



The 2010-11 diversity report continues with a similar format as last year, including both year-specific data and historical data to give the reader a better representation of the progress made as well as the challenges the College still faces. The peer school data added in last year's report has not been updated for 2010-11 due to lack of reporting by many of our peer schools in this optional reporting year. The report continues to be organized by division and provides information on activities during the 2010-11 academic year.

### Board of Trustees and Colby Overseers

The Board of Trustees in 2010-11 consisted of 32 voting members and three life members. Of those, eight were women and 27 were men. Five were members of underrepresented minority groups.

Colby's overseer group for 2010-11 was composed of 40 members, of whom 16 are women and 24 are men. One is a member of an underrepresented minority group.

Both are slow turnover groups: Board of Trustees Alumni terms are three years with a second term reelection option directly after the conclusion of the first; corporate terms are four years with the possibility of immediate reelection. Overseers serve four-year terms and are immediately eligible for second terms. All trustees and overseers who have served two consecutive terms are ineligible for re-election until one year has passed.

The Alumni Council Nominating Committee and the Nominating Committee of the Board of Trustees expend considerable effort to identify diverse candidates for future openings.

### Admissions

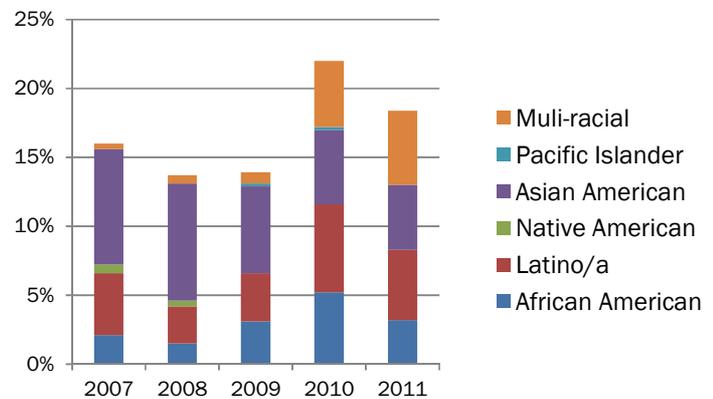
Students of color (SOC) made up 18 percent of the Colby Class of 2015. The following changes to federal guidelines for tracking race and ethnicity are important to note:

- Allows for selection of more than one race; and,

- "Asian/Pacific Islander" category has been separated into "Asian" and "Native Hawaiian or Other Pacific Islander."

The graph below shows recalculated figures using the new categories. Also noteworthy, 12 percent of the incoming class did not disclose an ethnicity.

**Students of Color – Colby**

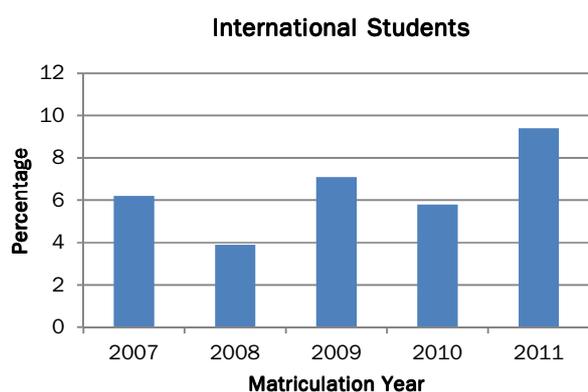


Data from Colby's Factbook tallied October 1, 2011.

The Student of Color Working Group continued to oversee the planning of SOC recruitment events, mailings, and school visits. The SCWG included members from Admissions: Parker Beverage, Jamie Brewster, Judy Brody, Hung Bui, Pamela Colon, KC Ford, Bill Jack, Janice Kassman, Nancy Morrione, Sammie Robinson, Sandra Sohne-Johnston, Steve Thomas (Chair), Denise Walden, and Lucia Whittelsey; from other departments: Michael Donihue (Office of the Dean of Faculty), David Eaton (Communications), Karen Henning (Athletics), Paul Johnston (Office of the Dean of Students), Jeff Katz (Chemistry), Christy Lepkowski (HHMI Grant Coordinator), Barbara Moore (Office of the Dean of Students) and Andrea Tilden (Biology); and from the student body: Kwadwo Opoku-Nsiah '11.

