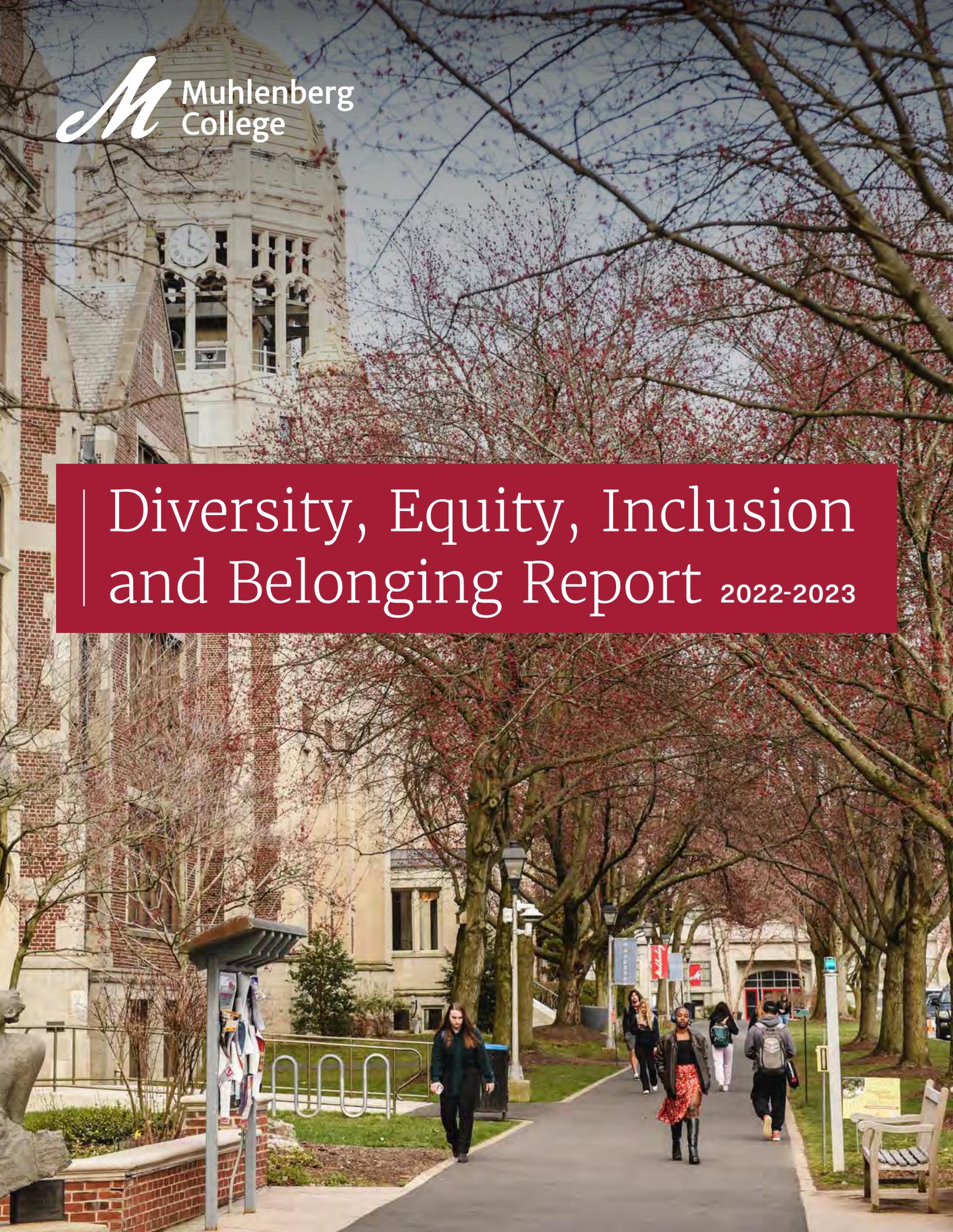


Diversity, Equity, Inclusion and Belonging Report 2022-2023



Muhlenberg College has long espoused the value of our diversity as a fundamental strength of the institution and a key aspect of our institutional mission to provide “an intellectually rigorous education within the context of an inclusive and diverse campus.” We also recognize that a diverse and inclusive community is not something happens by default. Rather, it must be built and continually cultivated through the thoughtful and intentional efforts of all members of the Muhlenberg Community. Here we share an overview of those efforts — key events, activities and initiatives — to highlight the work being done across the College that is advancing our progress in equity, diversity and inclusion. While this report is not a comprehensive accounting of all activities related to our DEIB progress, we share this selection to recognize and celebrate the work we have done and inspire all of us to continue with the work that lies ahead.

To the Muhlenberg Community,

Muhlenberg College’s statement on Diversity, Equity, Inclusion and Belonging enjoins us to prepare individuals to be thoughtful leaders and serve meaningfully in a pluralistic and increasingly globalized world. In this time of complexity and conflict, this is not a casual suggestion; it is an educational imperative. Tomorrow’s leaders must build core cultural, academic and professional competencies in an environment that reflects the society they will lead.

This year’s Diversity, Equity, Inclusion and Belonging report details the concrete steps we took in 2022–2023 to create that environment. From our Centennial Conference LGBTQ+ recognition, to the dedication of the Diane M. Williams ’72 House for the Black Students Association, to media attention for the College’s efforts to promote economic access and opportunity, we have made strides toward living our ideals.

I am deeply grateful to Dr. Brooke Vick for bringing this annual report, now in its third year, to fruition. It provides us a holistic view of the progress our community — students, faculty and staff — has made. While there is always more work to be done, I am proud of the accomplishments of our community and your enduring commitment to our diversity, equity, inclusion and belonging goals.

Sincerely,



Kathleen Harring, Ph.D.
President





To the Muhlenberg Community,

On behalf of the President’s Diversity Advisory Council, it is my pleasure to share the third annual Diversity, Equity, Inclusion and Belonging report for the 2022–2023 academic year. The report highlights the variety of initiatives pursued, programs developed and events facilitated throughout the year that contribute to our collective goal of building a diverse and inclusive campus community. This year we are additionally proud to showcase the culmination of two multi-year, community-engaged projects — adopting a new institutional statement on diversity, equity, inclusion and belonging and opening our new, most sustainable and socially just building on campus, The Fahy Commons for Innovation and Entrepreneurship. Each of these milestone achievements defines and reflects our commitments to one another to build a more inclusive and equitable society on our campus, in our community and beyond.

