

Names on Sign-In Sheet:

Ken Strickland, Nancy Aleo, Bashezo, Kyle Brock, Jamie Costello, Sharon Dunn, Sondra Grace, Lin Haire-Sargeant, Lois Hetland, Meg Hickey, Hubert Hohn, Ekua Holmes, Blake Johnson, Gunta Kaza, Judith Leeman, Fred Liang, Janna Longacre, Iman Louis-Jeune, James Mason, Ceci Mendez, Dana Moser, David Nolta, Lyssa Paluay, Paul Paturzo, Sheila Pepe, Franco Pons, Noel Puelo, Marika Preziuto, Laura Reeder, Rachel Resnik, Trinere Rodriguez, Patti Seitz, Susana Segat, Ellen Shapiro, Betsy Smith, Anne Marie Stein, Kurt Steinberg, Peg Turner, Jasminka Udovicky, Keith Washington, Elena White, Joe Wood, Chris Wright, Charline Xu, Margot Zurakoloska

3-3:15 Introduction and Updates

Dana Moser offered to be the facilitator keeping the meeting to the agreed-upon timelines.

There was general consensus that last meeting was somewhat stressful, so participants were going to be more thoughtful and kind while making comments.

Ken Strickland gave an update on under-enrolled courses and the group discussed advertisement and recruitment strategies.

At their most recent Chairs' Meeting, faculty met and created a statement expressing their support of the principles being discussed at these meetings. Margot Zurakowska read the faculty statement: *"Faculty represented by Chairs supports and respects students' civic engagement, passion for social justice, and students' work for a greater good. Faculty is committed to continue dialog in the next academic year."*

3:15-3:30 Mirror Committee

The group discussed the general theory behind the Mirror Committee demand. Ken said that he had done some research on how to proceed with such a new governance group, as promised. He distributed his proposal, which has the backing of both the VP's and the new president.

Since they produced the college's new diversity plan, the Diversity and Social Justice Task Force has now completed its mandate and has been disbanded. The president will create a new college-wide advisory group, called "Diversity Council." Students will have equal representation and voice.

Diversity Council

Composition:

- 3 staff (as appointed by the president),
- 4 faculty (as approved by the MSCA chapter president), and
- 4 students (as appointed by the SGA)
- 1 support staff (non-voting, appointed by the president)

Co-Chairs, elected by the committee on a yearly basis:

- 1 faculty
- 1 student

Charge: Clarify, detail, and make recommendations for implementation of diversity plan

Start date: AY16-17

Meetings:

- Meeting schedule set at the beginning of each semester
- Sessions are open to the MassArt community
- Meeting times, locations, and agendas are posted with at least 2 days notice

Agendas: The committee will create meeting agendas and may entertain requests from the community

Protocol for the meeting: At each meeting, the co-chairs shall determine at which point and for what duration public comment will be heard

Accountability:

- The committee shall produce a written report to the president on a quarterly basis
- Report should express the majority opinion of the Diversity Council
- Minority opinions/divergent opinions from the community will also be included in the report

- *The opinions, concerns, and suggestions raised by the Mirror Committee during Diversity Council meetings will have equal weight in the written reports the Diversity Council presents to the president
- Mirror: Students may organize 'mirror' committee to attend and participate in these meetings (see Mirror language).

Ken discussed the Mirror Committee and its relationship to the Diversity Council. Except for a few suggested edits, he recommended the vision for this committee as presented by the ACU.

Mirror Committee to the Diversity Council

Goal: to create a structure that allows the decision for recommendations to be collaborative

Composition:

- Student run (Demand 1.a.ii – Page 3)
- Chosen by MassArt's underrepresented populations (Demand 1 – Page 1)
- Be student led and consist of over 80% members of color, a majority of which also represent women, LGBTQIAA, religious minorities, and disabled communities invested in the well-being and needs of underrepresented students (Demand 1.a.ii – Page 3)
- Appointed by the students, using their own process (Demand 1.a.ii – Page 3)
- All participants shall be critically aware of and proficient in social justice issues as well as strategies to minimize and resolve systemic inequities around race, gender, religion, economics, sexuality, mental wellness, and mobility (Demand 1.a.iii.2 – Page 6)
- Administrative support will be provided by the CDO (Demand 1.a.iii – Page 4)
- Faculty/staff may volunteer to serve in an advisory role (Demand 1.a.iii – Page 4)

