



Where
thought
leads.

Presidential Committee on Diversity and Inclusion

2019 End of Year Report

SECTION I: Letter from Chair

The 2018-19 academic year was an important year for Wofford College and for the Presidential Committee on Diversity and Inclusion. Members of the committee continued to implement and institutionalize a number of key practices and structures at Wofford – the Search Advocate Program, the Inclusive Pedagogy Series and the Bias Incident Response Team (BIRT) – with the goal of empowering all members of our community to excel and thrive. The year also was marked by notable milestones:

- + Douglas Jones '69, Wofford's first African-American graduate, was recognized during Commencement Weekend during the 50th anniversary of his graduation from the college.
- + The first "Latinx at Wofford" panel discussion and reception was held and included alumni spanning several generations.
- + Wofford became the first college in the nation to send all of its student government officers to the Interfaith Leadership Institute in Chicago.

These are just a few notable victories that took place this past year. They are indeed important moments that need to be affirmed and celebrated.

While we recognize and celebrate these important achievements, we acknowledge the vital work that still must be accomplished if we as a community are committed to fully living our ideal of being members of a premier, diverse and inclusive 21st century liberal arts college.

This report highlights some of the diversity and inclusion accomplishments, events and initiatives that have taken place over the past year at Wofford. The first section of the report is focused on access, inclusion and our diverse community. The second section is focused on community support, new initiatives and professional development. The final section includes an appendix with important demographic data.

We are grateful to all the students, faculty, staff, alumni, community partners and friends of the college who have made this important work possible. It is our hope that you will continue to further these efforts in the years ahead.

Go, Terriers!

Ramón Galiñanes Jr., Ph.D.

SECTION II: Members of the Committee

Camille Bethea, Ph.D.

Associate Professor of Spanish | Coordinator of the Latin American and Caribbean Studies Program

Begoña Caballero, Ph.D.

Associate Professor of Spanish | Dean of Diversity and Inclusion

Jara Dogan '22

Student Member of the Committee

Ramón Galiñanes Jr., Ph.D.

Director of Undergraduate Research and Postgraduate Fellowships | Chair of the Presidential Committee on Diversity and Inclusion

Jessica Holcomb '10

Deputy Director
Spartanburg Housing Authority

Jurnee Jones '21

Student Member of the Committee

Trina Jones, Ph.D.

Professor of Religion | Associate Provost for Curriculum and Co-Curriculum

Rhiannon Leebrick, Ph.D.

Assistant Professor of Sociology

Brandon Molina '22

Student Member of the Committee

Jim Neighbors, Ph.D.

Professor of English

Arsenio Parks, B.A.

Assistant Director of Admission | Director of Diversity and Inclusion Admission

Elizabeth Rabb, M.A.

Deputy Director of Athletics for External Affairs | Senior Women's Administrator

The Rev. Dr. Ron Robinson, D.Min.

Perkins-Prothro Chaplain and Professor of Religion

Matt Roos, M.B.A.

Former Alumni Engagement Officer | Former Chair of the Staff Advisory Council

Megan Smith '22

Student Member of the Committee

Tasha Smith-Tyus, Ph.D.

Director of Career Services

Tony Thomas

United Way Vista
Northside Development Group

Demario Watts, M.Ed., MHRD

Former Assistant Dean of Students for Diversity and Leadership Development | Former Title IX Deputy Coordinator

SECTION III: Access, Inclusion and Our Diverse Community

The events and initiatives included below highlight our diverse community as well as our desire to build bridges by being more accessible and inclusive of historically underrepresented groups.

Fifth Black Alumni Summit. In October 2018, the fifth Black Alumni Summit was held with the support of former Dean Demario Watts. The summit included student presentations and a social hour with members of the Presidential Committee on Diversity and Inclusion.

United Methodist Church. The college chaplain, the Rev. Dr. Ron Robinson, sent a letter to students, faculty, the diversity committee and LGBTQIA students regarding the United Methodist Church and its decision to prohibit the marriage and ordination of people who identify as homosexual. The letter offered assurance that the college's nondiscrimination policy remains firmly in place and that the chaplain will continue his long-standing support of full inclusion and that he continues to be an advocate for faculty, staff and students who may identify as LGBTQIA+.

