The 2009-10 diversity report continues with the same 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 report continues to be organized by division and provides information on activities during the 2009-10 academic year.

A significant addition of peer school data has been added to this report for 2009-10.

**Board of Trustees and Colby Overseers**

The Board of Trustees in 2009-10 consisted of 34 voting members and three life members. Of those, 10 were women and 27 were men. Three were members of underrepresented minority groups.

Colby’s overseer group for 2009-10 was composed of 42 members, of whom 17 are women and 25 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 24 percent of the Colby Class of 2014. There are 36 African-Americans, which doubles the number over the previous year. Also noteworthy, 11 percent of the incoming class did not disclose an ethnicity.

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

Data from 2009 IPEDS report. HI=Hispanic or Latino/a; BL=Black or African American; AS=Asian American; AI=American Indian or Alaska Native.
school visits. The SCWG included members from Admissions: Jamie Brewster, Sui Kim Cheah, Bill Jack, Janice Kassman, Sammie Robinson, Sandra Sohne-Johnston, Dory Streett, Steve Thomas (Chair, December – June), Denise Walden (Chair, July – December), and Lucia Whittelsey; from other departments: Michael Donihue (Office of the Dean of Faculty), Karen Henning (Athletics), Noel James (Office of the Dean of Students), Christy Lepkowski (HHMI Grant Coordinator), and Andrea Tilden (Biology); and from the student body: Kwadwo Opoku-Nsiah ’11, Foua Vang ’10, and Jessica-Ashley Williams ’10.

Colby continues to be a Posse affiliate (a relationship of nine 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 13 percent of the Class of 2014. International students (non-resident alien only) made up 6 percent of the incoming class.

Student Affairs

The 2009-10 academic year saw a dramatic increase in diversity programming, increased collaborative work both within the Student Affairs Division and with departments and programs across campus, and the revitalization of the Pugh Center space.

New programming initiatives include the launch of Embracing Difference: Finding Common Ground to provide the opportunity for students to engage with faculty in a shared cultural experience. The Common Ground program series offered four on campus events and five off campus events with a total approximate attendance of 1,333 students.

Included in the Common Ground program series was the first Engaging Difference Student Retreat with representation from 9 colleges and 1 organization. The purpose was to share best practices in conducting conversations on race, class, gender and sexuality. Participating colleges included Emerson, Wheelock, Johnson & Wales, Providence, Suffolk, Brandeis, Boston Colleges, Westchester Community College, Colby, and the SOAR (Students Organized Against Racism) organization.

The Pugh Community Board (PCB) continued its successful signature program, PC Coffee. Themes in 2009-10 included: “What is the average Colby student?”,
“Gender and Hetronormity,” and “Morals, Ethics and Values.”

2009-10 PCB programming also included Tres Vidas, music theater based on the lives of three legendary Latin American women: Frida Kahlo, Alfonsina Storni, and Rufina Amaya, hosting a dinner for prospective students in conjunction with the Thurgood Marshall Is Coming! performance in October, organizing Pugh Palooza, an open house with full participation of Pugh Clubs, and a celebration of Native American Awareness Month.

The Pugh Center continued its revitalization as a hub of intellectual and social activity focusing on issues of diversity and human difference. Sixty-one events were hosted in the Pugh Center by students (34), faculty (12), and staff (15).

Campus collaborations included co-sponsored events with academic departments: musical performance featuring Chinese Rock bands (East Asian Studies), lecture “Between Kabbalah and Fiction: Reading the Zohar as Literature” (Jewish Studies), and the Chris Rock documentary “Good Hair” (faculty allies and SOBHU).

The Student Affairs division participated fully in the Alumni of Color weekend and PCB played an important role in Colby Experience weekends by planning events, hosting dinners, and acting as chaperones. Several members of PCB continued conversations with prospective students who subsequently applied and were accepted as Colby students.

Multicultural training was developed for Community Advisors and Colby Outdoor Orientation Trip Leaders. Members of the Student Affairs division worked with faculty to develop multicultural awareness by facilitating discussion through lectures and shared readings.

Developing partnerships with faculty and other departments to ensure that the Pugh Center serves as a hub of intellectual and social activity for students will continue to be a goal as will providing mentorship to student club leaders and PCB members to help them develop their leadership potential.

Dean of Faculty

Academic year 2009-10 was the sixth full year in which academic search plans were used to try to increase the diversity of candidate pools for all faculty positions. Since 2004-05, search plans became a customary, positive part of planning and conducting searches.

There were eight new tenure-track or continuing non-tenure-track faculty hired during 2009-10, four women and five men. Two of the women are Asian-American and one of the men is Mexican-American. There were three additional searches that were not successful – one each in Biology, Environmental Studies, and History, all fields in which there are sizable complements of women candidates. These searches will be continued in 2010-11.

The graph shows an overall increase in full-time female tenured or tenure track faculty since 2005. (Note: these data are from Colby’s Factbook tallied November 1, 2009.)

During the summer of 2009, the Dean of Faculty’s Office funded a workshop held by the Forum for Women in Science in which Dr. Suzanna Rose, a national expert on gender issues in science, was the featured facilitator. The office also provided discretionary funding to several women faculty members, e.g., to a faculty member in the social sciences to hire a research assistant in Colombia to collect data for her ongoing scholarly projects, to a faculty member in English to attend a French language institute in support of her scholarship, and to a faculty member in interdisciplinary studies to support travel to an international conference to present a paper.
The graph shows an increase in racial and ethnic diversity and in Non-resident aliens of full-time tenured or tenure-track faculty since 2005. (Note: these data are from Colby's Factbook tallied November 1, 2009.)