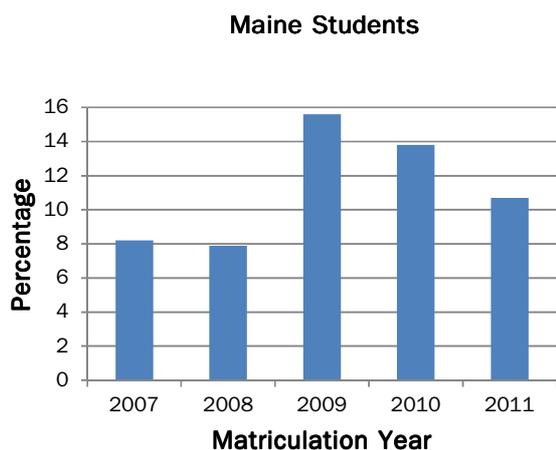
Colby continues to be a Posse affiliate (a relationship of ten years). We continue to invite SOC to on-campus events in the fall and spring.

First-generation college students (defined as the first from their families to attend a four-year college) made up 12 percent of the Class of 2015. International students (non-resident alien only) made up 9 percent of the incoming class.



Data from Colby's Factbook tallied October 1, 2011.

Maine students in the Class of 2015 continued to matriculate at a double-digit rate of 11 percent. There was a concerted effort by Admissions to visit more schools in Maine with relatively high SOC than in previous years.



Data from Colby's Factbook tallied October 1, 2011.

### Student Affairs

The 2010-11 academic year saw a variety of diversity programming, increased collaborative work both within the Student Affairs Division and with departments and programs across campus, and a variety of conferences. **Campus Conversations on Race (CCOR)** – had a successful 4<sup>th</sup> year with student led discussion groups engaging 127 students as participants and training 13 new facilitators.

**Ralph Bunche Society (RBS)**, a new student club was formed with support from the national Ralph Bunche Society and the Goldfarb Center. RBS brought together international and domestic students who shared an interest in international affairs and public policy. RBS had regular events to raise awareness regarding issues and conflicts around the world and showed the film, 'The Anatomy of Hate' which explores how fear of others leads to hatred and war.

**CHAS Black and Latino Males in College conference** at Clark University – Colby sent a delegation of 5 students and 2 staff members to this conference which addresses inclusion, academic success, and retention issues.

**CHAS meetings for faculty and staff** – Colby was represented at three CHAS gatherings this year; The **Biannual Representatives Meeting at Wheaton College** which focused on ways to enhance academic outcomes for underrepresented groups, The **Science and Math Faculty Forum at Smith College** (attended by Russell Johnson from Biology), and the **Fostering Civic, Intercultural, and Ethical Learning: An Integrated Approach meeting at Oberlin College** which included workshops to share information on engaging students, faculty, and staff to work together, in and out of the classroom, around issues of inclusion, mutual respect for all students, and creating opportunities for leadership.

**Students Towards Equality and Peace (STEP)** – formerly known as SOAR (Students Organized Against Racism) redefined as a group of students seeking to collaborate with Pugh Center clubs and student organizations. STEP got the Colby Funk Band to perform at a dance and

hosted an ice cream social open to all Pugh Center clubs and students.

**SOAR Men of Color Alliance Retreat** at Brandeis University – brought male students and staff together from a range of backgrounds to explore issues that both separate and unite us. Students engaged in exercises that made them confront isolation and rejection while traversing a path toward solidarity and collaboration.

**Posse Plus Retreat** – brought together a diverse group of Colby Posse students and peers, along with faculty and staff for a weekend to explore issues of importance to Millennials as they manage their lives amongst the complex realities of life in our time.

**CCOR / SOAR Conference at Wheelock College** – Colby was represented by a delegation of 9 students and staff. The two day conference included a visit to the Boston Museum of Science where participants visited the ‘Race: Are We So Different’ exhibit and then engaged in a dialogue about race over dinner.

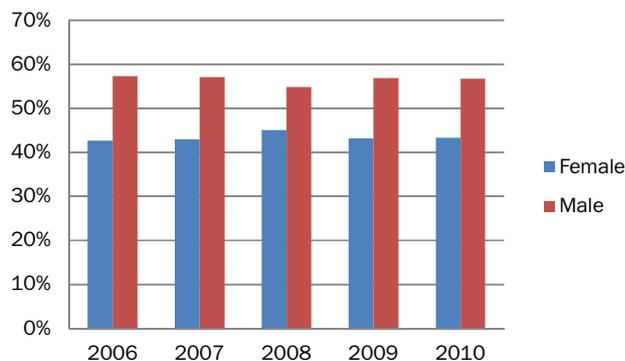
**Confronting Hate and Violence** – Easter Sunday night event in Ostrove Auditorium made possible by collaboration from the Goldfarb Center, RBS, PCB, STEP, and the Education and Spanish Departments. Guests, Jerry Mitchell (Lovejoy award recipient), Charles McDue (Civil rights activist and co-founder of the Student Nonviolent Coordinating Committee), and Steve Wessler (Center for Preventing Hate) discussed issues of hate and violence in our history and on our campuses, and ways to confront and deal with them.