With contributions from students, staff, faculty and alumni and important work being done across curricular, co-curricular and administrative spaces, there is so much to praise in these pages. And though we recognize that there is always more to do to move us closer to our goals, we must also pause to acknowledge and reflect on the ways in which we are making progress. The efforts by so many to support equitable access to learning opportunities and career paths, create spaces for intergroup dialogue and relationship building, recruit a talented and diverse student body, partner with community leaders and develop programming that enhances our cultural awareness and literacy should be visible and celebrated.

It is my honor and privilege to partner with each of you to make Muhlenberg the diverse and inclusive community we aspire to be. I hope the report inspires you to appreciate your peers and colleagues for the work that they do and encourages you to contribute to our shared mission next year and in the years to come.

Yours in community,

S. Brooke Vick, Ph.D.
Chief Diversity Officer
Associate Provost for Equity and Inclusion

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New DEIB Statement



During the celebration commemorating the new statement attendees were asked to write and post how they will fulfill the statement's commitments.

In January 2023, the Board of Trustees adopted a new institutional statement on diversity, equity, inclusion and belonging. This marked the completion of a nearly two-year iterative process, led by the President's Diversity Advisory Council, to develop a revised statement representative of all college constituencies' experiences, values and goals with respect to diversity, equity, inclusion and belonging.

Building on the work done by Muhlenberg colleagues to draft the first institutional statement on diversity in 2014, the revised statement added the goal to make the College a place where everyone experiences a sense of belonging and connection. The revision also included a list of specific commitments to which all individual members of the Muhlenberg community and the College as a whole are responsible. These commitments provide a strategic vision and clear priorities to focus institutional DEIB efforts.

In March 2023, the campus came together for a celebratory event commemorating the adoption of the new statement and reflecting on how each person, office, unit and division can contribute to our collective goals.

Diversity, Equity, Inclusion, and Belonging Statement

JANUARY 2023

Muhlenberg College's mission to prepare individuals to be thoughtful leaders and serve meaningfully in a pluralistic and increasingly globalized world requires both individual and collective responsibility towards achieving the goals of diversity, equity, inclusion and belonging.

Muhlenberg College recognizes and values intersecting identities including, but not limited to race, ethnicity, religion, gender, sexuality, ability, age, socioeconomic class, nationality, language, and citizenship status that are integral to who we are and how we experience the world and each other. This diversity enriches our campus community, is fundamental to who we aspire to be and calls for each of us to engage with one another in ways that demonstrate awareness of and respect for these identities. Together we must continually strive towards building a campus where differences are welcomed, respected, and celebrated and each individual feels a sense of inclusion and belonging.

Our community seeks to support individuals from historically marginalized groups, acknowledging that some identities have been and continue to be advantaged by power and privilege at the costs of others, by creating access to opportunities that will enable them to thrive personally and professionally. In parallel, we strive to understand, acknowledge, and redress the harm and injustice resulting from these inequalities whenever they occur within our community. The success of our institution is inextricable from the success of every individual, and to achieve this we must persistently, vigorously and collectively work towards diversity, equity, inclusion and belonging.

To this end, we commit to:

- » Build and retain an increasingly diverse body of faculty, staff, students, and trustees.
- » Intentionally work to build relationships and a sense of community across diverse identities and perspectives.
- » Identify the different needs of individuals and meet them in an effective, equitable, accessible, and timely manner in order to ensure that everyone on campus is able to succeed and thrive.
- » Make visible all work that faculty, staff, students, and alumni do to enrich and uplift a diverse campus life.
- » Challenge and confront any and all forms of identity-based bias and discrimination.
- » Develop and implement inclusive and antiracist curricular and co-curricular programming that foregrounds human diversity and the experience and perspectives of historically marginalized groups.
- » Support and uplift the work of affinity groups that seek to create empowering spaces for people from marginalized groups.
- » Recognize the knowledge and experience that exists within diverse Allentown communities and intentionally work together toward common goals.
- » Continuously build our cultural awareness, skills, and capacity to engage in this work and provide sufficient support to do so.
- » Assess and report progress, build regular strategic plans in collaboration with and based on feedback from the Muhlenberg community, and hold ourselves accountable for this work.