Diversity Speaker Series, sponsored by the Office of the President and the Dean of Diversity and Inclusion. One of the goals of the Diversity Speaker Series is to reconnect with Wofford alumni and community leaders who work in the area of diversity and inclusion. During the past academic year, these events were part of the series:

- + “The Role of the Arts in Elevating Latinx and Hispanic Voices” exhibit and talk by Ivan Segura from Palmetto Luna Arts. (This event also was supported by Dr. Youmi Efurd, curator).
- + “Latinx at Wofford” held in October of 2018 with students and Wofford alumni Dr. Jessica Rachel Himmelstein '10, Herbert Francisco Curry Arceo '89 and Armando G. Llorente '78.
- + “Women Abroad” panel discussion with Bali Channa '20, Dr. Helen Dixon, Dr. Alysa Handelsman, Dr. Debora Johnson-Ross '81, Amy Lancaster '01 and Hilary Smith '05 and moderated by Dr. Begoña Caballero. The panel discussion was followed by a reception sponsored by Dean of Students Roberta Bigger '81 and Dr. Begoña Caballero.

First-Generation College Student Week. To celebrate First-Generation College Student Day – nationally recognized annually on Nov. 8 – the Office of Student Success and the Office of Diversity and Inclusion partnered to host a week of events to highlight and recognize this important student group on campus. Events included a dinner, a panel discussion, a paint and pour activity and other events that celebrated all of Wofford's first-generation students, faculty and staff.

Diversity and Inclusion Award Winners. Matthew McQuilla '19 received the student diversity and inclusion award for his work in building bridges between Wofford athletes and Campus Union. Dr. Nancy Williams received the faculty diversity award for her work with the LGBTQIA+ community. Diversity and Inclusion Awards are sponsored by the Office of the President.

Interfaith Engagement. Dr. Trina Jones and the Rev. Dr. Ron Robinson took their Interfaith Engagement class to Washington, D.C., over fall break. Their interfaith trip included visits to the United Methodist building; the Supreme Court; the U.S. Capitol, where they had Friday prayers with the Muslim community; the Berkeley Center at Georgetown; the United Nations Foundation; the Holocaust Museum; and the National Cathedral for worship.

Hispanic/Latinx Voices in Academia. Bonner Scholars Sandra Lopez '21 and Mariana Gonzalez '21 and Gateway Scholar Myra Lomeli-Garcia '21 as well Dr. Ramón Galiñanes Jr. and Dr. Begoña Caballero presented at Clemson University's Hispanic and Latinx Voices in Academia Conference held in October 2018.

Celebrating Women and Global Entrepreneurs. The Space in the Mungo Center, in partnership with Wofford Women of Color, organized a number of impactful events during Global Entrepreneurship Week in November 2018, including a Powered By Women Entrepreneurship Panel; a webinar focused on Women, Power and Money; and a students of color and influence lunch and learn with Dr. Lynette Wilson-Phillips '80.



Diversity and Inclusion Student Recruitment Events. The Office of Admission organized a number of special interest events focused on recruiting historically underrepresented students. These diversity and inclusion sessions took place during all of the Hospitality Days and Wofford Scholars Day as well as during the two Main Events.

Inclusion in the Classroom. Faculty, staff and students met in October 2018 to discuss what makes students feel included and not included in the classroom. A document with all the suggestions and advice for professors was written and distributed among faculty and attendees by Dr. Begoña Caballero, dean of diversity and inclusion.

Robust Heritage Month Celebrations ... Hispanic Heritage, Black History, Women's History and LGBTQIA Month Celebrations. This past year's heritage month celebrations were packed with numerous events and activities as well as opportunities to re-imagine our Wofford community. Some of the other impactful events during the heritage month celebrations included:

- + Black Excellence Panel with students and Wofford alumni, including Robert Mickel '85, Jill Littlejohn '01, Arsenio Parks '11, Valerie Billy Sullivan '87 and James Anthony Jones '94. Organized by Wofford Men of Color and the Office of Diversity and Inclusion.
- + Black and Abroad Forum. Members of the Wofford community, including students, faculty, staff and alumni, and the local community shared insights into the intersections of race and study abroad during two community forums. Sponsored by the Office of International Programs, the Presidential Committee on Diversity and Inclusion and the Office of Diversity and Inclusion.
- + National Coming Out Day event led by the LGBTerriers.
- + "Man/Woman Enough" discussions led by the Office of Diversity and Inclusion.
- + The Homeless Period Project led by the Office of Residence Life and the Office of Diversity and Inclusion.



Art and Theatre. The Department of Art and Art History and Wofford Theatre organized a number of events this past academic year to raise awareness and empathy. The events included "Scraps from My Mother's Floor," an innovative solo exhibition by award-winning artist Dawn Williams Boyd, and "Dutchman" by LeRoi Jones/Amiri Baraka and performed by Wofford Theatre.

