletic programs and facilities. This included a number of educational programs for all coaches, staff, and student leadership by Lex Horowitz about trans inclusion in NESCAC athletics programs. Horowitz's visit also included a valuable facilities consultation with detailed walk-throughs of all Trinity athletics facilities that will guide long-term improvements to campus spaces.

This year, the QRC is extremely proud to have expanded its programming capacity to a record 70-plus programs for the College. Some of these include new initiatives for intra-community affinity spaces for queer and trans students of color, trans and nonbinary students, ace-spectrum identified students, women who love women, and a queer men's talk space. These initiatives were possible with the expansion of student staff and leadership opportunities at the QRC.

DEI OFFICES

Women and Gender Resource Action Center (WGRAC)

WGRAC is a place of advocacy, support, activism, and welcome for all members of the Trinity community, with a focus on women campus members.

- Promotes women’s self-determination and empowerment
- Raises awareness of women’s rights and issues
- Redresses gender inequities
- Promotes understanding of intersectional experiences
- Supports a campus environment conducive to respectful interaction among people of all genders and backgrounds

WGRAC student organizations

- Students Expecting ConSent (SECS)
- Masculinity Project
- Promoting Healthy Awareness of the Body (PHAB)
- Big Sister/Little Sister
- IGNITE - A women’s empowerment group

Our key accomplishments

This year, WGRAC coordinated the Women’s Herstory Month Committee of faculty, students, staff and alumni to produce more than twenty activities and events.

Highlighting the March events was a visit by the Iranian-American journalist, activist, and author Masih Alinejad. Currently living in exile in New York City, Alinejad spoke on “Global Rights for All Women”, in conversation with Janet Bauer, international studies, and, Kristina Kendall ’23, Vice President of MAC.

SECS hosts extensive programming each April for Sexual Assault Awareness Month (SAAM). Learning programs strive to address diverse identities and included Femicide in Latin America with Professor Diana Aldrete, and, our annual flagship program Take Back The Night.



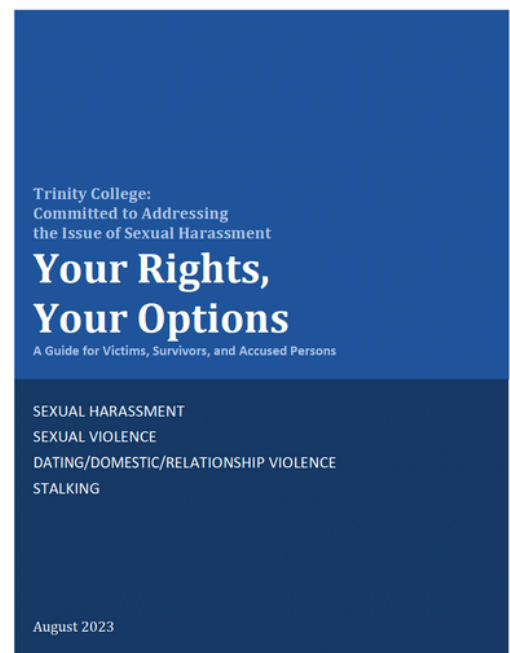
DEI OFFICES

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, and 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



Our key accomplishments

During the 2022–23 academic year, the Office of Title IX has updated the Policy on Sexual Harassment to indicate that all student employees are classified as Responsible Employees.

The Office of Title IX has partnered with GetInclusive to provide online trainings for all student employees on their new responsibilities, in addition to conducting in-person trainings for nearly 700 student employees. The Title IX coordinator also provided training to all athletic teams and student leader groups resulting in an additional 700 students being trained.

The Title IX coordinator also has conducted follow-up trainings throughout the academic year for the above-named student leader groups. The Office of Title IX uses these efforts to continue to create a safer campus.

SELECTED OFFICE OF DEI EVENTS

September 2022 Homecoming Weekend Program



January 2023 WGRAC Flag Project



March 2023 Women's Herstory Month



November 2022 Conversation with Justice Sotomayor



February 2023 OMA Black History Month



May 2023 MAC Senior Week



SPECIAL THANKS

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

The recent graduates who contributed to this report:

Ali Quirk '23
Micaela Rufus '23

Office of DEI team and contributors to this report:

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Pamela Whitley
Judy Grote
Carol Correa de Best '01, M'09, P'13, '20
Robert Cotto M'14
Jared Delane
Laura Lockwood
Shannon Lynch
Crystal Nieves '08, M'23
Kim O'Brien
Renita D. Washington '22
Irene Papoulis

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and the Office of Communications and Marketing
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DEI DEFINITIONS

The Office of DEI's work has drawn upon the definitions of diversity, equity, and inclusion from the American Association of College and Universities (AAC&U). These definitions were published as core principles in *Making Excellence Inclusive*, a guide published by the AAC&U.

Diversity: Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations)

Inclusion: The active, intentional, and ongoing engagement with diversity—in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions

Equity: The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.

Source: [Association of American Colleges and Universities](#)

Trinity College
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Equity, and Inclusion