Sustainability and DEIB

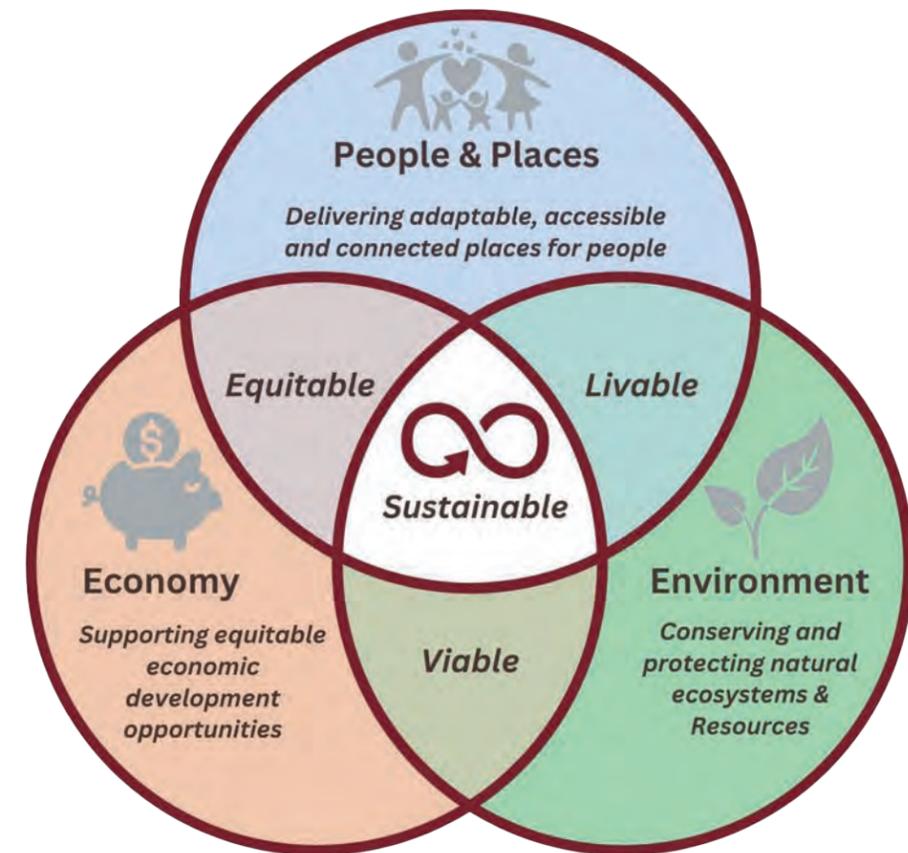


The Fahy Commons for Public Engagement and Innovation is a leader and model for academic sustainable building practices.

Muhlenberg College is committed to identifying and meeting the needs of the diverse populations that comprise our community in an equitable and sustainable manner. We define sustainability as equitably meeting the needs of the present generation *without compromising the ability of future generations to meet their own needs*. Genuine progress toward sustainability acknowledges the interconnectedness of social, economic and environmental factors and actively works toward equality, justice and the inclusion of diverse perspectives and voices. Toward this end, students in the sustainability studies major and minor programs complete coursework in social justice and social movements.

Muhlenberg College tracks its progress toward achieving a sustainable campus utilizing the Sustainability Tracking, Assessment & Rating System (STARS). STARS is a transparent self-reporting framework for colleges and universities developed by the Association for the Advancement of Sustainability in Higher Education (AASHE). In 2022, Muhlenberg College was one of 141 institutions worldwide to receive a Silver Rating from STARS. In the DEIB categories of Diversity & Equity Coordination, Assessing Diversity & Equity, Support for Underrepresented Groups & Affordability and Access we achieved 8.49 of the 10 available points.

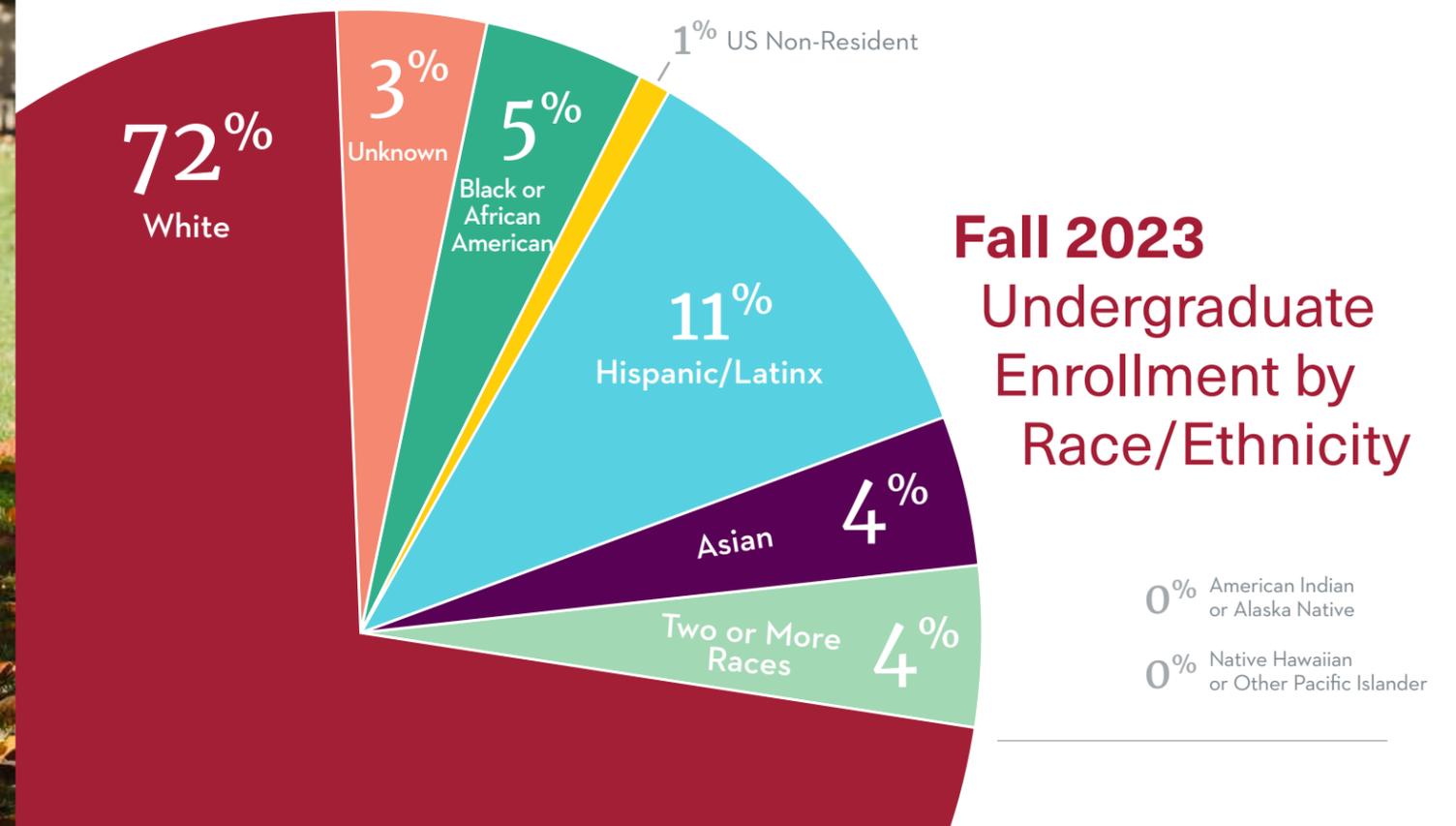
In 2022, Muhlenberg showcased our commitment to sustainability with the opening of our newest and most sustainable academic building, The Fahy Commons for Public Engagement and Innovation, which provides 20,000 square feet of programming, art studio and academic space. In addition to being LEED Platinum certified, it is on track to be the first Living Building Challenge Core-certified structure in the world. To secure these green certifications, the Fahy Commons design team pursued several objectives: DEIB credits for social equity within the project team; primary accessible transportation for all; universal design; preserving quality of air, sunlight and waterways for adjacent areas; enhancing the public realm; and the JUST Label for socially just and equitable organizations.