Membership: A list of committee members and chair(s) must be provided to the president at the beginning of every academic year (Demand 1.a.iii.1. – Page 5)

Charge: Work to address, clarify, revise and hold MassArt accountable for goals and actions stated in the current diversity plan (Demand 1.a.i – Page 2)

Start date: AY16-17. The student leaders and the faculty/staff advisor should be on board by fall of 2016 (Demand 1.a.iii.1. – Page 5)

Accountability:

- Works in tandem* with the Diversity Council (Demand 1 – Page 1)
- *The opinions, concerns, and suggestions raised by the Mirror Committee during Diversity Council meetings will have equal weight in the written reports the Diversity Council presents to the president (Demand 1.a.iii.b – Page 7)

The group discussed the proposal, making positive comments: This is a positive step, as there has never been a committee like this; This is not duplicative governance but a possible way of giving voice to an underrepresented group; Posting agendas ahead of time is a good idea, which should be mandated of all governance committees; Other governance committees would welcome input like this at their own meetings; Maybe members of the Mirror Committee could also be dispersed to serve on other governance committees.

Ken asked for the students' response to the proposal. He summarized the proposal, specifying that he agreed with the ACU principles and stands behind their demands. He understands that these demands are not etched in stone and that the structures will adapt through use and improve through time.

The group explored the Mirror Committee concept versus a more targeted committee on race. The response was that this is not just about race but about power and disrupting its consolidation. This is about inserting voices inside closed power structures.

There was a short break, after which ACU asked for some more time to consider the proposal. The group agreed to table the Mirror Demands (Pages 1 – 8, Page 14).

3:30-4:30 Demands/President's Response to the ACU Demands Package

Demands already signed by the President:

- Page 09: Recruitment material is better reflecting of population
- Page 10: Recruitment visuals are better reflecting of population
- Page 12: Diversity Office expansion
- Page 13: Diversity Office recruitment

- Page 15: MAC incident disclosure
- Page 19: Curriculum searchable by new DaVinci portal
- Page 21: Waiving enrollment caps
- Page 26: Programs for PoC issues and concerns
- Page 27: Adderley Lecture explained
- Page 28: Gender-neutral bathrooms
- Page 40: Ken Strickland commitment
- Page 41: David Nelson commitment

Demands signed by the President during this meeting:

- Page 11: Recruitment material will include data
- Page 16: MAC incident social media trainings
- Page 17: Curriculum expands study outside of European canon
- Page 18: Curriculum taught by faculty of color
- Page 20: Diverse models
- Page 29: ADA elevators and ramps
- Page 30: ADA mapping
- Page 31: Housing staff staffing
- Page 32: ACU helps recruit pool
- Page 33: Train professional staff
- Page 34: Search committee composition
- Page 36: Search committee AA rep
- Page 37: Language services, ESL, translations

Demands with the President's suggested edits

Pages 1, 3, 4, 5, 7, 8, and 14 were removed from this section because they were Mirror Demands that were tabled. The demands left in this section were Page 23 and Page 35.

Page 23. The suggested edits for Page 23 were presented (underlined = new, ~~cross-out~~ = deleted)
*"Curriculum, Faculty, and Staff Demand: 3. A policy whereby all new faculty and staff is required to receive extensive Anti Racism and Cultural Competency training and all new/current faculty and current staff are enthusiastically encouraged to receive Anti Racism and Cultural Competency training including current Interim President/Provost (Ken Strickland), incoming President (David P. Nelson), and the Board of Trustees. (To be implemented within 90 days).
 Date of implementation: 90 days"*

The group discussed the meaning of the word "extensive". It means "non-trivial," understanding what is necessary and right. It is not about a 20-minute on-line course. The group discussed whether the Mirror would be involved, or if there would be dialog with the community or a process for conversation? Students will be able to give suggestions.

The word changes around "faculty" were made because faculty cannot be required to participate, but faculty could be encouraged.

The group agreed to change the first sentence into two sentences.

They confirmed that the goal was to create a policy within 90 days, not to have finalized this training by this time. Ken confirmed that throughout the Demands, any reference to "by the Fall 2016" can be understood to mean "during the Fall 2016 semester." The group agreed to this clarification for the whole document: implementation is expected as soon as possible, and September 1st might be too soon.