Meet and Greet. Brandon Molina '22 organized a meet and greet in April with the Presidential Committee on Diversity and Inclusion that was open to the entire campus. The event was supported by the Dean of Diversity and Inclusion and the Office of Diversity and Inclusion.

SECTION IV: Community Support, New Initiatives and Professional Development

The events, new initiatives and support systems listed below highlight our commitment to living our ideals of being part of a diverse and inclusive, 21st century liberal arts college.

Search Advocate program. Advocates served on 17 faculty and staff searches during the 2018-19 academic year; two training sessions were held in April that netted 10 new advocates; a document, "Protocol for Hiring of Faculty at Wofford," was drafted and will be incorporated by Provost Mike Sosulski into a new comprehensive faculty hiring process; assessed the search advocate program by surveying everyone who served on a search committee with an advocate and submitted assessment to the provost.

AAC&U Truth and Racial Healing Workshop. A team of Wofford faculty and staff members, including Dr. Jim Neighbors, Dr. Kim Rostan, Dr. John Miles and Jessalyn Story, won approval to attend a summer workshop held by AAC&U, the first major step in Wofford becoming appointed a Truth and Racial Healing Center.



Re-Chartering of Alpha Phi Alpha Fraternity. The necessary initial steps have been taken to potentially re-charter a chapter of Alpha Phi Alpha Fraternity Inc. at Wofford. The original chapter was chartered in 1983 and officially was de-chartered in 2010. This effort has been led by James Stukes and support by the Presidential Committee on Diversity and Inclusion.

Celebrating Diverse Faith Traditions. Major celebrations were held on campus for not only Christian groups (Christmas, Ash Wednesday, Holy Week) but also for Jewish (Hanukkah, Passover) and Muslim (Ramadan, Eid) faculty, students and staff. All events were open to the entire campus and to the local community. Organized by the Office of the Chaplain.

Re-Chartering of Delta Sigma Theta. Important steps have been taken to potentially re-charter a chapter of Delta Sigma Theta at Wofford. The original chapter was chartered with the help of Dr. Debora Johnson-Ross '81. A Bonner Scholar and several members of the Presidential Committee on Diversity and Inclusion are leading and/or supporting this effort.

Diversity and Inclusion Reception. The second Annual Diversity and Inclusion Committee's Reception for staff, faculty, community leaders and alumni of diverse backgrounds was held in February of 2019. The event was sponsored by the Office of the President.

The Baccalaureate Service. The college's baccalaureate service included readings from Chinese, Jewish and Muslim students in addition to the traditional Christian readings. These readings were rendered in Chinese, Hebrew and Arabic languages. This marked the first time in the college's history that such diversity was represented in this significant college event.

White Fragility and Racial Justice Workshop. Nationally recognized scholar and public intellectual Dr. Robin DiAngelo delivered a provocative keynote address and workshop on the topic of why it is so difficult for white people to talk about racism.

MLK Day of Service. The 2019 MLK Planning Committee organized and coordinated a robust program of events for the MLK Day of Service, including a Unity March, an art exhibit, pottery bowls event, African dance and a service project at the "Old City Cemetery."

Faculty Professional Development Opportunities. A number of talks and workshops related to diversity and inclusion professional development took place during the past academic year including:

- + Sept. 19, 2018: Dr. Begoña Caballero, dean of diversity and inclusion at Wofford College, "Integrating Diversity, Inclusion and Social Justice in the Curriculum."
- + Nov. 13, 2018: Dr. Savita Nair of Furman University, "From Advising to the Curriculum."
- + March 19, 2019: Moryah Jackson, diversity educator at Clemson University, "Ten Practical Approaches to Foster an Inclusive Classroom."
- + April 16, 2019: Dr. Stephanie Knouse, The Furman Advantage Reflection Fellow, "Reflection Across the Disciplines."

Class of 2019 Multicultural Senior Banquet. In May 2019, a Multicultural Senior Banquet was held to celebrate the accomplishments of graduating students of color.

Interfaith Leadership Institute. The entire slate of Campus Union Officers attended IFYC's Interfaith Leadership Institute in Chicago in August. Wofford became the first college in the nation to send all of its student government officers through this training. Supported by the Office of the Chaplain.