Committing to Building and Retaining a Diverse Community

The diverse and intersecting identities that comprise the Muhlenberg community are integral to who we are and how we experience the world. Against the backdrop of legislation that aims to curtail efforts to build an increasingly diverse student body, we continue to lean into our values, recognizing our diversity as the foundation for a vibrant and challenging campus that catalyzes and supports individual and collective growth.



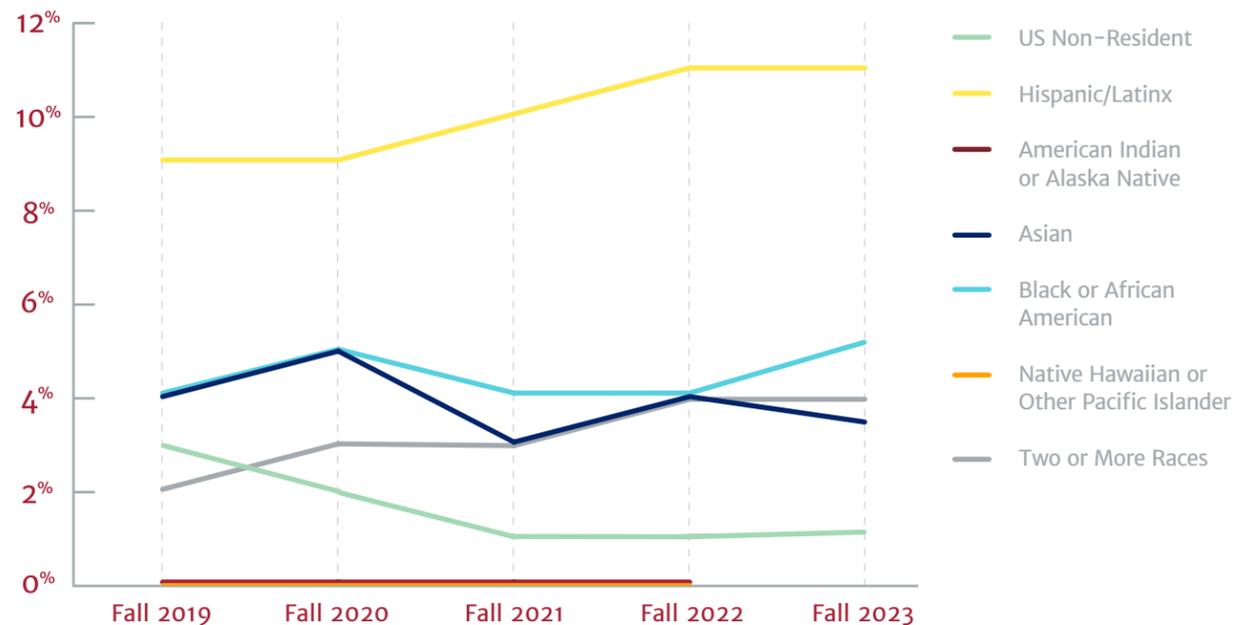
» President Kathleen Harring’s op-ed “We can do better — SCOTUS college admissions ruling creates new barrier” addresses the Supreme Court’s decision to end affirmative action in higher education in *Students for Fair Admissions v. President and Fellows of Harvard College*. It was one of several media appearances by Muhlenberg College leadership following the decision. An excerpt:

On Thursday, the Supreme Court issued its decision in Students for Fair Admissions v. President and Fellows of Harvard College, overturning 45 years of precedent for the consideration of race in higher education admissions. Without question, this places our nation on the wrong side of history. And, judging by the evidence offered by states that already have bans on race-conscious admissions, this will create more barriers to higher education among individuals who face racial and ethnic discrimination and make it more difficult for colleges and universities to build a diverse community of students we want to attract.

What remains to be seen is how much damage this ruling might do to our competitiveness as a nation — and how colleges and universities can help mitigate it.

» Muhlenberg was nationally recognized by Bloomberg Philanthropies as an American Talent Initiative High-Flier for leading college access and success efforts for lower-income students. Only one of two Pennsylvania institutions that received this honor, Muhlenberg joined other prestigious institutions like Princeton University, Brown University, Yale University and the University of Chicago in the list of 28 institutions acknowledged for delivering on the goals to recruit, support and graduate undergraduate students with significant financial need.

Percentage Change of International and Non-White Domestic Students



» The Office of Admissions elevated the Director of Access, Inclusion and Diversity Initiatives position to an Associate Director of Admissions role to further prioritize, guide and support the recruitment and retention of a diverse student population at Muhlenberg. Baron Vanderburg joined the admissions team in this new role in summer 2023.

» The Access Muhlenberg program and the Behind The Red Doors program, hosted by the Office of Admissions staff, invited first-generation students and students underrepresented by race and/or income and their parents to campus for a unique overnight experience within the Muhlenberg community.

» The Office of Admissions team deepened relationships with counselors from nationally recognized Community-Based Organizations (CBO) and charter schools serving mostly students from low-income backgrounds and/or students of color. In November 2022, several counselors, CBO leaders and their students visited campus for an overnight program highlighting the diversity of learning and living experiences available to students at Muhlenberg.

» The Office of Admissions developed and led information sessions entirely in Spanish to meet the needs of multilingual students and their families during their college search process. These sessions were also offered virtually to maximize access for prospective students near and far.