**Dean of Faculty**

Academic year 2010-2011 was the seventh full year in which academic search plans were used to try to increase the diversity of candidate pools for all faculty positions. Since 2004-2005, search plans became a significant part of planning and conducting searches.

There were eight new tenure-track or continuing non-tenure-track faculty hired during 2010-2011, three women and five men. One of the women is Native-American.

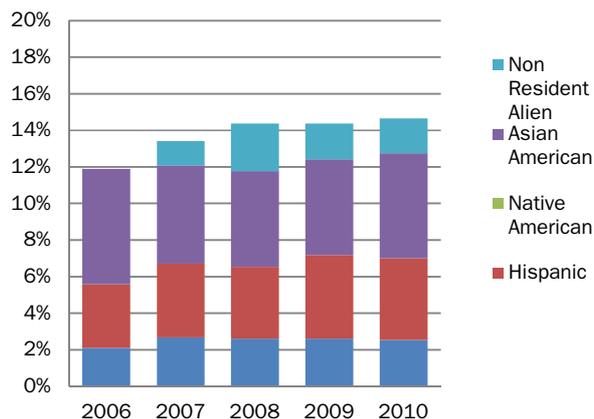
**Tenured/Tenure Track by Gender**



Data from Colby’s Factbook tallied November 1, 2010.

The Women in the Spotlight lecture series continued in 2010-2011, modestly funded by the Dean of Faculty’s Office. These monthly talks focus principally on the scholarship and accomplishments of Colby women faculty. Some of this year’s discussions focused on innovative teaching techniques, re-entry to the college community after sabbatical, and how working in one’s professional community can contribute to the common good.

**Tenure/Tenure Track Faculty of Color**



Data from Colby’s Factbook tallied November 1, 2010.

Following up on the distribution of "When Race Breaks Out" at the beginning of the year (and mentioned in the 2009-10 Diversity Report), a faculty workshop was held near the end of the year with a discussion of four-year

case studies of Colby students who participated in the NECASL project. The workshop involved broad discussion of shared experiences in the classroom during the year.

In May of 2011, Colby held a faculty workshop entitled "Reducing Stereotype Threat and Promoting Student Achievement," funded by a grant from the Consortium on High Achievement and Success (CHAS), a group that promotes high achievement, leadership and personal satisfaction of students—particularly students of color—in 30 private, selective liberal arts colleges and small universities. Professor Valerie Purdie-Vaughns, from Columbia University's Psychology Department, and Director of the Intergroup Relations & Diversity Lab led this full-day workshop. Faculty interest was so strong that the dean of faculty's office will sponsor monthly discussions on Difference and Diversity throughout the 2011-2012 academic year.

**Vice President for Administration**

Human Resources (HR) processed over 2000 resumes for 70 searches for academic year 2010-11 and continued using the online EEO response cards to better understand the applicant pool demographics.

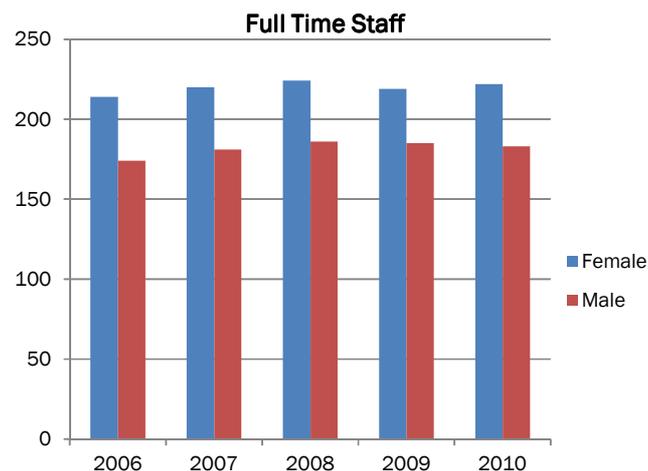
Of the 70 positions, there were: 28 administrative staff, 29 support staff, and 13 assistant coaches hired. There were two transfers and four internal promotions.