The group agreed that Page 23, as revised, could be signed. Ken will produce a clean copy and Page 23:

Curriculum, Faculty, and Staff
 Demand: 3. A policy whereby all new staff is required to receive extensive Anti Racism and Cultural Competency training will be created. All new/current faculty and current staff are enthusiastically encouraged to receive Anti Racism and Cultural Competency training including current Interim President/Provost (Ken Strickland), incoming President (David P. Nelson), and the Board of Trustees. (To be implemented within 90 days).

Date of implementation: 90 days

Page 35. The suggested edits for Page 35 were presented (underlined = new, ~~cross-out~~ = deleted). This is part of Demand 4, regarding new Residence Life staff:

"ii. The search committee will be representative of the college community. In addition to meeting the search committee requirements as outlined by the state policy, the chair will reach out to ACU and make a concerted effort to invite one (1) faculty and two (2) persons of color to be part of the search committee. The chair meets and consults with Human Resources representative and Director of Civil Rights, Compliance, and Diversity to review hiring procedures. The chair will also work with committee representatives to post the position in multiple places to maximize recruitment efforts of qualified candidates of color. This includes but is not limited to the use of faculty and staff membership in professional and affinity organizations to outreach to diverse candidates."

The group discussed the "1 faculty and 2 persons of color" wording. The intent was not to purposefully exclude staff, and the 2 persons of color could be students, or faculty. The group agreed to change "1 faculty" to "1 faculty/staff of color" and to change "2 persons of color" to "2 students/alums."

The group discussed "the chair will reach out to the ACU." This means that the chair should keep ACU as a collaborative partner. The group agreed to change "reach out" to "work with." Ken agreed to produce a clean copy and sign Page 35.

Campus and Residence Life

Demand 4.d.ii. The search committee will be representative of the college community. In addition to meeting the search committee requirements as outlined by the state policy, the chair will work with ACU and make a concerted effort to invite one (1) faculty/staff of color and two (2) students/alums to be part of the search committee. The chair meets and consults with Human Resources representative and Director of Civil Rights, Compliance, and Diversity to review hiring procedures. The chair will also work with committee representatives to post the position in multiple places to maximize recruitment efforts of qualified candidates of color. This includes but is not limited to the use of faculty and staff membership in professional and affinity organizations to outreach to diverse candidates.

Date of implementation: 181 days

Demands needing more discussion

The only demands left were those still needing discussion. They included the following:

Mirror Committee

- Page 1: Mirror committee works in tandem with those implementing the diversity plan
- Page 2: Mirror committee works to hold us accountable for goals and actions
- Page 3: Mirror committee composition
- Page 4: Mirror support/advisors
- Page 5: Mirror members on board by fall 2016
- Page 6: Mirror members proficient in social justice issues and strategies
- Page 7: Mirror members have equal weight to others
- Page 8: The word "diversity" will be replaced with more specifics
- Page 14: Revise policy addressing racism

Counseling Center

- Page 22: Counseling Center increased staffing

Faculty Evaluations

- Page 24: Mirror committee reviews faculty evaluations re: tenure or promotions
- Page 25: Evaluations reviewed by chairs: 3 problems mandate reporting

Public Safety

- Page 38: Public Safety unarmed
- Page 39: Public Safety not militarized

4:30-4:45 Question on Nine (9) positions filled by POC professors

ACU members questioned whether the college had hired 9 new faculty members, and if so, what were their demographics. Ken said that there have been 3 new tenure track hires: they self-identified as one woman, one Hispanic male, and one Asian male. There have also been a few temporary hires in preparation for full-time searches. Diversity in hiring has been identified as a high priority.

The group discussed the 20% (by Department) Adjunct provision in the MSCA contract. In AY2014-15, it looked like the college would need to hire 16-17 new full time faculty. Since then, the number needed was reduced by those hired in tenure tracks, temporary hires, and consolidated classes. Now that enrolment seems to be going back up, we will have to recalibrate the numbers. It is a problem that the State is not funding our collective bargaining obligations because it puts the college in a financial bind and prevents us from implementing some needed changes.

It was pointed out that the college would be losing an important voice for diversity when Professor Chaz Maviyane-Davies retires this year: we will have to be thoughtful about how to fill that void. The group discussed general recruitment and hiring strategies, and ways to involve the MassArt community in searches.

