



EDGEWOOD COLLEGE

ADVANCING *our* DIVERSITY COMMITMENTS:

Guided by our Dominican Values



EDGEWOOD COLLEGE DIVERSITY
UPDATE

2020-2021 ACADEMIC YEAR



EDGEWOOD COLLEGE

LAND RECOGNITION STATEMENT

ENACTED MONDAY, OCTOBER 8, 2018

As we begin today's event, we do so by recognizing the sacred land on which our College exists. Our Dominican heritage, educational mission, and core values call us to be stewards of this land and the Native mounds located throughout our campus. We respectfully acknowledge our local First Nation, the Ho-Chunk, and the additional 11 Indigenous Nations of Wisconsin that have shaped our state's history and our local community.

Mqanqkre, hanqac wakqackže aire. Teejopregi, Edgewood Collegera, eegi mjinakra, že'e heesge harukosire wa'uanqakwi. Waagax hojoci xetera hacija howaawajiwira, jaagu wagigusikjera, anaga jaagu cooweeja hakerewira, mqanqkre hais'akikjawi heesgeže wa'ukra, anaga mqanqkre eegi, wqaksiks'akra woowe t'upirera, hanqac wiirakara nihkejjesge wa'ukšaq. Hoocakra naga Wqaksikhijara hanqac eegi stoo hjikikicinihawira, že'e haqpte'e hanqac hirokikikere wqaksik ho'ira, hjikikisjek hijwa'ujawi. Woo'inapesge!

SUGGESTED GUIDELINES FOR USE:

The Land Recognition Statement is approved to be used at College ceremonies and events including but not limited to Convocation & Commencement, Groundbreakings & Building Openings, Seminar Days, All Campus Gatherings, Partnership Signings (that occur on campus), Award Ceremonies, Trustee Meetings, and public events hosted on campus where College officials are offering welcoming comments.

BACKGROUND INFORMATION:

This statement was developed in consultation with members of the Ho-Chunk Community, students at Edgewood College, and senior College officials. It is available to all members of the Edgewood community for use at College events. The President's Cabinet approved the Land Recognition Statement in the spring of 2018 as an important expression of our commitment to diversity.

FOUNDATIONS *of* EDGEWOOD COLLEGE:

OUR DOMINICAN CORE VALUES

Truth / Justice / Compassion / Community / Partnership

OUR IDENTITY

Sponsored by the Sinsinawa Dominicans, Edgewood College is a community of learners that affirms both its Catholic heritage and its respect for other religious traditions. The liberal arts are the foundation of all our curricular offerings in the humanities, arts, sciences, and professional programs. Committed to excellence in teaching and learning, we seek to develop intellect, spirit, imagination, and heart. We welcome people who reflect the rich diversity of the world's cultures and perspectives. We foster open, caring, thoughtful engagement with one another and an enduring commitment to service, all in an educational community that seeks truth, compassion, justice and partnership.

OUR VISION

Edgewood College will be an inclusive model of learning, teaching, and scholarship. Our students, alumni, faculty, and staff will be recognized for their pursuit of purposeful lives, vibrant and sustainable communities, and a just world.

OUR MISSION

Edgewood College, rooted in the Dominican tradition, engages students within a community of learners committed to building a just and compassionate world. The College educates students for meaningful personal and professional lives of ethical leadership, service, and a lifelong search for truth.

OUR PROMISE

What is meaningful to members of the Edgewood College community, experienced consistently enough that we can promise it with integrity? *Connecting learning, beliefs and action.*

OUR DOMINICAN VISION *for* **ANTI-RACISM**

We have embraced the vision of becoming anti-racist and multicultural by intentionally dismantling our racist structures, practices, and procedures. We want to collaborate and work together as a collective with others who challenge racism in the world. Together, we will transform our world into a holy and just society for all.