» Muhlenberg received a \$266,280 grant from the Arthur Vining Davis Foundations to support the development and implementation of the MUHLES (Mentorship of Underrepresented students for High impact LEarning in STEM) Program. Proposed by Keri Colabroy, professor of chemistry (and project lead); Brooke Vick, chief diversity officer; Gretchen Gotthard, professor of neuroscience and dean of academic life; Giancarlo Cuadra, associate professor of biology; and Charles Collett, assistant professor of physics, the grant will support up to 40 pre-matriculation and first-year students over the course of three years to participate in mentored research experiences in chemistry, biology, neuroscience, physics, psychology, environmental science and more. The grant will provide students with summer housing; stipends; and faculty, peer and alumni mentors with the goal of retaining underrepresented students in the STEM fields.

» The Office of Financial Aid staff completed training on gender identity and expression in spring of 2023. Staff engaged with topics, including the gender binary and proper use of pronouns, that will support their capacity to intentionally and inclusively serve our diverse students and prospective families.

» Through the Lehigh Valley Association of Independent Colleges (LVAIC), Muhlenberg staff and faculty partnered to lead and participate in multiple opportunities for community building and professional development across neighboring institutions. Coffee hours for staff and faculty of color, shared book reads and discussions on relationship building and inclusive practices, the Crucial Conversations for Mastering Dialogue series and the LVAIC Community of Practice for VITAL faculty (Visiting, Instructors, Teaching assistants, Adjuncts, Lecturers) all support retention of staff and faculty at Muhlenberg and other LVAIC institutions.

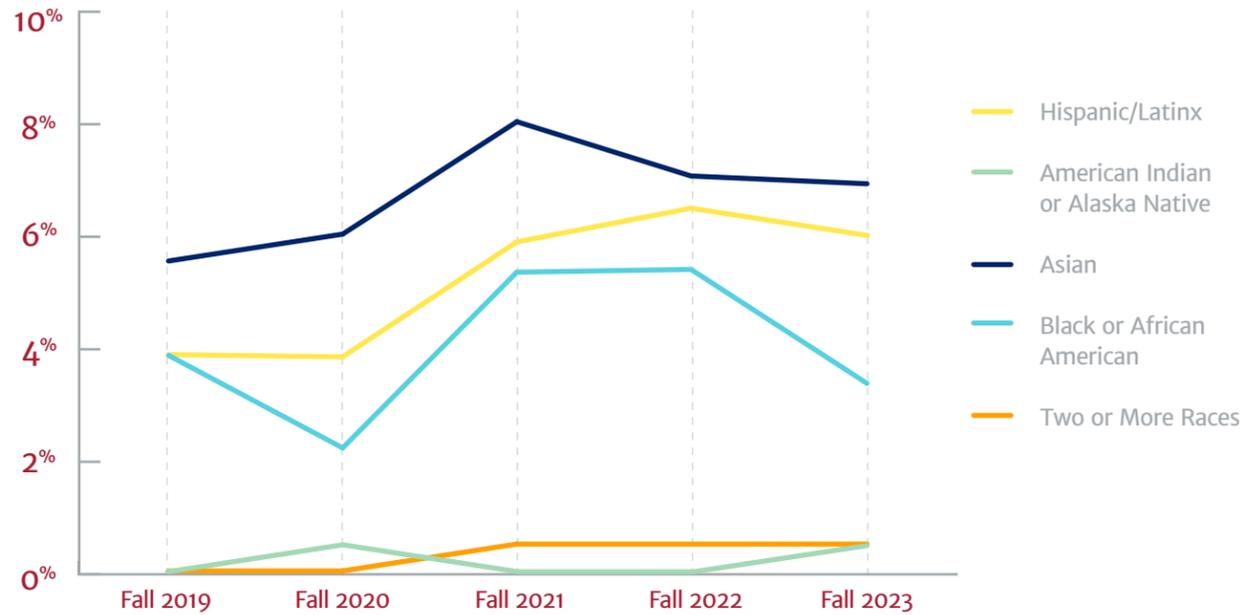
» Recognizing the diverse experiences, needs and goals of Muhlenberg faculty and staff, the College implemented several new policies to support and retain our diverse community of colleagues. New and revised policies include 100% tuition remission for College employees pursuing graduate degrees at Muhlenberg and a 20% tuition discount for employee spouses and children, increased and expanded bereavement leave that recognizes close familial relationships across generations and blended families and bonus days off in summer 2022 and summer 2023 to support employee health and wellness.