Student Professional Development Opportunities. The Space in the Mungo Center organized several workshops and lunch-and-learn events to create more inclusive student professional development opportunities. Events included a Wofford Men/Women of Color resume workshop; a workshop on the topic of salary negotiation for women and a presentation by Russ Rudolph, vice president at Milliken & Co., with the STARTALK program at Wofford on the importance of cultural competencies.



Diversity and Inclusion Assessment. Dr. Nancy “Rusty” Barcelo, a national expert on diversity and inclusion, came to Wofford in April 2019 to talk to students, staff and faculty and to provide advice on how to keep improving our diversity and inclusion programs. She also gave a thought provoking talk titled “Status of Diversity in The Academy: Challenges and Opportunities.”



Diversity, Equity and Student Success Conference. Student members of the Presidential Committee on Diversity and Inclusion, Jara Dogan '22 and Brandon Molina '22, received full scholarships to attend the Diversity, Equity and Student Success Conference hosted by the AAC&U. Sponsored by the Office of the President, the Office of the Provost, the Dean of Diversity and Inclusion and the Bonner Scholarship Program.

New Student Orientation Workshop. The Center for Community-Based Learning organized a workshop for new students at the college focused on community-based learning and social location. The workshop was organized by Jessalyn Story.

Acknowledging Our Past: Race, Landscape and History. Wofford College is among 25 institutions that will participate in the inaugural cohort of Humanities Research for the Public Good, an initiative to promote student research, to address issues of public significance and to showcase the rich archival, library and museum collections held by participating institutions. The project is led by Dr. Rhiannon Leebrick.

Book Club. The Center for Innovative Learning and the Diversity and Inclusion Book Club for faculty and staff members was well attended during the 2018-2019 academic year and the books that were discussed included:

- + “White Fragility” by Robin DiAngelo.
- + “Non-Violent Communication” by Marshall Rosenberg.
- + “The Courage to Teach: Exploring the Inner Landscape of a Teacher’s Life” by Parker Palmer.

“Back of the College” Project. Dr. Jim Neighbors, in partnership with Brenda Lee Pryce, co-author of “South of Main;” Mitch Kennedy, director of human relations for the city of Spartanburg; Brad Steinecke, assistant director of local history of Spartanburg County Public Libraries; and Monier Abusaft, director of Juneteenth Inc., have continued to work on the “Back of the College” project, which tells the story of the African-American neighborhood that existed behind Wofford College. The research project received additional funding this summer through the faculty-student collaborative research program to hire four students to continue research of the neighborhood’s demographics and to design and publish the multimedia website that will present the material gathered.

Guiding The Way to Inclusion. Arsenio Parks and Brandon Bruton attended National Association for College Admission Counseling’s (NACAC) Guiding the Way to Inclusion (GWI) 2018 conference hosted in Washington, D.C., from July 29 to Aug. 1, 2018.

Northside-Wofford Collaboration. As part of the “Building Sustainable Communities” course, Dr. Alysa Handelsman organized a community presentations event that showcased community-based research projects created by students and community partners. The event/initiative was sponsored by the Romill Foundation.

Intergenerational Connections. Dr. Kara Bopp received a grant from the Council of Independent Colleges (CIC) and the AARP Foundation to connect college students with older adults. The grant paid a stipend to Wofford student fellows who organized and led dozens of workshops that allowed Wofford students and low-income older adults to interact.

SPRING 2018: STUDENT, STAFF AND FACULTY DEMOGRAPHICS IN COMPARATIVE PERSPECTIVE

| Group | White | African-American | Hispanic / Latinx | Asian | Two or More Races or Other | % Women |
|----------------------------------|--------------|------------------|-------------------|-------------|----------------------------|--------------|
| Total Students (n = 1,673) | 80% | 8% | 4% | 2% | 6% | 54% |
| Wofford Bonner Scholars | 43% | 30% | 13% | 3% | 7% | 55% |
| Hourly Staff (n = 75)* | 76% | 16% | 5% | . | 3% | 41% |
| Professional Staff (n = 204)* | 88% | 8% | 1% | 1% | 2% | 49% |
| Full-Time Faculty (n = 124)* | 90% | 4% | 2% | 2% | 2% | 43% |
| Population | 61.3% | 13.3% | 17.8% | 5.7% | 1.9% | 50.8% |

* 75 of the 94 hourly staff members self-identified by race/ethnicity.

* 204 of the 223 professional staff members self-identified by race/ethnicity.

* 124 of the 141 full-time faculty members self-identified by race/ethnicity.