In June 2010, the dean of faculty’s office provided discretionary funding to several faculty to attend a conference sponsored by the Consortium on High Achievement and Success held at Bates College. The conference, “Ensuring Student Success: Humanities Faculty Forum and Writing Center Professionals Meeting,” was designed to engage humanities professors, first-year seminar instructors and writing programs and centers staff in discussions on teaching students to write. Speakers addressed issues such as “cross cultural literacy,” student engagement with a focus on student writing, and ways to structure learning environments to diminish stereotype threat and foster intergroup trust. The panel focused on topics such as student expectations about college writing and professors’ best practices in teaching writing.

Vice President for Administration

Human Resources (HR) processed over 2400 resumes for 65 searches for academic year 2009-10 and continued using the online EEO response cards to better understand the applicant pool demographics.

Of the 65 positions, there were: 23 administrative staff, 17 support staff, 18 temporary, seven coaches, five transfers, and two internal promotions. Not including temporary staff, there were 29 women hired and 18 men hired. Of these, seven persons of color and two non-resident aliens were hired, 38 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.

Access to resumes electronically has been well received by supervisors and search committee chairs.
The graph shows an overall increase in female full-time staff since 2005 with a slight decrease from 2008 to 2009. (Note: these data are from Colby’s Factbook tallied November 1, 2009.)

The graph shows an increase in racially diverse full-time staff since 2005. (Note: these data are from Colby’s Factbook tallied November 1, 2009.)

Data from 2009 IPEDS represents all full-time exempt staff. HI=Hispanic or Latino/a; BL=Black or African American; AS=Asian American; AI=American Indian or Alaska Native

The graph shows an increase in racially diverse full-time staff since 2005. (Note: these data are from Colby’s Factbook tallied November 1, 2009.)

Data from 2009 IPEDS represents all full-time non-exempt staff. HI=Hispanic or Latino/a; BL=Black or African American; AS=Asian American; AI=American Indian or Alaska Native
While the Leadership program took a hiatus, the Supervisor Development series continued. Topics for 2009-10 included: Budgets and Forecasts, Managing Diversity, Performance Management, and Team Development.

The Director of Equal Employment Opportunity (EEO) completed the 2009 mandatory harassment prevention training and provided harassment prevention and diversity awareness training for new employees in 2010. The EEO office also coordinated two sessions of Sodexho’s diversity skills training "Ouch! That Stereotype Hurts" for approximately 40 employees.

Women on Campus meetings continued as Colby Women meetings at a rate of three per semester.

The EEO office coordinated search committee reports for faculty searches and increased involvement by sitting in on three tenure track searches during the 2009-10 academic year.

Through the course of the academic year, 19 concerns or complaints were brought to the EEO office and through a variety of formal and informal processes all known issues were addressed.

In 2009-10, the Workplace Advisors attended training in listening skills, suicide awareness, and diversity. The group promoted understanding of its roles and goals and reported patterns and trends to the President. The group 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, Workplace Advisors are available for employees who have questions or concerns about the workplace along any lines, including diversity. Workplace advisors continue to refer visitors with equity concerns to the EEO office for more in-depth conversations.

College Relations

The Alumni Relations Office continued to partner with the Dean of Students, Career Center, and Admissions offices in 2009-10 to create ways to engage alumni of color and LGBTQ alumni with other alumni, current students, and staff.

The Alumni of Color Network (AOCN), representing the Classes of 1946-2009, has grown to 156 members. 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 13 alumni attending (from class years 1975 to 2003) connected with current Posse students, mentors, other SOC, the Alumni Council as well as faculty and staff. They participated in career panels and had the opportunity to bond and share their experiences with fellow alumni and students. In May 2010, Alumni Relations partnered with peer schools to hold an Alumni of Color Speed Networking event in New York City. Colby AOCN members were able to network with professionals in similar fields and meet other NESCAC alumni of color.

Beyond collaborating on the CAN/AOCN weekend in the fall, the Alumni Council is recruiting new members of color, nominating current members of color to leadership positions, and incorporating gender and diversity in their programming. Currently, over 10% of the Alumni Council membership are persons of color. An example of new Alumni Council programming is the Women in Leadership Symposium held in April on campus as a part of the council meetings. The committee developing this program was two-thirds persons of color. The panel itself was composed of six alumnae including two women of color and an LGBTQ alumna. Over 75 alumni, students, parents, and staff attended. Along with the Career Center, we hosted five regional business affinity events. Of the five hosts: two were women, two were persons of color, and one was a LGBTQ alumnus.
The Alumni Office conducted a statistical review of our programming to see whom we have reached over the last ten years with our volunteer outreach and regional programming. Percentage of volunteer/event engagement by ethnicity is as follows:

Alumni Relations is currently working with key alumni and faculty to re-invigorate the LGBTQ network. These volunteers include Seth Thayer ’89 who is currently a member of the museum board of governors, Trustee Jane Powers ’86 and faculty member Jenny Boylan.

Alumni Relations plans to continue to track these constituencies. We will continue to develop and implement the appropriate programming to reflect our community’s diversity and engage these key constituents.

**Summary**

Colby continues to make positive efforts to recruit the most qualified and diverse pool of students, faculty, and staff.

Education and training for student leaders and staff were important aspects of the 2009-10 academic year. Diversity programming efforts and collaborations among faculty, staff, students, and alumni have increased as well.