59%
Female

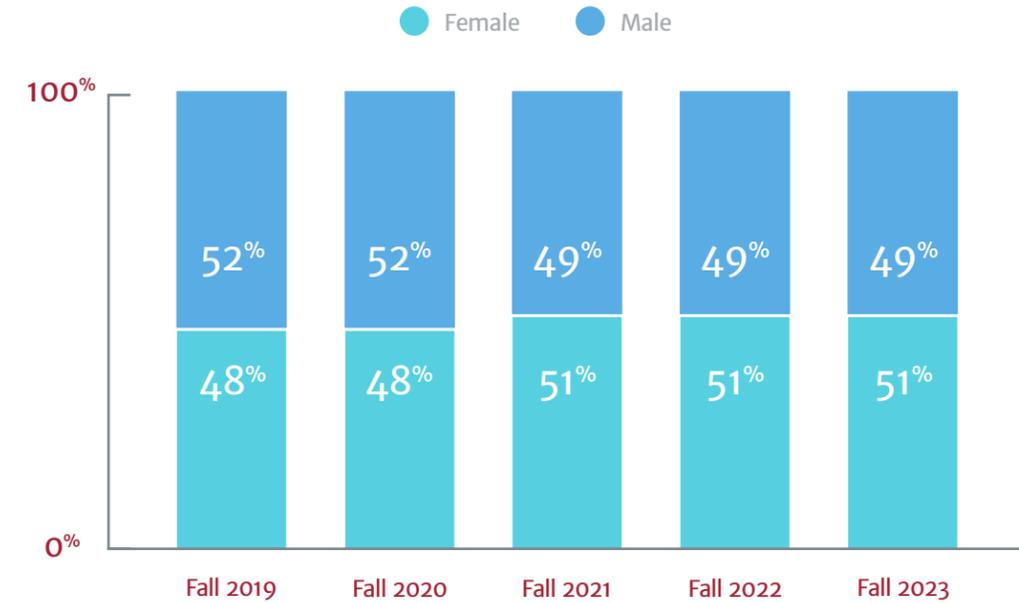
41%
Male

Full-time Faculty

Percentage of Faculty of Color

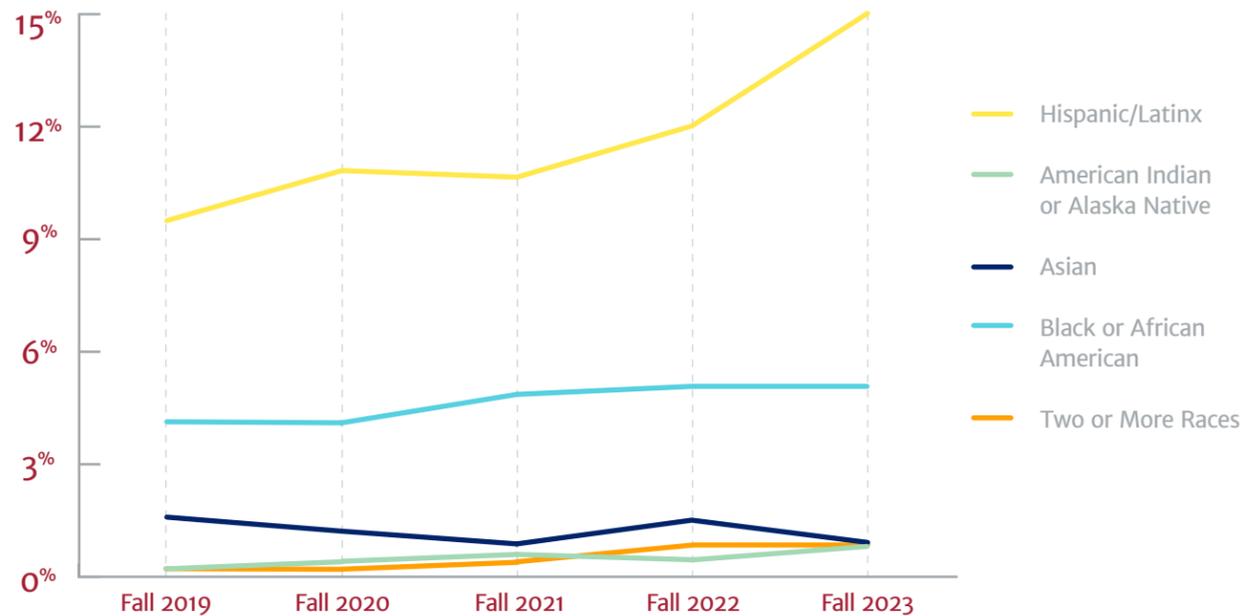


Faculty by Sex

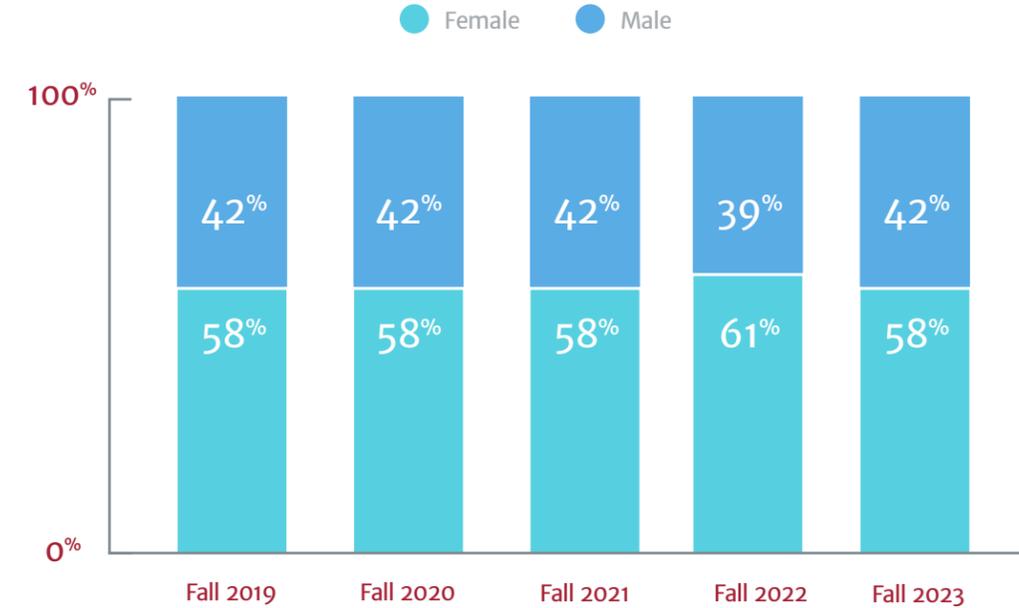


Full-time Staff

Percentage of Staff of Color



Staff by Sex



45

faculty and staff comprised the newest cohort to complete the equity advocate workshop series.

Building Relationships Across Diverse Identities



Students celebrate Holi in Spring 2023.

Muhlenberg is committed to cultivating an environment where everyone feels a sense of belonging to the broader community and collective mission of the College. Belonging is rooted in authentic and meaningful relationships that recognize and celebrate differences across identities, cultures and perspectives. Below are some of the campus programs and initiatives that supported opportunities for community members to come together, listen and learn from one another.

