

Trinity College
Office of Diversity,
Equity, and Inclusion

ANNUAL REPORT

2023-2024



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 third annual report. This report offers a reflection of how the Office of DEI has contributed to the College in various ways.

This year again marked key accomplishments. In October 2023, Trinity received the [Insight into Diversity Higher Education Excellence in Diversity \(HEED\) Award](#) in recognition of our demonstrated “outstanding commitment to diversity and inclusion.” This is the first time Trinity has received this award. For the second time, 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.

Importantly, the Trinity community’s generosity enabled us to respond to more than 80 student requests for support via the Student Emergency and Equity Fund (SEEF) in the 2023-24 academic year. A fund that did not exist prior to 2019, SEEF has removed a wide range of financial barriers for hundreds of students since its inception. We need your continued generosity to sustain SEEF.

This report also notes key accomplishments from 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. Of particular note, these offices shared their collaborations and accomplishments at the College’s Fall and Spring Bicentennial Symposia. In sum, these efforts resulted in over 200 events with more than 70 collaborating partners and more than 7,500 participants from August 2023 through June 2024.

We remain steadfast in our commitment to ensuring that Trinity is a place where everyone feels a sense of belonging and has what they need to thrive. With sustained support from members of our community, we feel confident that Trinity will continue to make substantial and meaningful progress toward this goal.

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 20).

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

Ashira Biswas '24

What was your role in the DEI Office?

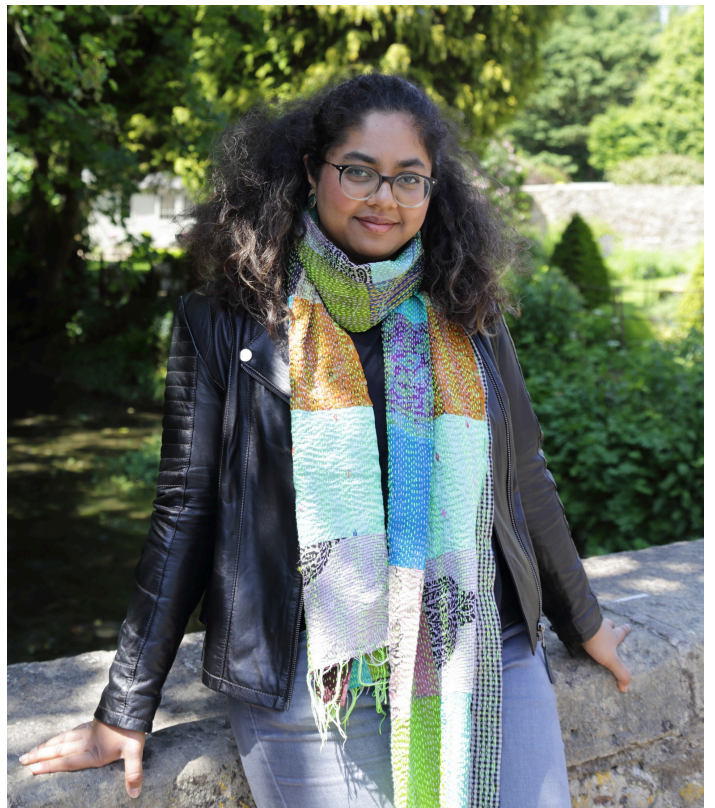
I was the co-president of IGNITE during the 2021-22 academic year, and I founded Her Bold Move.

How long have you worked in the Office of DEI?

I have worked with WGRAC since my sophomore year.

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

Organizing and engaging in profound conversations with Trinity women on women's empowerment in the political landscape; I most cherish having these important discussions with my group members in the safe and welcoming space of WGRAC.



REFLECTIONS—STUDENTS IN THE OFFICE OF DEI

Brianna “Bri” Andrade ’24

What was your role in the DEI Office? How long have you worked in the Office of DEI?

For two years, I was able to serve as a student worker at the Queer Resource Center.

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

The most rewarding part of working at the Queer Resource Center was helping to create community-building opportunities for LGBTQ+ students on campus. I am especially proud of my work to create new affinity spaces and programs for queer and trans students of color.