4:45-5:00 next steps

The group explored options for continuing these meetings during the summer. The MassArt budget timeline is not a pressure point because the agreed-upon demands have already been earmarked.

As an update on the implementation of agreed-upon demands, it was noted that the MAC Board Incident announcement to the community would be distributed on May 2nd. Also, the Staff Psychotherapist/Diversity Coordinator position is being posted and an ACU member has been appointed as a member of the Search Committee.

The next meeting of this group was scheduled for Monday, June 6th from 3:00pm to 5:00pm. Ken applauded the group for the work done to date and thanked the students for bringing important issues to the college's attention. The meeting adjourned.

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- Attachments:
1. Sign-in sheet
 2. Demands: agreed upon and signed
 3. Demands: needing further discussion

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Compass



PAGE	NEW	DEMAND #	ISSUE
9		DPA 2.	Recruitment material is better reflecting of population
10		DPA 2.b.	Recruitment visuals are better reflecting of population
11		DPA 2.b.i.	Recruitment material will include data
12		DPA 3.a.	Diversity office expansion
13		DPA 3.b.	Diversity office recruitment
15		DPA 5.a.	MAC incident disclosure
16		DPA 5.b.	MAC incident social media trainings
17		CFS 1.a.	Curriculum expands study outside of European canon
18		CFS 1.b.	Curriculum taught by faculty of color
19		CFS 1.c.	Curriculum searchable by new DaVinci portal
20		CFS 1.d.	Diverse models
21		CFS 1.e.	Waiving enrollment caps
23		CFS 3.	New staff get training, new/current faculty, staff encouraged to get training
26		CRL 1.a.i.	Programs for PoC issues and concerns
27		CRL 1.b.	Adderley Lecture explained
28		CRL 2.	Gender neutral bathrooms
29		CRL 3.	ADA elevators and ramps
30		CRL 3.a.	ADA mapping
31		CRL 4.a.	Housing staff staffing
	32	CLR 4.b.	ACU helps recruit pool
	33	CLR 4.c.	Train professional staff
	34	CLR 4.d.i	Search committee composition
	35	CLR 4.d.ii	Search committee additions
	36	CLR 4.d.iii	Search committee AA rep
32	37	CRL 5.a.	Language services, ESL, translations
35	40		Ken Strickland commitment
36	41		David Nelson commitment




Diversity Plan and Administration

Demand: 2. In an effort to become more forthcoming and transparent, appropriate MassArt's undergraduate and graduate recruiting material will be made to accurately reflect the *current* students, faculty, and staff population in terms of underrepresented groups (To be implemented by Fall semester of 2016).

a. IPEDS data of students, faculty, and staff will be updated on recruiting material during reprints.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.



 Ken Strickland
 Interim President
 Massachusetts College of Art and Design

3.15.16 _____
 Date Date

Massachusetts College of Art and Design



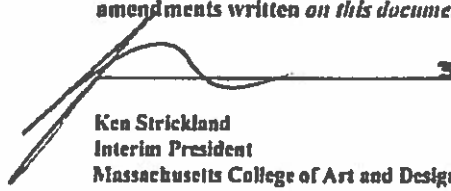
Diversity Plan and Administration

Demand: 2. In an effort to become more forthcoming and transparent, appropriate MassArt's undergraduate and graduate recruiting material will accurately reflect the current undergraduate and graduate student population in terms of all underrepresented groups (To be implemented by Fall semester of 2016).

b. Visual material will represent the student body.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
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 _____ 3.15.16 _____
Date Date
Ken Strickland
Interim President
Massachusetts College of Art and Design
Massachusetts College of Art and Design



- i. *Appropriate recruitment materials will include IPEDS statistical information that reflects incoming students and current MassArt demographics of underrepresented populations.*
 - a. *Opportunities will be given to all concerned students/faculty/staff to discuss and critique appropriate recruitment materials to provide ideas to enhance marketing messages to our prospective students during the production cycle. When possible, final pieces/messages/etc will also be vetted prior to print.*

Date of implementation: 181 days

The demand has been agreed to and will be implemented as written, in its entirety.

4.29.16

Date

Date

**Ken Strickland
Interim President
Massachusetts College of Art and Design**

Massachusetts College of Art and Design



Diversity Plan and Administration

Demand: 3. The Civil Rights Compliance and Diversity office will be *expanded* (To be implemented by the Fall semester of 2016).