- » The Campus Living Room Project was launched by the Division of College Life to provide students, staff and faculty with a safe and brave space to host dialogues and engage the community on complex topics representing a diversity of perspectives. The Campus Living Room space is available to any member of the Muhlenberg community to request and receive dialogue facilitation support following formal or informal campus events or to engage issues of local, national or international concern. Campus Living Room Project dialogues have hosted space for sharing, reflection and inquiry on topics ranging from the 50th anniversary of Title IX, the rise of Nazism and the use of racist language and imagery in theatre productions to remembering Tyre Nichols, disability representation and sexual assault awareness.
- » In an effort to grow campus capacity to host dialogues, collaborate to solve problems and build relationships through challenging moments, a group of staff and faculty attended the first on-campus training in restorative practices at Muhlenberg. The training, led by Vice President for College Life and Dean of Students Allison Williams, Chief Diversity Officer and Associate Provost for Equity and Inclusion Brooke Vick, Associate Dean of Students Courtney Stephens and Associate Dean of Students and Director of Student Diversity Initiatives Robin Riley-Casey, introduced colleagues to the community-building potential of proactive circles and the reparative value of restorative circles to address harm without ending relationships across differences.
- » A new student group called Bridges was formed with the mission of bringing students together across faith identities and traditions for increased understanding and relationship building. Created by Or-El Ankori '25, Nour Yousry '23, Joseph Wolf '25 and Aidan White '25, Bridges hopes to provide space on campus for sharing and discussion of multiple perspectives with respect to faith and culture.
- » The Division of College Life developed a new curriculum for learning outside of the classroom at Muhlenberg. Several learning outcomes of the College Life curriculum intentionally support students' opportunities to develop community with and engage others across different identities and experiences. The learning goal of Transformative Justice and Active Community Participation supports and encourages students to understand their own identities, learn about the identities of others and build affirmative communities with them. The new curriculum also builds students' capacity to remain active participants in diverse communities when conflict or harm occurs through work on listening and communication skills.

Identifying and Meeting Diverse Needs



Tim Black, director of student transitions and family programs facilitates the Campus Living Room Project.

Committing to inclusion and equity requires us to ensure that everyone can fully access and participate in all of the rich learning experiences offered at Muhlenberg. In practice, this means addressing food and housing insecurity, providing financial support to access experiential learning, providing resources to support health and wellness and practicing inclusion in the classroom and residence halls and on the field of play.

- » Muhlenberg was designated a Hunger-Free Campus by the Pennsylvania Office of the First Lady and Department of Education for implementing innovative solutions to address student hunger and other basic needs. Through the M.U.L.E. (Muhlenberg Useful Living Essentials) food pantry, the meal-swipe donation program and the Berg Bites program that alerts students when food is available after catered events on campus, the College is effectively meeting students' needs with direct access to food and support for students who are eligible for the Supplemental Nutrition Assistance Program.
- » The Centennial Conference, of which Muhlenberg is a member, was named the 2022 inaugural NCAA Division III LGBTQ Conference of the Year. As a member of the Centennial Conference, Muhlenberg athletics staff have participated in efforts to provide an inclusive, welcoming environment for diverse student-athletes by implementing the Student-Athlete Inclusion Policy, ensuring full access and participation for trans and nonbinary student athletes; designating Associate Athletic Director Megan Patruno as the Athletics Diversity and Inclusion representative to the conference; and engaging with Athlete Ally, a nonprofit LGBTQ athletic advocacy group.
- » Dean of Institutional Research, Assessment and Effectiveness Michele Deegan was awarded \$7,250 from the American Talent Initiative to support a research project investigating barriers to student participation in high-impact curricular and co-curricular opportunities at Muhlenberg. Working with student researchers Regina Lau '23 and Jake Ghamar '23, Deegan administered a survey and conducted focus groups with Muhlenberg students to identify obstacles to equitable access and participation to these engaging learning opportunities. They published their full report with actionable results in March 2023.
- » In our continuing efforts to decrease the cost and increase access to high quality course materials for students, Dean of Digital Learning Lora Taub hosted a one-day Open Educational Resources (OER) conference for the Pennsylvania Consortium of Liberal Arts Colleges at Muhlenberg. Faculty, staff and students from Gettysburg College, Juniata College, Lafayette College, Ursinus College and Muhlenberg College who received grants from the Arthur Vining Davis Foundations to pursue innovative OER projects were invited to share details of their existing projects and collaborate on shaping more equitable futures for teaching and learning within the PCLA. Professor Jasmine Roberts-Crews, a renowned Open Education leader and professor in the School of Communication at The Ohio State University, gave the keynote address for the event.
- » The Student Government Association (SGA) collaborated with the Office of Disability Services to improve accessibility related to campus events. Their work has improved access to closed captioning services and provided event planning guidance including the use of sensory or quiet rooms, warnings about strobe lighting and loud noise and more to make all campus events more accessible and comfortable. Many student events have used this information to improve the student experience.
- » Muhlenberg Dining, in partnership with College Life and Plant Operations, announced the addition of a new allergen-friendly dining station called Simple Servings. Simple Servings is a dedicated food station absent of gluten and eight of the nine most common food allergens: milk, eggs, wheat, shellfish, peanuts, soy, sesame and tree nuts. The new station allows students, staff and faculty with a diversity of nutritional needs to dine safely together in Wood Dining Commons.

Making DEIB Work Visible



Amira Jackson '24 and others participating in an event with the Emerging Leaders Program, which offers students from historically underrepresented and marginalized groups an opportunity to belong to a community of future leaders.

Members of every constituency within the Muhlenberg community do wonderful work each year to create inclusive spaces for living, learning and working on our campus. We are committed to sharing their stories and celebrating their efforts year-round to ensure diversity, equity, inclusion and belonging work is no longer considered invisible labor. When DEIB work is visible, it is more likely to be recognized, accessible and supported.

- » The Muhlenberg Center for Teaching and Learning established the first annual Recognition of Excellence in Teaching awards to formally recognize and celebrate the exceptional work and commitment demonstrated by faculty and staff in three categories, each of which highlights curricular work that supports the College's DEIB commitments. Kate Richmond, professor of psychology and director of women's & gender studies, and Jess Denke, community engagement librarian, were recognized with the award for Excellence in Community Engaged Teaching; Gabriel Jason Dean, visiting assistant professor of theatre and writer-in-residence in English, and Amy Hark, professor of biology and co-director of the Biochemistry Program, received awards for Excellence in Teaching Diversity, Equity and Inclusion; and Emanuela Kucik, assistant professor of English literatures and writing and director of Africana studies, Dawn Lonsinger, associate professor of English literatures and writing, and Gabriel Jason Dean were recognized for creating innovative teaching assignments in their courses.
- » In support of the College's marketing objectives, the Office of Communications and Marketing (OCM) undertook more deliberate efforts to create content that equitably and accurately represents the full spectrum of student, staff and faculty experiences. Toward this goal, the OCM began implementation of the College's Inclusive Communications Guide, developed collaboratively with experts on campus and further afield. It will join other policies and guides to professional standards and practices on the department's web pages and elsewhere.
- » The College renewed its focus on accessibility on digital platforms used for marketing and communications, updating its practices and processes to assure equally effective communications in compliance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act.
- » Religious and Spiritual Life staff collaborated with the Office of Communications and Marketing to update the College's social media calendar and practices to reflect an equitable mix of holidays and celebrations. Partnering to recognize celebrations across our diverse community increases cultural awareness and makes the experiences and efforts of those who host events commemorating these holidays more visible and supported.
- » The Emerging Leaders Program, co-directed by Robin Riley-Casey, associate dean of students and director of student diversity initiatives, and Beth Halpern, director of the Office of Community Engagement, transformed their end-of-the-year celebration into an event recognizing and uplifting the diverse activities, accomplishments and contributions to the Muhlenberg community of Emerging Leaders students. Students shared experiences ranging from independent research projects and scholarships to performances to community-engaged leadership and were celebrated for the curricular and co-curricular work they do to represent diverse perspectives at Muhlenberg.

