The 2011-12 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 report continues to be organized by division and provides information on activities during the 2011-12 academic year.

**Board of Trustees and Colby Overseers**

The Board of Trustees in 2011-12 consisted of 35 voting members and two life members. Of those, 11 were women and 24 were men. Four were members of underrepresented minority groups.

Colby’s overseer group for 2011-12 was composed of 40 members, of whom 12 are women and 28 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 21 percent of the Colby Class of 2016. 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, 13 percent of the incoming class did not disclose an ethnicity.

International students (non-resident alien only) made up 7 percent and Maine students made up 12 percent of the incoming class.

**Students of Color – Colby**

Data from Colby’s Factbook tallied October 1, 2012.

**International Students**

Data from Colby’s Factbook tallied October 1, 2012.

**Maine Students**

Data from Colby’s Factbook tallied October 1, 2012.

At the time of publication, no further information was provided by Admissions.
Student Affairs

Multicultural Affairs and Pugh Center
The Pugh Center hired a new director to provide oversight of the physical space, provide advising to student leaders, and create and implement a campus-wide agenda to facilitate meeting the mission of the center and the diversity expectations.

The Pugh Center hosted or collaborated on programs commemorating Martin Luther King Jr. Day, Native American, Latino/Hispanic American, and Black History Months. Some of the 200+ programs that were either initiated by Center professional staff or were co-sponsored by nine student clubs housed in the Pugh Center, included: the Pugh Center Lecture Series, Diversity, Dialogue, Dinner Series, OutPeer/ALly training, Wednesday Women’s Tea co-sponsored with SGA, and Trans-remembrance and LGBTQ Awareness Months co-sponsored by PCB and the Bridge, Take Back the Night sponsored by Feminist Alliance and World AIDS Day.

The Pugh Center also provided support to first year students of color through the Pugh Center Scholars First Year Transition Program that provides off-campus excursions, study hours, and peer mentors to facilitate the success of first year students of color.

The First Year Orientation Program provided the diversity awareness program Faces of America that addressed racial/ethnic/gender/religious diversity through a one-person stage performance.

WOCA is a student initiative to encourage the success of women of color at Colby College. The Pugh Center initiative supports regularly scheduled gatherings including participation in an annual symposium and a weekend retreat at Colby College.

The 2011-12 class of Ralph J. Bunche Scholars was fourteen. A total of three Bunche Scholars accessed their Ralph Bunche Scholar internship funds. The Ralph J. Bunche Scholars, PCB, Oak Institute, and Ralph Bunche Society hosted a Campus-wide Ralph J. Bunche Symposium with Pulitzer Prize award-winning journalist Jose Antonio Vargas. Additionally, Ralph J. Bunche Scholars took a group cultural trip to Nova Scotia in the month of April.

The Pugh Community Board provided the campus with over 30 multicultural programs and learning opportunities. These programs ranged from lectures, pc coffee hours, student forums, and their signature program S.H.O.U.T. Week that hosted a film series with community partner Railroad Square, and keynote lecture with award-winning Filmmaker Spike Lee. The student-run community board is advised by the Pugh Center director, but is an effort of the student board members who oversee every aspect of PCB.

First Generation College Student Outreach Program - Efforts to bring awareness about the experiences of first generation and/or low-income college students included the implementation of the Jessica Boyle Supply Cabinet, regularly scheduled support meetings, and a presentation to faculty.

Campus Conversations on Race (CCOR) – During its 5th year at Colby, CCOR facilitators hosted 12 discussion groups in which 84 students participated. CCOR also trained 10 new facilitators. Colby was asked to take on the leadership of national CCOR. As we grow into being the home base for CCOR other faculty and staff advisors and student facilitators will be assisting in training colleagues at peer institutions to join the CCOR network.

Ralph Bunche Society (RBS), a student club formed with support from the national Ralph Bunche Society and the Goldfarb Center had a successful second year. RBS continues to engage international and domestic students with regards to international affairs and public policy. RBS partnered with the Goldfarb Center and Pugh Center in putting on a program on Immigration and Immigrant Rights in April 2012.