- a. 1.5 FTE will be hired for the office by Fall 2016.
 - i. Contract a consultant/mediator (who has professional experience in social justice work) to provide support to the CDO until a regular full time employee is hired.

Date of implementation: 181 days

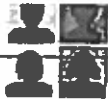
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Ken Strickland
 Interim President
 Massachusetts College of Art and Design

3.4.16
 Date

 Date
 Massachusetts College of Art and Design




Demand: 3. The Civil Rights Compliance and Diversity office will be expanded (To be implemented by the Fall semester of 2016).

b. MassArt will hire candidates that best reflect and support needs of underrepresented populations throughout the University to adequately staff the CDO. Job descriptions will include details of the position requirements and candidate qualifications will be considered with targeted recruitment to ensure the best staffing of the Diversity Office. Minimum requirements will include a background in social justice work and experience working, organizing, or volunteering in underprivileged communities. All qualifications being equal, candidates of color will be prioritized in hiring.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
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 Ken Strickland
 Interim President
 Massachusetts College of Art and Design

3.28.16
Date

 Date
 Massachusetts College of Art and Design



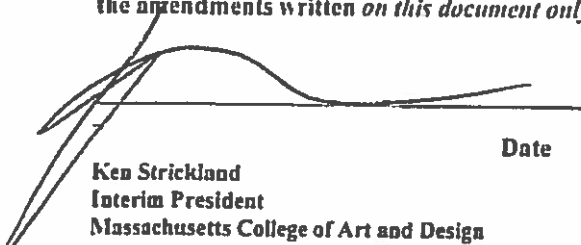
Diversity Plan and Administration

Demand: 5. MassArt will better communicate a more complete *official response* to the MAC Board incident in which the only Black member was cropped out of a photograph which was released on social media (To be implemented within 90 days).

a. Full disclosure of the incident will be given to the *entirety* of the MassArt community.

Date of implementation: 90 days

- The demand has been agreed to and will be implemented as written, in its entirety.
 The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.



Date

3.7.16

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design



b. Social media training and/or workshops and anti-racism training will be provided for all faculty, staff and students.

- i. The training will include the understanding of possible consequences and impact of posts, and how to resolve issues regarding underrepresented groups at MassArt responsively (e.g. how to properly acknowledge and amend a wrong-doing). Student leaders will attain the knowledge and be aware of current news and issues surrounding underrepresented groups.

(To be completed by Fall of 2016)

The demand has been agreed to and will be implemented as written, in its entirety.



Date
Ken Strickland
Interim President
Massachusetts College of Art and Design

9.29.16

Date

Date
Massachusetts College of Art and Design



Curriculum, Faculty, and Staff

Demand: 1. The President and Provost will support and encourage the development of curriculum that will be revised to be more *inclusive* of underrepresented students (To be implemented by the Fall semester of 2016).

- a. The curriculum will integrate more areas of study involving underrepresented populations (e.g. the inclusion of more artists of color across artistic disciplines), and more areas of study outside of the European canon (e.g., West and Central African Arts, History of South African Art in the Anti Apartheid Movement, Contemporary South African Art, Art and Culture of Cape Verde, Art of the Caribbean, Meso-American Art, Contemporary African American Art, Appropriation of Arts and Culture of Colonized People, Art in the Civil Rights Movement and Present Day Fight for Civil Rights, Contemporary and Ancient Art of Southeast Asian Communities, Art of the Pacific Island, Indigenous Arts of the Americas, The Construction of Taste, Queer Dialogues in Visual Language, Feminism and Art, Linguistics of Visual Language, Art of Resistance, Implicit Politics in Art Practice, Art Production for Capitalism, The Neoliberal Institution, Parallel Worlds: East African and South Asian shared cultures, Art of Diaspora, Ideologies in Art).

Date of implementation: 181 days

The demand has been agreed to and will be implemented as written, in its entirety.

4.29.16

Date

Date

**Ken Strickland
Interim President
Massachusetts College of Art and Design**

Massachusetts College of Art and Design



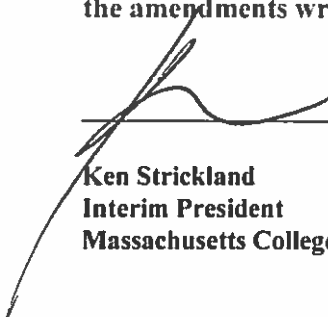
Curriculum, Faculty, and Staff

Demand: 1. The curriculum will be revised to be more inclusive of underrepresented students (To be implemented by the Fall semester of 2016).

b. In the instance or their being two candidates of equal qualifications and experience, the candidate of color will be prioritized for the instruction of courses relating to PoC studies.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
 The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.