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



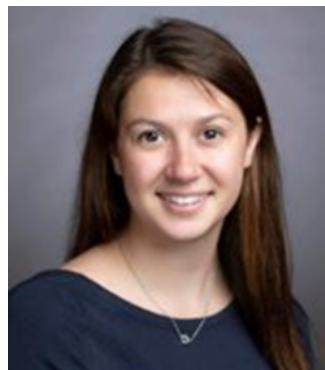
**SHANNON
LYNCH**

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, 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 Dean of the Faculty Sonia Cardenas to continue this initiative beyond the two-year pilot phase.

Learn more about fellows [here](#).

HIGHLIGHTS

Insight Into Diversity HEED Award

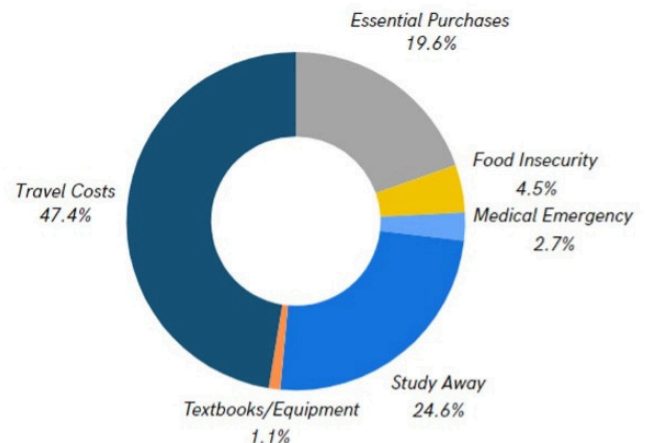
In October 2023, Trinity College was awarded a Higher Education Excellence in Diversity (HEED) Award. This award from the *Insight Into Diversity* magazine publishers intends to annually recognize “colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.” Trinity was among 110 higher education institutions in the United States and the only college or university in Connecticut to win this award this year. Read more about Trinity’s accomplishment and meaning of the award [here](#).



Learn more about [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, have contributed more than \$300,000 to the fund. 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 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 2023–24, the SEEF Fund served 80 students.



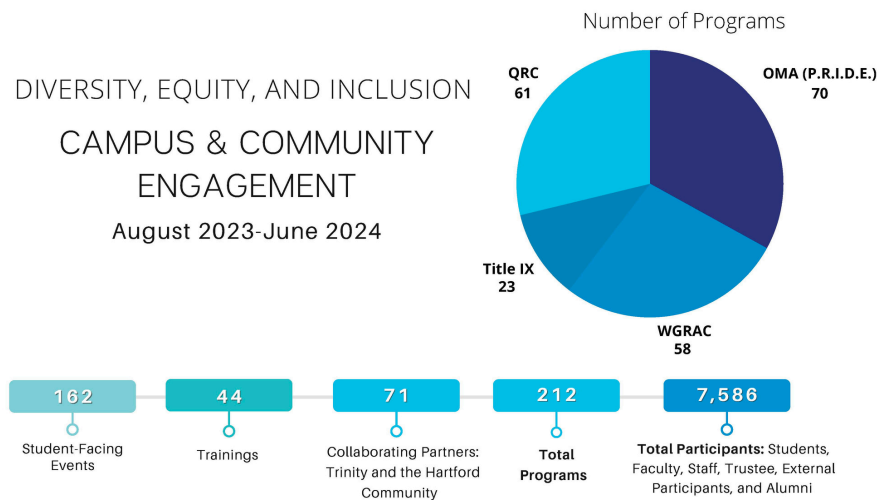
Thanks to Trinity’s Student Government Association (SGA) General Body for the allocation of \$21,000 to SEEF each year beginning in the 2024-25 academic year. This is a recognition of the care that Trinity students have for one another.

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

HIGHLIGHTS

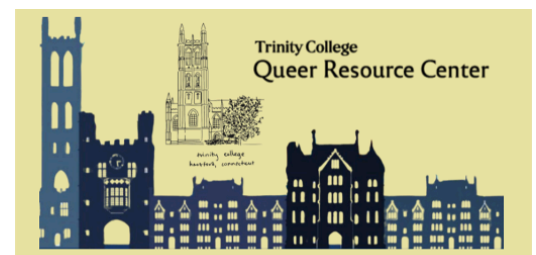
DEI Campus and Community Engagement

The figure below presents an overview of the engagements the DEI team had with the campus and broader Hartford community during the 2023–24 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 2023 through June 2024, DEI engaged in more than 200 events with more than 70 collaborating partners and more than 7,500 participants.