CHAS Black and Latino Males in College conference at the College of the Holy Cross – Colby sent a delegation of students and staff to the “Black and Latino Male Student Conference, “STANDING STRONG: Reconnecting, Recreating, and Reclaiming.” The conference generated ongoing discussion on Colby’s campus.
Students Towards Equality and Peace (STEP) – partnered with Bates and Bowdoin to host a Slam Poetry Night: "Spoken Word is the Bridge Between Us and Them" featuring spoken word artist Jamele Adam.

Posse Plus Retreat – brought together a diverse group of 88 Colby Posse students and peers, along with 16 faculty and staff for a weekend to explore issues of gender and sexuality. For the second year the off-campus retreat was held at Good Will Hinkley.

National Center for Race Unity/CCOR Conference at Wheelock College – Colby was represented by 2 staff members, 1 current student, and an alumna at the May 2012 Race Amity conference in Boston. The three day conference included keynote talks by NPR co-host Celeste Headlee and Richard W. Thomas, Professor Emeritus of History at Michigan State University. This conference continues to highlight outstanding organizations, activities, and individuals who are making racial understanding, cooperation, and unity a reality.

Dean of Students Office – After meeting for the year, the Gender and Sexual Diversity task force made recommendations to the Trustees for the development of a Gender and Sexual Diversity Program and position program director/associate director of the Pugh Center.

Bias Incident and Prevention and Response (BIPR) Team was formed to provide prevention and awareness of bias incident and hate crimes on campus. BIPR Team and members of security and faculty underwent training with Stop the Hate Trainer Shane Windmeyer. Campus outreach included the creation of a webpage, on-going team meetings, and the prevention effort of Speak Up Against Bigotry program series.

Office of Campus Life – Dinner with Six Strangers program provided an opportunity for campus members to get to know one another and to learn more about individual’s differences and similarities.

Student staff (Community Assistants and COOT leaders) all participated in diversity awareness training through the Pugh Center and Dean of Students Staff.

Counseling Services - A new LGBTQ and Questioning Support group was formed under the advisement of the newest member of the Counseling Services. The group is open to all LGBTQ identified students as well as others struggling with issues of sexual and/or gender identity. Weekly confidential meetings were held during the spring semester “to talk about anything and everything that impacts our lives, build friendships, and provide support for one another.”

Career Services- Brought the Wage Project $tart $mart program to campus to provide Colby women “approaching the job market the knowledge and skills to negotiate salaries and benefits so that they receive fair and realistic compensation.” Career Center staff held drop in hours in the Pugh Center and attended POSSE and Bridge programs. The Director has provided external talks on diversity in the workplace and encourages recruiting employers to make the Career Center aware of diversity programs within the hiring companies.

Dean of Faculty

Academic year 2011-12 was the eighth 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 13 new tenure-track or continuing non-tenure-track faculty hired during 2011-12, five women and eight men. One of the women is Asian-American and one man and one woman are non-resident aliens.

Tenured, Tenure Track by Gender

Data from Colby’s Factbook tallied November 1, 2011.
Data from Colby’s Factbook tallied November 1, 2011.

Colby continues to support women faculty with Clare Booth Luce Assistant Professorships, including one of the new hires. Four women faculty are currently Clare Booth Luce Professors, positions they retain until tenure. In addition, 13 women science students are supported by Clare Booth Luce summer research assistantships to work with Colby faculty on their research projects.

Faculty Allies provided several opportunities for faculty to connect with students of color. Through this program, faculty have committed to serving as allies to students of color. Such opportunities included dinner and discussions, and the completion of the project by Professor Julie De Sherbinin and student Olisa Okoh, “Do this, Not That” a handbook on ways students shared they wanted to be treated.

