The diversity report is an opportunity to share activity that occurred during the 2013-14 academic year. It includes demographic, programming, and other relevant information 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 in regards to diversity efforts. The report continues to be organized by division.

Board of Trustees and Colby Overseers

The Board of Trustees in 2013-14 consisted of 30 voting members and four life members. Of those, 12 were women and 22 were men. Four were members of underrepresented minority groups.

Colby’s overseer group for 2013-14 was composed of 42 members, of whom 9 were women and 34 were men. Four were members of underrepresented minority groups.

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

Admissions staff participated in more summer programs and fairs targeted towards students of color (SOC) and first generation college students. Colby resumed its participation with College Horizons – a college bound program for Native American students.

Working with the Office of Communications, a communications flow was created to provide regular, sequential, and targeted communication with specific demographics important to the overall diversity of the campus community including: National Hispanic Recognition Program, National Achievement Program, Ventures Scholars, and National Hispanic Institute.

More southern high school counselors and community based organization representatives were brought to campus than in previous years during the Colby-Bates-Bowdoin Counselor visit program.

After 12 years, Colby switched its partnership from Posse-NY to Posse-Houston in order to build a presence in the southwestern United States.

For both the fall and spring SOC flyin visit programs, students flew in to both Boston and Portland in order to place them on as many direct flights as possible. This change was an effort to present the College as an even more accessible place, given our location in Central Maine.

Students of color made up 23 percent of the Colby Class of 2018. 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. Only 4 percent of the incoming class did not disclose race/ethnicity.

For a second year in a row, International students (non-resident alien only), made up 14 percent of the Class of 2018. Maine students made up 11 percent of the incoming class.

**Dean of Faculty**

Colby is committed to a proactive policy of recruitment to increase the diversity of all applicant pools. The Dean of Faculty meets with the chairs of all faculty searches about how the individual searches should proceed in this regard. Each search begins with a detailed search plan to help identify opportunities for increasing the diversity of the applicant pool.

In academic year 2013-14, there were six new tenure-track or continuing non-tenure-track faculty hired; three women and three men, one Asian-American, and one non-resident alien.

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

Several faculty groups provided opportunities for faculty to discuss issues most important to students of color and first generation college students. In particular, the Working Group on the Success of Students of Color at Colby provided at least four different faculty workshops on Sustained Support Advising. We are working to assure consistently excellent faculty advising for an increasingly diverse student body.
We also continued a series of discussions entitled Moving the Conversation Forward on Race. These conversations, which include students, staff, and faculty have been held over breakfast or lunch and have encompassed a variety of topics. Conversations and workshops will continue into the next academic year.

At the curricular level, multicultural literacy continued to be taught during January. Five sections of 20 firstyear students are taught by instructors with broad professional backgrounds. The course uses a highly interactive and case study based approach. This year students presented their "Action Projects" in a public forum in the student center. In addition, the Academic Affairs Committee reviewed all of the College’s courses that faculty requested to satisfy the International and U.S. Diversity Requirement (a requirement broadly centered around social justice themes). Courses that were approved through that review process were designated as satisfying the requirement this year.

The Colby Achievement Program in the Sciences (CAPS) is a summer program for students from diverse backgrounds. The program provides opportunities for on-campus research during the summer before matriculation and prepares the students for success at Colby College. The program, which is run in the Natural Science Division, was originally funded through a Howard Hughes Medical Institute grant, but is now funded by the College.

### Vice President for Administration

Human Resources (HR) processed over 2,130 resumes for 74 searches during the academic year 2013-14 and continued using the online EEO response website to better understand the applicant pool demographics.

Of the 74 positions, there were: 34 administrative staff, 29 support staff, and 11 assistant coaches hired. There was one transfer and four internal promotions.

<table>
<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
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<tbody>
<tr>
<td>Administrative</td>
<td>19</td>
<td>15</td>
</tr>
<tr>
<td>Support</td>
<td>18</td>
<td>11</td>
</tr>
<tr>
<td>Asst. Coaches</td>
<td>4</td>
<td>7</td>
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</tbody>
</table>

In these 74 positions there were 10 persons of color hired and 64 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.
The Employee Development series continued with topics such as: Safety and Wellness, Performance Appraisals, and Effective Interviewing & Hiring Techniques.

The Director of Equal Employment Opportunity (EEO) finished the 2013 mandatory harassment prevention training and coordinated search committee reports for faculty searches. The practice of meeting with tenure-track and administrative candidates during on-campus interviews continued during the 2013-14 academic year.

The Bias Incident Prevention and Response Team (www.colby.edu/administration_cs/studentaffairs/bias-incidents.cfm) continued to meet and respond to issues as well as provide programming such as Bystander Intervention Training and Stop Bias! Awareness Day.

Through the course of the academic year, 11 concerns or complaints were brought to the EEO office and through a variety of formal and informal processes all known issues were addressed.

In 2013-14, the Workplace Advisors (WPA) gave an informal report to the Dean of Faculty on the group’s activities. Members were trained in Conflict Management with The Ombuds Association. WPA also met with concerned campus members to discuss more mental health awareness programming for our community. One option would be a “Notice & Respond” training to be held on campus. The group finished the year with a meeting with new President David Greene.

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. The group reports patterns and trends to the President annually.

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 indepth conversations.

Development and Alumni Relations

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

Alumni Relations planned more than 220 functions in 2013-14. The participation of alumni of color increased in attendance from 256 alumni to 465, or 31 percent of our alumni of color population compared to 23 percent in FY13 (we have 1,490 alumni who selfidentify as alumni of color). In October 2013, Alumni Relations partnered with the Dean of Students Office to host the alumni of color reception during Family Homecoming Weekend, which was attended by alumni, parents, current students, faculty, and administration. In the spring, the Alumni of Color Network (AOCN) hosted a career panel during the trustee/alumni council weekend. Approximately 50 current students listened to special guests: Jaqueline
Lindsay Wynn '75, Richard Uchida '79, Tramaine Weekes '01, Victor Chen '12, and Shaquan Hunn '13 speak of their experiences on and off campus.

The Alumni Council remains focused on its strategic initiative to recruit a diverse membership based on the instructions of their bylaws. Alumni of color rose to 13.5 percent of the Alumni Council (from 11 percent last year).

The Alumni Relations Office continued to partner with the Dean of Students, Career Center, and Admissions Offices in 2013-14 to create new ways to engage alumni of color with other alumni, current students, and staff. The AOCN remains a vibrant group of alumni who wish to connect with current students. This group represents alumni from the Classes of 1946-2014 and has 183 members or 16 percent of alumni of color.

Three hundred eighty donors or 26 percent of our alumni of color gave to the Colby Fund in FY14 with an average gift of $402 and a mean gift of $25.