The Queer History of Trinity College | A Bicentennial Project from the Queer Resource Center

In celebration of Trinity's Bicentennial, Crystal Nieves '08, M'23, director of LGBTQ+ Life '08, M'23, compiled the college's first historical archive of LGBTQ+ Life at Trinity. This project premiered at Bicentennial Fall Weekend in October 2023, where several alumni were able to explore and interact with the exhibit. The project was shared with the broader Trinity community during October's LGBTQ+ History Month Programming with a tea dance in Hamlin Hall commemorating the College's first queer social event in 1972. A *Queer History of Trinity College* exhibit ran again during the 2024 Reunion. The QRC is excited to announce that a virtual archive of this project also is available as an ArcGIS StoryMaps project for self-service engagement by all from Trinity's campus and beyond.



A Queer History of Trinity College:
Explore the queer history of
Trinity College from the 1950s to today

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

HIGHLIGHTS

Consortium on High Achievement and Success 2024 Conference

Trinity College is part of the the Consortium on High Achievement and Success (CHAS), which is the oldest consortium of liberal arts colleges and universities in the country with a specific focus on the achievement of students of color. CHAS envisions a higher education landscape where institutions create and sustain the conditions for students of color to reach the highest levels of intellectual achievement, personal growth, and professional development. Trinity serves as host for the CHAS office.



From April 5 to 7, 2024, Bryn Mawr, Haverford, and Swarthmore Colleges hosted CHAS's student of color leadership conference, and the University of Pennsylvania contributed to its success. Member institutions sent students and faculty/administrator representatives, and Trinity's Office of Multicultural Affairs helped support six students in attending. "Renaissance: In the Wake of (Re)imaginings, Movements, and Joy" focused on how students of color and other minorities can find joy and reimagining in their respective institutions. The event featured poets and writers presenting their work.

Bonds were formed among students from different institutions as they shared their stories and explored Philadelphia. Wadana Kakakhel '27 said, "What struck me the most was being in a room full of students of color creating a space of intellectual and spiritual exploration that is often not emphasized enough in PWIs."

Kaalil Thurman '26 said, "If I had to describe the conference in one word, it would be joy! The CHAS conference was a great experience, meeting and seeing so many people of color coming together to acknowledge and expand on our leadership skills was amazing. It helped open my eyes and notice how we have some commonality in the college experience that has helped me feel less alone." After the three-day event, students went back to their respective institutions with a new sense of rest and knowledge that there are other students like them in similar circumstances and that institutions are working to better support them.

HIGHLIGHTS

Trinity College Bicentennial Symposia


Many spaces build belonging among students at Trinity. In addition to physical locations, these spaces provide support and programming toward a more diverse, equitable, and inclusive campus community. The Women and Gender Resource and Action Center (WGRAC), Queer Resource Center (QRC), and the Office of Multicultural Affairs (OMA) are examples of these spaces.

In the 2023–24 academic year, the Office of Diversity, Equity, and Inclusion convened two panels with staff, current students, and alumni. In fall 2023, the group led a panel titled “Claiming Our Space and Building Belonging at Trinity College.” The panel answered the following questions: Why were these spaces created? What have they meant for belonging on campus? How have they shaped Trinity College?

In spring 2024, the panelists led a discussion titled “Envisioning the Future of Belonging at Trinity College.” This discussion focused on the following question: How will we continue to foster belonging at Trinity College?

Both panels engaged with the audience and compiled a set of questions and suggestions for the Office of DEI to consider moving forward.





CLAIMING OUR SPACE & BUILDING BELONGING AT TRINITY COLLEGE: QRC, WGRAC, OMA BICENTENNIAL SYMPOSIUM


Light Refreshments Provided

 **10:45AM-12:00PM**
 **Tue, November 14, 2023**
 **Phelan Library Learning Center,
Raether Library & Information
Technology, Level A**

Find the Schedule and RSVP here


Panelists:
 Carol Correa De Best '01, M'09, P'13, P'20 Director of OMA;
 Laura Lockwood M'95, Director of WGRAC;
 Crystal Nieves '08, M'23, Director of LGBTQ+ Life;
 Maria Brodeur '00, Dansowaa Adu '24,
 Luz Mariana Cumpa-Gomez, '24; Jude Altman '26

Moderator:
 Robert Cotto, Director of DEI Campus and Community Engagement

Trinity College
Office of Diversity,
Equity, and Inclusion

HIGHLIGHTS—P.R.I.D.E. 25TH ANNIVERSARY



In fall 2023, Promoting Respect for Inclusive Diversity in Education, or P.R.I.D.E., celebrated its 25th anniversary. Supported by the Office of Multicultural Affairs (OMA), P.R.I.D.E., is a first-year residential peer mentor program that promotes a culture of support and understanding for the challenges that students from underrepresented communities face at a predominantly white institution and aids the campus community in becoming aware and sensitive to issues of diversity, equity, and inclusion.