OUR **COMMITMENT**

Our mission as a Dominican Catholic institution of higher education calls us to the intentional pursuit of justice. We commit to doing the challenging work of building an inclusive learning community, ensuring students, faculty and staff from underrepresented and historically marginalized populations are present, fully included, and successful. We demonstrate a culture of inclusion by making sure that issues of and actions toward inclusion are central to every aspect of our daily work and by cultivating an environment where all faculty, staff, and students apply the awareness, knowledge, and skills to live and work effectively with individuals across the rich spectrum of diversity. We also recognize our role in setting an example to further advance ongoing efforts toward realizing diversity and inclusion achievements. We strive to recognize, respect, and support the intersections of diverse identities as critical points of strength, learning, and growth.

EDGEWOOD COLLEGE COMMITMENT TO **DIVERSITY** *and* **INCLUSION**

LEARNING: ANCHORED IN OUR DOMINICAN HERITAGE ...

- 1.** Sponsored by the Sinsinawa Dominicans, Edgewood College is a community of learners that affirms both its Catholic heritage and its respect for other religious traditions and spiritual perspectives.
- 2.** Dominicans are called to preach the Gospel as a way to nurture relations among people of every rank and class, based upon recognition of their basic needs, human dignity, and infinite value.
- 3.** A Sinsinawa Dominican education celebrates a diverse and collaborative community. Students are taught to share their talents and insights, to collaborate with others, to recognize diversity and differences in our world with respect.
- 4.** In that tradition, we welcome people who reflect the rich diversity of the world's cultures, perspectives, and experiences.

BELIEFS: WHAT DOES THIS REALLY MEAN TO US ...

- 1.** Injustices and inequities of power and privilege are a reality in our world, and their existence serves to perpetuate both overt and subtle discrimination, intolerance, hate, micro-aggressions, and attitudes of indifference.
- 2.** Each of us has the ability and responsibility—in our pursuit of justice—to address inequities in all aspects of our institutional life that interfere with the fulfilling of our mission, vision, and values.
- 3.** Diversity is an essential element of meaningful teaching and learning. Its presence deepens and makes more authentic our search for truth through multiple perspectives.
- 4.** Our commitment to diversity and inclusion draws us into the world and invites the world to our College. It acknowledges our mutual dependency and shared responsibility for each other and the common good.

ACTION: WHAT WE ARE CALLED TO DO ...

- 1.** We seek to create inclusive living, learning, and working environments that reflect the demographics of the communities we serve and that foster open, compassionate, and thoughtful dialogue and engagement with one another.
- 2.** We expect all members of our College to assume responsibility for understanding and engaging with the diverse individuals and communities that comprise our learning community, with particular attention to groups that have historically been marginalized in society and institutions of higher education.
- 3.** We will acknowledge and confront inequalities and injustices, including those that negatively impact teaching and learning and those that exist at the institutional level – structures, policies, and practices.
- 4.** We will ensure that ongoing opportunities for learning and professional development around issues of diversity and inclusion exist for our students, faculty, and staff.

a **LETTER** *from the* **PRESIDENT:**

It has been a year like no other in the life of Edgewood College. We continue to adapt to the environment created by the two diseases ravaging our country and our world: Covid-19 and racism. We have taken meaningful steps in addressing both this year, and in recognizing that the two diseases are not independent of one another. The pandemic has exposed more starkly the disparities of opportunity among racial groups. In times of crisis, we must lean on our values, and the current crises have made us more grateful than ever that we are built on the solid footing of our Dominican values: truth, justice, compassion, partnership, and community.

The Dominican “Studium” instructs us to study, to reflect, and to act. During the past year we studied racism and antiracism: every employee received a copy of Dr. Ibram X. Kendi’s important book, *How to be an Antiracist*. We reflected on where we observe racism and how we might eradicate it: the book was the central point of discussion during our institution-wide January Seminar and a series of discussions based on sections of the book were held during the spring semester. And we acted: we established the taskforce to eliminate racism, have included a series of antiracist goals in this year’s annual operating goals, and have hired Edgewood College’s first Vice President for Mission, Values, and Inclusion. Dr. Milton Bravo joins us from St. John’s University in New York and *Commonweal Magazine* on November 1, 2021. I look forward to reporting on the impact of Dr. Bravo’s work and the progress on these goals in next year’s report.