SUMMER 2019: STUDENT DEMOGRAPHICS BY MAJOR IN COMPARATIVE PERSPECTIVE

| Major | (n =) | White | African-American | Hispanic / Latinx | Asian | Two or More Races or Other | All Others | % Women | First Gen |
|-----------------------|--------|--------|------------------|-------------------|-------|----------------------------|------------|---------|-----------|
| Accounting | 78 | 76.9% | 9.0% | 7.7% | 1.3% | 3.8% | 1.3% | 47.4% | 14.1% |
| Art History | 18 | 94.4% | 0.0% | 5.6% | 0.0% | 0.0% | 0.0% | 94.4% | 0.0% |
| Business Economics | 59 | 76.3% | 16.9% | 3.4% | 0.0% | 1.7% | 1.7% | 30.5% | 16.9% |
| Biology | 204 | 81.9% | 7.8% | 3.9% | 2.9% | 1.5% | 2.0% | 63.7% | 16.7% |
| Chemistry | 44 | 79.5% | 2.3% | 4.5% | 6.8% | 4.5% | 2.3% | 65.9% | 11.4% |
| Chinese | 9 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 55.6% | 0.0% |
| Computer Science | 37 | 62.2% | 5.4% | 10.8% | 5.4% | 5.4% | 10.8% | 13.5% | 16.2% |
| Economics | 37 | 83.8% | 10.8% | 0.0% | 0.0% | 0.0% | 5.4% | 16.2% | 10.8% |
| English | 73 | 80.8% | 13.7% | 4.1% | 0.0% | 0.0% | 1.4% | 75.3% | 15.1% |
| Environmental Studies | 37 | 91.9% | 2.7% | 0.0% | 0.0% | 0.0% | 5.4% | 45.9% | 8.1% |
| Finance | 124 | 85.5% | 6.5% | 3.2% | 1.6% | 1.6% | 1.6% | 30.6% | 14.5% |
| French | 14 | 85.7% | 7.1% | 0.0% | 0.0% | 7.1% | 0.0% | 71.4% | 0.0% |
| German | 8 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 62.5% | 0.0% |
| Government | 67 | 85.1% | 9.0% | 1.5% | 0.0% | 4.5% | 0.0% | 58.2% | 16.4% |
| History | 39 | 87.2% | 2.6% | 2.6% | 5.1% | 2.6% | 0.0% | 38.5% | 15.4% |

| Major | (n =) | White | African-American | Hispanic / Latinx | Asian | Two or More Races or Other | All Others | % Women | First Gen |
|----------------------------|-------------|--------------|------------------|-------------------|-------------|----------------------------|-------------|--------------|--------------|
| Humanities | 19 | 89.5% | 10.5% | 0.0% | 0.0% | 0.0% | 0.0% | 73.7% | 0.0% |
| Intercultural Studies | 6 | 83.3% | 16.7% | 0.0% | 0.0% | 0.0% | 0.0% | 50.0% | 50.0% |
| International Affairs | 39 | 74.4% | 12.8% | 2.6% | 2.6% | 5.1% | 2.6% | 53.8% | 0.0% |
| Math | 41 | 73.2% | 2.4% | 4.9% | 7.3% | 0.0% | 12.2% | 53.7% | 12.2% |
| Philosophy | 11 | 81.8% | 18.2% | 0.0% | 0.0% | 0.0% | 0.0% | 27.3% | 27.3% |
| Physics | 21 | 76.2% | 0.0% | 4.8% | 4.8% | 4.8% | 9.5% | 9.5% | 4.8% |
| Psychology | 88 | 81.8% | 5.7% | 3.4% | 2.3% | 5.7% | 1.1% | 85.2% | 26.1% |
| Religion | 7 | 100.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 71.4% | 0.0% |
| Sociology | 7 | 42.9% | 28.6% | 0.0% | 0.0% | 28.6% | 0.0% | 28.6% | 28.6% |
| Sociology and Anthropology | 21 | 85.7% | 9.5% | 0.0% | 0.0% | 4.8% | 0.0% | 85.7% | 19.0% |
| Spanish | 45 | 82.2% | 2.2% | 8.9% | 0.0% | 6.7% | 0.0% | 82.2% | 17.8% |
| Theatre | 14 | 78.6% | 7.1% | 7.1% | 0.0% | 7.1% | 0.0% | 71.4% | 21.4% |
| Wofford TOTAL | 1639 | 80.4% | 8.5% | 3.7% | 1.9% | 3.0% | 2.5% | 53.0% | 15.3% |