P.R.I.D.E. empowers students, faculty, and staff and amplifies the campus experience to foster an inclusive learning experience and meaningful connections via strategic programming that transforms the community. By introducing team building and leadership skills and assisting students in becoming thoughtful representatives to issues of diversity, equity, and inclusion, students develop healthy self-esteem and diverse critical thinking skills that lead to a well-established personal foundation that promotes learning and development in all areas of their lives.

HIGHLIGHTS—WOMEN'S HERSTORY MONTH KEYNOTE EVENT:
WOMEN'S LEADERSHIP IN MOTION AN EVENING WITH:
OLYMPIC ATHLETE GABBY DOUGLAS



In March 2024, Gabby Douglas visited Trinity College for the Women's Herstory Month keynote event. Douglas is a 28-year-old American Olympic gymnast, producer, author, and entrepreneur who is best known for her performances at two Olympic Games. At the 2012 London Olympics, she became the first woman of color to win the Olympic individual all-around title and the first U.S. gymnast to earn gold in both the individual and team all-around competitions. At the 2016 Rio Olympics, she won her third gold medal in the team finals and was the first U.S. reigning all-around champion to return to another Olympics. Along with holding a question-and-answer period, Douglas spoke with people in the Trinity and broader Hartford community.

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



P.R.I.D.E.



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

Our key accomplishments

Annual Strategic Goal:

- Commit to institutionalizing representation and education around underrepresented backgrounds
- Collaborate with Hartford Magnet Trinity College Academy (HMTCA), Trinfo Café, and CHER to promote engagement between Hartford and the Trinity community

Bicentennial Goal:

- Participated in the Bicentennial Symposium panels "Claiming Our Space and Building Belonging at Trinity College" and "Envisioning the Future of Belonging at Trinity College," and host an alumni gala
- Organize a celebration for the P.R.I.D.E. 25th anniversary and incorporate program history into 200 Stories series

P.R.I.D.E. and Cultural Houses Goal:

- Host a Welcome Weekend, and work with more than 60 students to participate in a pre-orientation Program
- Work closely with Advancement on initiatives to raise funds for continued cultural house renovations
- Provide certified leadership trainings and workshops on public speaking and financial literacy

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; 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

In an effort to contribute something unique to the 200-year celebration of the College, Crystal Nieves '08, M'23, director of LGBTQ+ life, completed and debuted "A Queer History of Trinity College." This project is the College's first compiled history of LGBTQ+ ONGOINGS, activism, and advancement of LGBTQ+ inclusion since its earliest documentation three-quarters of a century ago. The project exists in a physical exhibit and a new virtual archive that can be explored and engaged with from campus and beyond.

In collaboration with Trinity's Data Standards and Sharing Committee (DSSC) a yearlong effort to update demographic information to "legal sex" from "gender" data fields has been completed, along with adding an important third option of "nonbinary or another legal sex" to the options available for our students and employees. This project also included developing and launching new gender identity and sexual orientation demographic fields to voluntarily collect this vital DEI data from our student community. A parallel offering for employees is forthcoming.

In January 2024, President Joanne Berger-Sweeney announced a new Campus Climate Task Force committee for LGBTQ+ community inclusion charged with exploring ways to cultivate and continue institutional progress toward LGBTQ+ inclusion.