During my first year as President of Edgewood College, I have observed that Edgewood College is a community of people committed to our values and eager to apply them to both of the diseases we have been fighting and continue to fight. We have the strength, the compassion, and the will to continue to make progress on both fronts. With our Dominican values as a compass, we will move ever closer to the institution and a world free of racism about which we continue to dream.

Cor ad cor loquitur.



Andrew P. Manion, *Ph.D.*,
President



a letter from the **Associate Vice President** *for Diversity, Equity and Inclusion*

The 2020-2021 academic year continued to be a challenging year for our campus community as we battled the global pandemic. The 2020 fall semester curriculum was largely delivered in an online format and many of us continued to shelter in place and work from our home offices to help stop the spread of COVID-19. As things slowly started to open in the spring semester, campus life also began to reemerge. Offices began to re-open, more faculty were offering in-person classes, and leadership made a commitment to “return to better” and offer in-person classes during the 2021-2022 academic year.

As a community, we acknowledged that the battle against COVID-19, one that has disproportionately impacted BIPOC communities, was not the only virus we were fighting, but racism-- an all too familiar virus-- reemerged with a vengeance. Racial inequities were illuminated, following the violent killings of George Floyd, Daunte Wright, any man other unarmed BIPOC members of our global community. Protests calling for the end of systemic racism took place across the world and we saw large sporting organizations, such as the NFL, NBA, NHL, and MLB all advocate for social justice. Locally, the shooting of Jacob Blake in Kenosha, Wisconsin, breathed additional life into waves of Black Lives Matter protests. As Dr. Andrew Manion, 9th President of Edgewood College, began his tenure at Edgewood College, he called for a three-pronged approach to advance our own diversity commitments:

- 1)** To convene a taskforce to eradicate racism from campus
- 2)** To hire an inaugural Vice President of Mission, Values & Inclusion
- 3)** To organizationally restructure Diversity, Equity & Inclusion

This annual report will largely focus on the progress made toward these commitments during the 2020-2021 academic year. As we continue our College’s work toward becoming anti-racist, we hope to realize our vision of being an inclusive model of learning, teaching and, scholarship, where members of our community are recognized for their pursuit of purposeful lives, vibrant and sustainable communities, and a just world. Our shared work toward creating a beloved community is ongoing and we invite you to partner and collaborate toward fulfillment of our vision and mission.

Sincerely,



Tony R Garcia
Interim Associate Vice President for Diversity, Equity & Inclusion

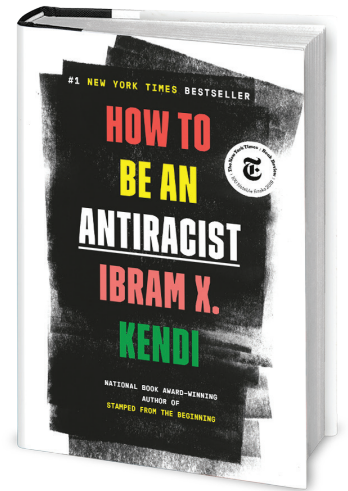


the **TASK FORCE** *to dismantle* **RACISM:**

The Task force to Dismantle Racism was convened in August of 2020 and offered several opportunities for community engagement and learning. Early in the fall semester, the Task force shared a public statement, and at the end of the fall semester, all staff and faculty were given the text, *How to be an Anti-racist*, by Dr. Ibram X. Kendi. The Task force organized a training for all faculty & staff during January Seminar and focused their work on the following topics.

Task force Subcommittees:

- 1) Curriculum & Pedagogy
- 2) Policies & Procedures
- 3) Student Issues
- 4) Faculty & Staff Issues



TASK FORCE STATEMENT:

We acknowledge the historical legacy of exclusion and marginalization in higher education, and affirm our responsibility to continuously learn about and disrupt systems of privilege, inequality, and oppression. We believe strongly in accountability for students, staff and faculty and strive for a process and culture rooted in restorative justice that acknowledges the harm done, and works to repair that harm, prevents its recurrence and moves the community forward in a way that centers and honors voices and experiences that have historically been marginalized.