_____ 9.29.16 _____
Date Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design



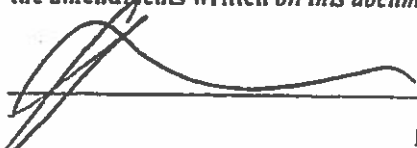
Curriculum, Faculty, and Staff

Demand: 1. The curriculum will be revised to be more *inclusive* of underrepresented students (To be implemented by the Fall semester of 2016).

c. MassArt will create a **Multicultural Studies** portal on DaVinci, which allows students to search for relevant courses in this area throughout all departments.

Date of implementation: 182 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written on this document only.



**Ken Strickland
Interim President
Massachusetts College of Art and Design**

_____ **3.7.16** _____
Date Date

Massachusetts College of Art and Design



Curriculum, Faculty, and Staff

Demand: 1. The curriculum will be revised to be more inclusive of underrepresented students (To be implemented by the Fall semester of 2016).

d. MassArt will actively solicit and hire from a pool of **diverse models** (e.g. models of color, models with physical disabilities, etc), and promote this pool in order to support an *inclusive instruction experience*.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
 The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

Ken Strickland
Interim President
Massachusetts College of Art and Design

7.29.16
Date

Date

Massachusetts College of Art and Design



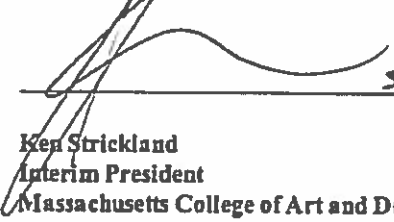
Curriculum, Faculty, and Staff

Demand: 1. The curriculum will be revised to be more *inclusive* of underrepresented students (To be implemented by the Fall semester of 2016).

e. Courses being offered that focus on topics outside of the European canon will be enthusiastically promoted by MassArt administration, faculty, and staff in *verbal, visual and written form.*

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only.*



 3.22.16
 Date
 Ken Strickland
 Interim President
 Massachusetts College of Art and Design

 Date
 Massachusetts College of Art and Design

21
 3.15.16
 agreed to sign 3/27
 signed to file 3/28



Curriculum, Faculty, and Staff

Demand: 3. A policy whereby all new staff is required to receive extensive Anti Racism and Cultural Competency training will be created. All new/current faculty and current staff are enthusiastically encouraged to receive Anti Racism and Cultural Competency training including current Interim President/Provost (Ken Strickland), incoming President (David P. Nelson), and the Board of Trustees. (To be implemented within 90 days).

Date of implementation: 90 days

The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written on this document only.

5.9.16

Date

Date

**Ken Strickland
Interim President
Massachusetts College of Art and Design**

Massachusetts College of Art and Design



Campus and Resident Life

Demand: 1. More programs pertaining to PoC issues and concerns will be held, and encouraged for faculty, staff and students to attend (To be implemented by the Fall semester of 2016).

- a. The programs will include training, lectures, movies, cultural activities, and workshops.
 - i. Students of color will be included in the planning and/or promotion of such events.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

3.22.16
Date

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design

26
3-15-16
Created by Ken U 3/25



Campus and Resident Life

Demand: 1. More programs pertaining to PoC issues and concerns will be held, and encouraged for faculty and students to attend (To be implemented by the Fall semester of 2016).

b. The reason behind the hosting of the Tyrone Maurice Adderley Lectures (particularly in regards to *the story of Tyrone Maurice Adderley*) will be stated to *all* of the MassArt community clearly and honestly, in *verbal, visual, and written* form.

Date of implementation: 182 days

- The demand has been agreed to and will be implemented as written, in its entirety.
 The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.



Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

3.7.16

Date

Massachusetts College of Art and Design

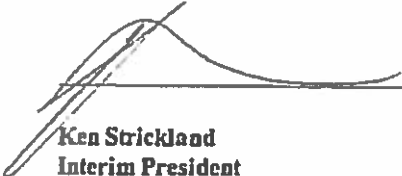


Campus and Resident Life

Demand: 2. All existing single-fixture gendered bathrooms will be re-designated as gender neutral bathrooms.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.


