



# CONNECTICUT COLLEGE

## Diversity Milestones 2005–2012

### 2005

- The College establishes the Center for the Comparative Study of Race and Ethnicity, known as CCSRE, for the interdisciplinary exploration of academic issues related to diversity.

outreach and education to the student body as a whole by combining the Dean of Multicultural Affairs position with the Director of Unity House, the College's multicultural center.

- Unity House expands staffing with creation of an associate director position.

### 2006

- The Dean of the College Community and Senior Diversity Officer position is created to ensure that responsibility for campus diversity is represented in the President's cabinet.
- The College establishes the Cornel West Scholarship to recognize an incoming student with a commitment to exploring issues of racial justice, democracy and diversity.
- The American Studies Program establishes a concentration in the comparative study of race and ethnicity.

- Unity House creates Share, Hear and Empower (S.H.E.) program for female students, faculty and staff of color.

- Genesis pre-orientation program for underrepresented students is expanded; Unity House combines existing ALANA Big Sisters/Brothers mentorship program with Genesis.

- Unity House introduces new mentoring programs for students of color and first-generation college students, including the R.I.S.E. program for sophomores and the Exodus program to help juniors and seniors with the transition after graduation.

### 2007

- Connecticut College Alumni of Color group is established.
- A Science Leaders Program is launched with National Science Foundation funding to increase the number of women and students of color graduating with science degrees and science research experience.
- The College centralizes responsibility for programs that support students of color and for

- A new position, Director of LGBTQ Services, is created, and the LGBTQ Resource Center is established in Burdick House.

- Initial data from the Wabash National Study of Liberal Arts Education indicate that Connecticut College students report relatively high numbers of "diversity experiences" and relatively low numbers of "negative" diversity experiences. The data also show better learning outcomes for students who reported more diversity experiences.

## 2008

- First recipients of the Martin Luther King Jr. Service Awards are named.
- First class of Science Leaders arrives on campus.
- New Women's Center is established in Smith House.
- Connecticut College is invited into the Mellon Mays Undergraduate Fellowship program, which supports students of color who plan to pursue doctoral studies after graduation.
- The College announces a five-year partnership with the Posse Foundation to recruit new students from inner-city Chicago.
- The President, Dean of the Faculty and Dean of the College implement new programs to ensure more diverse pools in faculty hiring and to support retention of faculty of color.
- Efforts to recruit students of color are formalized under a newly created Coordinator of Multicultural Admission position.
- Office of the Dean of Multicultural Affairs creates new diversity programs, including Diversity Peer Educators for students.

## 2009

- First class of Posse students and second class of Science Leaders arrive on campus.
- Admission becomes fully test-optional as the College eliminates SAT II and ACT requirements that may be barriers to application for first-generation students and students of color.
- The College implements a gender-neutral housing policy to make the campus community

more inclusive and welcoming, particularly to LGBTQ students.

- Percentage of all faculty who are persons of color reaches 22 percent, up from 16.6 percent the year before; it is the highest percentage of faculty of color among NESCAC schools.
- Connecticut College Alumni of Color becomes a formal committee of the Alumni Association Board of Directors.
- The International Student Adviser position, formerly part-time, is recreated as a full-time position.
- With the Consortium for High Achievement and Success, the College undertakes a comprehensive survey of campus climate issues as perceived by minority and majority students. Results show a sharp improvement in student-of-color satisfaction over a similar survey six years earlier.

## 2010

- Second class of Posse students and third class of Science Leaders arrive on campus.
- First Connecticut College students are named Mellon Mays Fellows.
- Admission adds an "other" gender option on its supplement to the Common Application to be more inclusive of transgendered applicants.
- Diversity Speaker Series takes place.
- Unity House establishes Men of Color Alliance for students.
- English Department introduces a new concentration in race and ethnicity to explore the social and political context of literatures in English from around the world.

## 2011

- College hosts conference on the history and future of diversity at Connecticut College.
- Centennial celebration is tied to the College's roots in the women's rights movement.
- Third class of Posse students and fourth class of Science Leaders arrive on campus.
- Initiative launched with five Community Colleges in Connecticut, New York, Massachusetts and Michigan to enhance and diversify the College's pool of transfer applicants.

actively advance and coordinate the College's diversity and inclusivity initiatives.

## 2012

- College wins \$100,000 grant to begin global Islamic studies program.
- Fourth class of Posse students arrives on campus, bringing to 40 the number of Connecticut College students in this program.
- First class of Science Leaders graduates and the fifth class arrives on campus; College wins grants to extend this program and the Mellon Mays Undergraduate Fellowships.
- The most diverse class in the history of the College is enrolled.
- Two scholars enroll through the Community College initiative.
- New Diversity Council is established to advise the Senior Diversity Officer and