Olivia Rose, a sophomore elementary education major and member of the Task force to Dismantle Racism, shared her reason for joining the Task force during the opening session at January Seminar:



“When the school year started up again, I began my search for anti-racist work. I signed petitions, I went to protests (including the on-campus BLM protest), I spoke out in class and one-on-one with other students, but I still felt that I wasn’t doing enough. It wasn’t until after I attended an OSII event, titled Community Conversations, that it was suggested to me (by one of the OSII staffers) that I should apply to join the Task Force. I thought about it for a day or two and then sent in my application. I had no idea what I was getting into, but I knew that I had the opportunity to make a difference. The noose found at Wingra Park, the shooting of Jacob Blake and the following events in Kenosha, as well as President Trump’s failure to denounce white supremacy weeks later only furthered my need to get involved.

To make a long story short, I decided I could no longer be complicit in my silence amidst issues of racial justice that directly impact me and, more importantly, others. When I applied, I was hesitant. Not only was I scared to put myself out there, but I wasn’t sure what difference I could make. To quote Rosa Parks, “You must never be fearful about what you are doing when it is right.” I had to take a stand. If not me, then who? To this, I already know the answer, but at this point in history, dismantling racism shouldn’t be a question anymore.”

~Olivia Rose

the search for a **VICE PRESIDENT** *for* **MISSION, VALUES, and INCLUSION**

INAUGURAL VICE PRESIDENT

The search for the inaugural Vice President for Mission, Values & Inclusion began in the fall of 2020 and was extended through the spring semester. Storbeck Search Group was engaged to assist with identifying and evaluating the candidates, with a keen eye to engaging leaders from historically underrepresented groups. The Vice President for Mission, Values & Inclusion will be entrusted to passionately embrace and promote the mission, values and heritage of Edgewood College as a Catholic and Dominican institution where Catholic Social teaching, diversity, equity, and inclusion are in the institutional DNA. This position will report directly to the President, be part of the President's Cabinet, and have direct reports in mission, diversity, equity & inclusion.

A total of eight candidates were brought to campus during the 2020-2021 academic year and each candidate shared their vision for aligning and extending the Mission, Values & Diversity efforts. The search for a new Vice President has taken us into the 2021-2022 academic year, and we recently shared the outcome of the search, the hiring of Dr. Milton Bravo as Edgewood's Inaugural Vice President for Diversity, Equity & Inclusion.

INTERIM APPOINTMENTS

Long-time Edgewood College employees, Dr. John Leonard and Mr. Tony Garcia, were appointed to interim roles while the search for a new Vice President was ongoing.

Dr. Leonard, Professor and Chair of the Religious Studies Department was appointed to the Interim Vice President for Mission, Values & Inclusion, and served as a Cabinet member. Mr. Garcia, Executive Director of Diversity & Inclusion/Special Advisor to the President's Cabinet, was appointed to Interim Associate Vice President for Diversity, Equity & Inclusion, and served as an Extended Cabinet member.

The two were tasked with addressing cultural change that embodied the Dominican Values & advance the College's work toward becoming an inclusive community during the 2020-2021 academic year.



improving **CAMPUS DIVERSITY EFFORTS**

Creating a campus environment that is both inclusive and representative of the areas we serve, remains a top priority for Edgewood College. During the 2020-2021 academic year, campus demographics continued to represent more diversity as 21% of all students identified as ALANA. We continued to see growth in the number of Hispanic students (10% of student body) and saw a growth in the number of black faculty and staff.

The Bias Assessment Team spent the academic year fine-tuning their process to intake, triage, and investigate claims of discrimination and bias on campus.