 _____ 3 22.16
 Date
 Ken Strickland
 Interim President
 Massachusetts College of Art and Design

 Date
 Massachusetts College of Art and Design

28
 3 15.16
 agreed to by 3/22
 given to ACU 3 25



Campus and Residence Life

Demand: 3. MassArt will install *more elevators* and/or *ramps* to fulfill the ADA code requirement of the campus, starting with the South Building (To be implemented within two [2] years, or seven-hundred and twenty-eight [728] days for the South and Collins building ramps and begin by the Summer of 2018 for the South building elevators).

Date of implementation: 728 days for South and Collins building ramps and begin by Summer of 2018 for South building elevators

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

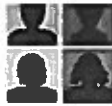
9.29.16

Date

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design

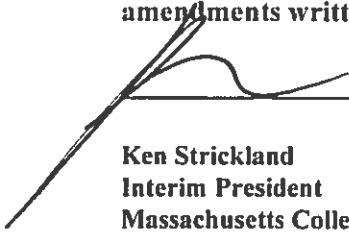


Demand: 3. MassArt will install *more elevators* and/or *ramps* to fulfill the ADA code requirement of the campus, starting with the South Building (To be implemented within two [2] years, or seven-hundred and twenty-eight [728] days for the South and Collins building ramps and by the Summer of 2018 for the South building elevators).

a. MassArt will design and provide a handicap accessibility map for the entire campus including residential facilities available in pamphlet size to take and be posted in the appropriate locations (i.e. all entrances, exits, and elevators). (To be completed by August 1st, 2016).

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.



**Ken Strickland
Interim President
Massachusetts College of Art and Design**

4.29.16

Date

Date

Massachusetts College of Art and Design



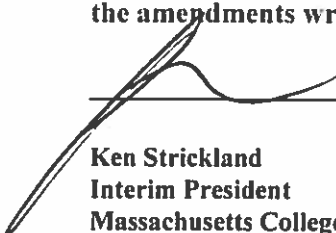
Campus and Residence Life

Demand: 4. Housing and Residence Life will structure the programming model to provide more programs to the on-campus residence community pertaining to Persons of Color and issues of social justice. Housing and Residence Life will work with Student Development to develop and deliver an on-going dialogue on issues of diversity and inclusion, drawing from and including university leaders, faculty, staff and students. We will report our efforts through our annual report and welcome accountability (To be implemented by the Fall semester of 2016).

- a. The Resident Assistant staff will continue to provide mandated training for the para-professional staff through our year-long seminars related to a wider variety of social justice issues. When appropriate, all student leaders will be invited. Furthermore, the entire community will be invited to one (1) program per semester sponsored by Housing and Residence Life and ACU. Housing and Residence Life will be held accountable for reporting out an executive summary report which will include learning objectives and assessment outcomes. Accountability is needed.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.



Ken Strickland
Interim President
Massachusetts College of Art and Design

9.29.16

Date

Date

Massachusetts College of Art and Design



- b. When recruiting for para-professional residence life positions (through the Student Leadership Process), Housing and Residence Life will reach out to an ACU representative to assist in marketing for a greater POC candidate pool. The goal will be to hire strong candidates in the hopes of obtaining a greater inclusive staff-one which MassArt works towards.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
 The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

4.29.16

Date

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design



- c. The Professional staff (Resident Directors and central staff) will mandate training to build cultural competency skills through local, regional and national organizations. This includes but is not limited to webinars, drive-in workshops, training on anti-racism, Colleges of the Fenway professional development opportunities, and conferences.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

4.29.16

Date

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design



- d. When recruiting for Professional Housing and Residence Life staff positions, the department will remain compliant within the state mandated process. Following the current hiring structured process at MassArt, when a professional housing and residence life position becomes vacant, a search will be conducted that includes the following:
- i. The search committee should include members with different backgrounds, perspectives and expertise. Additionally, an affirmative action representative will be a member. It should be diverse and, when possible, include persons of color, women, and persons with disabilities. The different members of the search committee will provide their own perspectives and ideas.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.