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

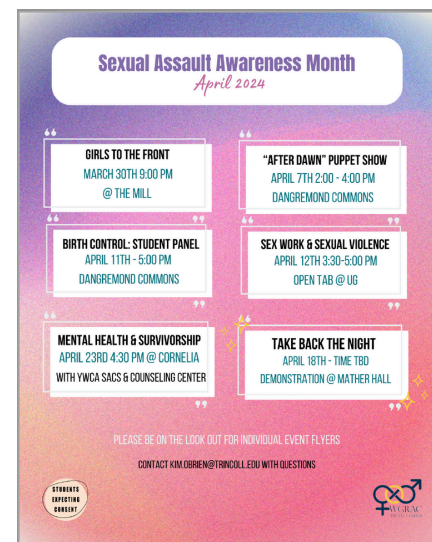
- Students Expecting ConSent (SECS)
- Masculinity Project
- Promoting Healthy Awareness of the Body (PHAB)
- Big Sister/Little Sister
- IGNITE—A women’s empowerment group

Our key accomplishments

WGRAC coordinated the Women’s Herstory Month Committee (WHM) of faculty, students, staff and alumni to produce more than fifteen exciting activities and events.

Highlighting the March events was a visit by three-time Olympic gold medalist – Olympic athlete Gabby Douglas. More than 300 people attended “An Evening With Gabby Douglas,” a hybrid event. Co-moderated by Dansowaa Adu ’24 and Mary Hezelton ’24, the evening attracted Trinity students, alumni, families from the Greater Hartford community, and more. See page 13 for a photo collage.

Students Expecting ConSent (SECS), host extensive programming in April for Sexual Assault Awareness Month (SAAM). Events that strove to address diverse identities included “After Dawn” with Neda Izadi and “Survivorship in the LGBTQIA community, Sex Work and Sexual Violence,” with Susan DiVietro, visiting principal lecturer in anthropology.



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
- Support the College by enforcing the Trinity's Policy on Sexual Harassment and its processes

Our key accomplishments

During the 2023–24 academic year, the Office of Title IX has updated the Policy on Sexual Harassment to ensure compliance and best practices.

The Office of Title IX has continued to partner with GetInclusive to provide online trainings for all student employees on their responsibilities, in addition to conducting in-person trainings for nearly 700 student employees. The Title IX coordinator also provided training to every athletic team and to 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 student leader groups. These are all efforts that the Office of Title IX uses to continue to create a safer and more inclusive campus.

The Office of Title IX conducted a Sexual Misconduct Campus Climate Survey during the 2024 spring semester, in compliance with Connecticut state law. This survey was sent to all students of the age of 18 and older and was advertised through multiple promotional events on campus. Results from the survey will be posted online in the near future.

TIMELINE—SELECTED OFFICE OF DEI EVENTS

July 2023

Trinity College earns 5 of 5 Star Rating for Campus Pride Index



September 2023

DEI Block Party



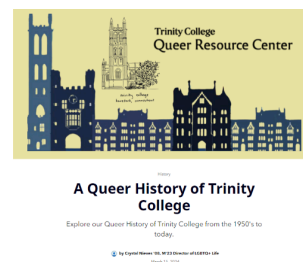
November 2023

DEI Panel at Bicentennial Symposium



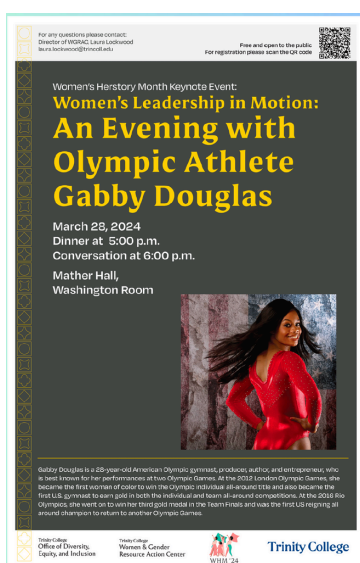
October 2023

The Queer Resource Center debuts its Bicentennial project, "A Queer History of Trinity College"



March 2024

Evening with Gabby Douglas during Women's Herstory Month



February 2024

Hip Hop Aerobics during Black History Month



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:

Ashira Biswas '24
Brianna "Bri" Andrade '24

Office of DEI team and contributors to this report:

Anita Davis
Pamela Whitley
Judy Grote
Carol Correa de Best '01, M'09, P'13, '20
Robert Cotto M'14
Jared Delane
Laura Lockwood '95
Shannon Lynch
Crystal Nieves '08, M'23
Kim O'Brien
Renita D. Washington '22

***Special thanks to the Office of the Dean of the Faculty
and the Office of Communications and Marketing
for contributions to the creation of this report.***

DEI DEFINITIONS

The Office of DEI work has drawn upon the definitions of diversity, equity, and inclusion from the American Association of College and Universities (AAC&U). These definitions were included 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](#)

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.