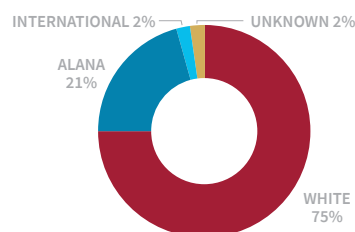
The **BIAS ASSESSMENT TEAM**

The Bias Assessment Team received 28 complaints related to bias. Of these 28 complaints, 21 non-duplicated incidents were triaged by the Team:

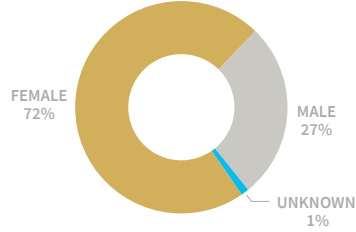
- 7 incident reports were referred to other processes (e.g. Title IX, Dean of Students Office)
- 3 incident reports did not have enough information to triage
- 6 incident reports resulted in a resolution without an investigation
- 5 incident reports had a resolution with an investigation

CHANGING DEMOGRAPHICS

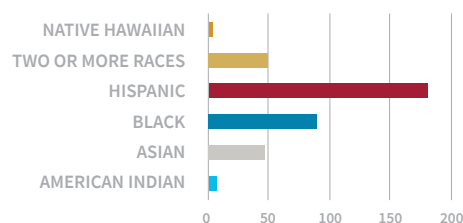
Total Student Enrollment
SPRING 2021



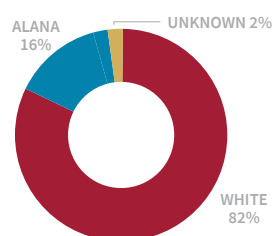
Total Student Composition by Gender
SPRING 2021



of ALANA Students Enrolled
SPRING 2021



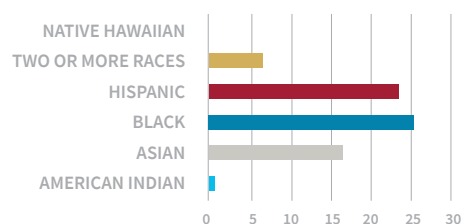
Total Employee Composition
SPRING 2021



Total Employee Composition by Gender
SPRING 2021



of ALANA Employees
SPRING 2021



LOOKING TOWARD *the* FUTURE, 2021-2022

2021-2022 STRATEGIC PRIORITIES ---

Throughout the 2020-2021 academic year, robust conversation about the future of Edgewood College happened across campus. The year-long visioning and planning activities resulted in the formation of three strategic priority areas:

- 1) Edgewood College will operate for the benefit of all our students
- 2) Edgewood will thrive
- 3) Edgewood will be a great place to work and learn

There was strong consensus that our commitment to **social justice, with an immediate particular emphasis on diversity, equity, and inclusion** will serve as an underlying assumption of every annual operating goals. Further, we will manifest this commitment through institutional policies and practices are are **anti-racist**.

2021-2022 OPERATING GOALS THAT ADVANCE DIVERSITY ---

- 1) Enroll an entering class of transfer students that demographically reflects the population of the Madison area.
- 2) Evaluate/revise hiring procedures for all positions with the intention of developing a community of employees that is demographically representative of the Madison area.
- 3) Develop/Refine 'shared language' regarding our Dominican-Catholic mission and identity and diversity-equity-inclusion and anti-racism commitments.
- 4) Begin evaluating policies for racist impact and replace to be anti-racist, as necessary.
- 5) Centralize coordination of diversity-equity-inclusion and anti-racism efforts.

CONCLUSION

The 2020-2021 academic year was all about navigating uncharted territory, and it is clear that even as we write this annual report, there are considerable challenges ahead of the College. As we set forth a renewed vision for Edgewood College, *our mission, Dominican core values & commitments to inclusion* will shape our community and help tell the still unfolding-story of Edgewood College. We are excited for what is to come, to return to better, and to welcome members of our campus for an in-person experience in the fall of 2021.

FOR ADDITIONAL INFORMATION

PLEASE CONTACT

Office of Diversity & Inclusion

Predolin 239

608 . 663 . 3274

edgewood.edu/diversity



EDGEWOOD COLLEGE