Ken Strickland
Interim President
Massachusetts College of Art and Design

7.29.16

Date

Date

Massachusetts College of Art and Design



- ii. The search committee will be representative of the college community. In addition to meeting the search committee requirements as outlined by the state policy, the chair will work with ACU and make a concerted effort to invite one (1) faculty/staff of color and two (2) students/alums to be part of the search committee. The chair meets and consults with Human Resources representative and Director of Civil Rights, Compliance, and Diversity to review hiring procedures. The chair will also work with committee representatives to post the position in multiple places to maximize recruitment efforts of qualified candidates of color. This includes but is not limited to the use of faculty and staff membership in professional and affinity organizations to outreach to diverse candidates.

Date of implementation: 181 days

The demand has been agreed to and will be implemented as written, in its entirety.

5.3.16
Date

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design



- iii. Affirmative Action Representative will: monitor pool of applicants, determine if pool must be expanded and if it has diverse representation, provide additional recruitment suggestions, provide guidance to the Committee as needed, and approve selection of finalist(s).

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

4.29.16

Date

Date

Ken Strickland
Interim President
Massachusetts College of Art and Design

Massachusetts College of Art and Design



Campus and Resident Life

Demand: 5. MassArt will implement more services for language, and will provide support and respect for students, staff, and faculty whose first language is not English. (To be implemented by the Fall semester of 2016).

- a. More services includes ESL for staff and students and translation done by proficient translators for all public documents when requested, within 24 hours of being requested.

Date of implementation: 181 days

- The demand has been agreed to and will be implemented as written, in its entirety.
- The demand has been agreed to, and will be implemented as written, in its entirety, with the amendments written *on this document only*.

**Ken Strickland
Interim President
Massachusetts College of Art and Design**

9.29.16
Date

Date
Massachusetts College of Art and Design



I, Ken Strickland, Provost / Senior Vice President of Academic Affairs and Interim President of Massachusetts College of Art and Design agree to commit myself to changing the culture of MassArt especially towards Anti-Racism and Anti-Heteropatriarchy. I will faithfully execute the following actions to prove my commitment starting now (3/8/2016) to continue into the future indefinitely:

- Begin participating in anti-racism/cultural competency trainings as of Summer of 2016.
- Meet personally with the head of each department to encourage all faculty and staff to participate in anti-racism/cultural competency training that MassArt makes available. ASAP.
- Go to department meetings for each department to actively promote and provide information on anti-racism/cultural competency trainings that MassArt makes available. ASAP.
- Meet personally with the each lab manager to encourage all staff to participate in anti-racism/cultural competency trainings that MassArt makes available. ASAP.
- Participate in community groups on anti-racism like SURJ (Showing Up for Racial Justice Boston Chapter <http://www.showingupforracialjustice.org>) and the Boston Knapsack Anti-Racism Group (<http://www.meetup.com/Antiracists/>). Several events are coming up in this current month of March 2016 and there are always more being added. ASAP.

Suggested groups to provide

City Life/Vida Urbana (617) 524-3541 www.civu.org

The MaeBright Group LLC www.maebright.com

Media Electric Inc. www.mediaelectric.com

Signature _____

Date 3 8.16



I, David P. Nelson, incoming President of Massachusetts College of Art and Design agree to commit myself to changing the culture of MassArt especially towards Anti-Racism and Anti-Heteropatriarchy. I will faithfully execute the following actions to prove my commitment starting now (3/8/2016) to continue into the future indefinitely:

- Begin participating in anti-racism/cultural competency trainings as of Summer of 2016.
- Meet personally with the head of each department to encourage all faculty and staff to participate in anti-racism/cultural competency training that MassArt makes available. ASAP.
- Go to department meetings for each department to actively promote and provide information on anti-racism/cultural competency trainings that MassArt makes available. ASAP.
- Meet personally with the each ^{studio} lab manager to encourage all staff to participate in anti-racism/cultural competency trainings that MassArt makes available. ASAP.
- Participate in community groups on anti-racism like SURJ (Showing Up for Racial Justice Boston Chapter <http://www.showingupforracialjustice.org>) and the Boston Knapsack Anti-Racism Group (<http://www.meetup.com/Antiracists/>). Several events are coming up in this current month of March 2016 and there are always more being added. ASAP.

Suggested groups to provide anti-racism / cultural competency training:
 City Life/Vida Urbana (617) 524-3541 www.clyu.org
 The MacBright Group LLC www.macbright.com
 Media Electric Inc. www.mediaelectric.com

Signature David P. Nelson Date 8 March 2016