Multicultural literacy is a new January course that was taught this year by four different faculty members (from the departments of Education, Spanish, and Psychology) in four different sections of 20 students each. This course uses student teaching assistants and a case-oriented, highly interactive pedagogy to increase the multicultural literacy of the students. Open mostly to first year students, the course satisfies Colby’s diversity area requirements.

The Colby Achievement Program in the Sciences CAPS is a summer program for students from diverse backgrounds. This program invites participants to engage in on-campus research during the summer and prepares them for their success at Colby College. This program is located in the Sciences department.

MAC/RR Multicultural Affairs Committee and Race & Racism Committee a joint committee in 2011-12 serving as a vehicle for considering policy, practices and issues of any kind related to, but not limited to, matters of race, gender, ethnicity, religion, sexual orientation, and other multicultural matters.

Following a very successful workshop in May of 2011 (and mentioned in last year’s Diversity Report), the dean of faculty’s office co-sponsored a series of monthly workshops on Difference and Diversity. On a Wednesday or Thursday at the end of each month, conversations were held over lunch (or in the late afternoon to accommodate a variety of schedules). Conversations encompassed a wide variety of topics including white privilege, student/faculty interactions in and out of the classroom, strategies to reduce the achievement gap and promote academic success for all students, and developing and subsequently discussing a series of questions directly relevant to Colby faculty and staff.

Vice President for Administration

Human Resources (HR) processed over 2200 resumes for 77 searches for academic year 2011-12 and continued using the online EEO response cards to better understand the applicant pool demographics.

Of the 77 positions, there were: 34 administrative staff, 34 support staff, and 9 assistant coaches hired. There were 7 transfers and 8 internal promotions.

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<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
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<tr>
<td>Administrative</td>
<td>18</td>
<td>16</td>
</tr>
<tr>
<td>Support</td>
<td>23</td>
<td>11</td>
</tr>
<tr>
<td>Asst. Coaches</td>
<td>1</td>
<td>8</td>
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</tbody>
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In these 70 positions there were 6 persons of color hired, 62 were white, and 6 were unknown.
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.

The Director of Equal Employment Opportunity (EEO) completed the 2011 mandatory harassment prevention training and coordinated search committee reports for faculty searches. The practice of meeting with tenure track candidates during on-campus interviews continued and extended to administrative staff searches during the 2011-12 academic year.

Through the course of the academic year, 10 concerns or complaints were brought to the EEO office and through a variety of formal and informal processes all known issues were addressed.

In 2011-12 the Workplace Advisors (WPA) introduced themselves to new faculty and staff by sending a welcome to Colby email. WPA brochures were also distributed campus-wide in the Fall. WPA participated in a variety of training sessions including: a four part webinar series on bullying (sponsored by The Ombuds Association), a suicide prevention workshop, crucial conversations, and a changing the discussion on race webinar. The group’s outreach included co-hosting a “Pub Night” with the Events Committee.

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 and reporting patterns and trends to the President.

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 2011-2012 year to create new ways to engage alumni of color with other alumni, current students and staff. The Alumni of Color Network (AOCN) again was a vibrant group of alumni who wish to connect with current students. This group represents alumni from the class of 1946-2012 and has 180 members or 14% of alumni of color.
The Alumni Relations office planned over 177 events in 2011-2012. The participation of alumni of color increased in attendance from 188 alumni to 310 (we have 1,369 alumni who self-identify as ALANA, so 23% of this group attended at least one event this past year). In November 2012, Alumni Relations partnered with a current trustee (Joshua Woodfork ’97) and several key volunteers to have an AOCN event in New York City. 28 dedicated alumni attended and met with former Dean of Students, Janice Kassman; Associate Dean of Students, Tashia Bradley; Assistant Director of Alumni Relations, Karin Weston; and current student Shaquan Hunt ’12. 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 remains focused on their strategic initiative to recruit a diverse board based on the instructions of their bylaws. Currently Alumni of Color stays at 11% of the Alumni Council membership.

Alumni Relations continues to develop programming to engage our ever changing diverse population, develop leadership roles for ALANA alumni, and strengthen the diversity of the Alumni Council.