Position	Female	Male
Administrative	17	11
Support	14	15
Asst. Coaches	3	10

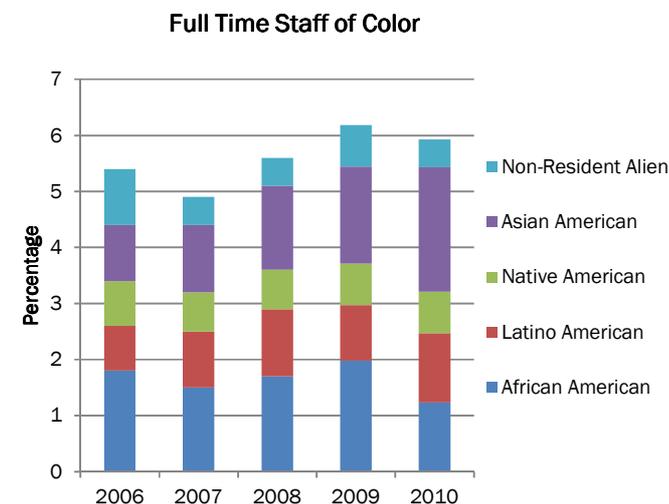
In these 70 positions there six persons of color and two non-resident aliens hired, 62 were white.

Supervisors are making increased efforts to personally outreach to and recruit a diverse applicant pool. HR increased advertising outlets by purchasing annual subscriptions to post on-line ads on MaineJobs / Monster.com, Chronicle.com, JobsinME.com, and

HigherEdJobs.com. HR also posts job openings on DiverseJobs.net, HispanicOutlook.com, and, when warranted, StudentAffairs.com.



Data from Colby's Factbook tallied November 1, 2010.



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The Colby Leadership program was revitalized for 2010-11 and the Supervisor Development series continued. Topics for 2010-11 included: Budgets and Forecasts, Workers Compensation, and Team Development.

The Director of Equal Employment Opportunity (EEO) began the 2011 mandatory harassment prevention training and coordinated search committee reports for faculty searches and increased involvement by sitting in on tenure track searches during the 2010-11 academic year.

Through the course of the academic year, 15 concerns or complaints were brought to the EEO office and through a variety of formal and informal processes all known issues were addressed.

In 2010-11, the Workplace Advisors (WPA) attended a suicide prevention workshop and focused on outreach by sending monthly announcements about the group. WPA also distributed paper copies of the staff handbook to public locations on campus for folks who do not generally have access to a computer during work hours. The group promoted understanding of its roles and goals and reported patterns and trends to the President. WPA continues to represent a cross section of the Colby community providing confidential and informal assistance to employees wishing to raise and discuss work-related issues.

Though not explicitly related to diversity efforts, WPA are available for employees who have questions or concerns about the workplace along any lines, including diversity. WPA continue to refer visitors with equity concerns to the EEO office for more in-depth conversations.

### **Development and Alumni Relations**

The Alumni Relations Office continued to partner with the Dean of Students, Career Center, and Admissions offices in 2010-2011 to create ways to engage alumni of color with other alumni, current students, and staff.

The Alumni of Color Network (AOCN), representing the Classes of 1946-2011, has grown to 160 members or 14 percent. Interested alumni and students can find each other through the password-protected online Colby alumni directory, where members are listed as mentors for alumni or students of color. AOCN was involved with the Fall CAN (Colby Alumni Network) Leadership Weekend. The 14 alumni attending (from class years 1979 to 2006) connected with current Posse students,

mentors, other students of color, the Alumni Council, as well as faculty and staff. They participated in mock interviews, career conversations, and career panels.

The Alumni Relations office planned approximately 160 events in 2010-2011. The participation of the alumni of color increased by 26 percent with 188 alumni of color attending one or more events.

In spring 2011, Alumni Relations partnered with a current trustee, trustee emeriti and key volunteers to plan a special AOCN event held in fall 2011. The purpose of this event was to target a larger pool of ALANA alumni who live in New York and promote the strength of Colby's Alumni of Color Network.

The Alumni Council has focused on their strategic initiative to recruit a diverse board, based upon the instructions in their bylaws. Currently, persons of color make up over 11 percent of the Alumni Council membership. The previous year percentage was 10 percent. On the Alumni Council Executive Committee 18 percent are ALANA.

Alumni Relations plans to continue to develop programming to engage our diverse population, build upon the diversity of the Alumni Council, and help develop leadership roles for ALANA alumni.