1st

annual Recognition of Excellence in Teaching awards was held to formally recognize and celebrate the exceptional work of faculty and staff in supporting the College's DEIB commitments.

Challenging & Confronting Identity-Based Bias



Social Justice Educator Jen Fry, Ph.D., speaks to the Muhlenberg community in her talk “Honoring 50 Years of Title IX: How Far We Have Come, How Far We Have to to.”

Inclusive and equitable environments that support a sense of belonging for all are largely defined by the absence of identity-based bias and discrimination. While diverse communities like ours can never promise that identity-based harm will not happen, we commit to addressing acts of bias whenever they occur, holding those who harm others accountable and repairing any harm done within our community. Read below for more on how we are challenging and confronting identity-based bias and discrimination at Muhlenberg.

- » While it is not common that a bias incident occurs on campus, whenever one is reported, Muhlenberg takes any and all reports of bias, harassment and discrimination seriously. Anyone who brings forth a report meets right away with the director of equity and Title IX to determine safety concerns, provide supportive measures and take action. Each incident is evaluated to determine whether the conduct violates any of our policies, such as our Equal Opportunity Nondiscrimination Policy or Student Code of Conduct. The reporting party is empowered to decide how they wish for incidents to be handled unless there is a large impact on or concern for the community. The majority of perceived and actual bias incidents are handled through restorative practices and educational efforts, supporting accountability to community members who have been harmed and greater understanding of the impact of biased behavior on members of our community for those who have committed harm.
- » The Alliance for Justice Active Leadership initiative, a leadership development program for students facilitated by the Office of Multicultural Life, the Office of Community Engagement and Religious and Spiritual Life, incorporated training on interrupting bias incidents for student participants.
- » A Muhlenberg Center for Teaching and Learning workshop, developed by Chief Diversity Officer and Associate Provost for Equity and Inclusion S. Brooke Vick, encouraged faculty and staff to respond to spontaneous incidents of bias within a variety of learning environments. In “Complex Conflict: Facilitating Dialogue to Address Harm in the Classroom,” participants discussed the impact of bias incidents on student learning, learned a variety of strategies to respond to identity-based conflict and practiced those approaches in preparation for challenging bias incidents when they occur.

Implementing Inclusive and Antiracist Curricular and Co-Curricular Programming



The DEIB kickoff meeting for Muhlenberg's Division of Graduate and Continuing Education.

An inclusive campus environment, in and out of the classroom, is one in which students of all identities, cultures and backgrounds are represented. When students see themselves in their areas of study, hear their stories told by guest speakers and learn more about their history and culture on Muhlenberg's campus, they are more likely to develop the sense of belonging we aspire for everyone to experience. And when we amplify the voices of historically marginalized populations, we build the cultural literacy and sensitivity across all identity groups that characterizes an inclusive campus.

Curricular Developments

- » The faculty approved the addition of a new General Academic Requirement called Race and Power in the American Experience in the fall of 2022. Referred to as the “RP,” the new requirement aims to ensure that all Muhlenberg students graduate with the ability to understand and knowledgeably discuss racism and its impact on diverse experiences in the United States. Students will be offered new opportunities to fulfill the RP with courses across the academic program beginning in Fall 2024.
- » The new graduate certificate program in Diversity, Equity, Inclusion and Belonging (DEIB) was finalized and approved by the faculty in the fall of 2022. Rooted in the liberal arts, the DEIB graduate program bridges theory and practice to provide students with a foundational understanding of social identity, structural inequality, power and privilege and practical skills and strategies to catalyze inclusive change in their communities. The first cohort of graduate students began the program in August 2023, led by a group of Muhlenberg faculty members and accomplished DEI practitioners from the Lehigh Valley community.
- » The Division of Graduate and Continuing Education implemented curricular changes that incorporated equity issues across a number of programs. For example, the learning goals for the Master's in Applied Analytics degree program were updated to embed data equity into the curriculum.
- » The Department of Art developed a new, more inclusive curriculum representing art from diverse and underrepresented cultures. The art history major and minor will now offer a rotation of global art history courses to anchor these programs, including Art Histories: An Introduction, Introduction to Western Art, Introduction to Art of the Americas, Introduction to Art of Africa and Introduction to Art of Asia.
- » The Department of Mathematics and Computer Science developed a departmental diversity, equity, inclusion and belonging subcommittee to make consistent strides toward the goal of a diverse, inclusive and equitable department. Chaired by Koehler Chair and Professor of Mathematics Linda McGuire and assisted by Leslie AVECILLAS '23, the committee developed and participated in DEI training based on experiences of underrepresented students at Muhlenberg, drafted and published a departmental DEIB mission statement and began reviewing placement test practices for potential revision.

1st

cohort of graduate students began the new certificate program in Diversity, Equity, Inclusion and Belonging in August 2023.

Implementing Inclusive and Antiracist Curricular and Co-Curricular Programming



Student actors during the play *We Are Proud to Present.....a Presentation About the Herero of Namibia, Formerly Known as Southwest Africa, From the German Südwestafrika, Between the Years 1884–1915*.

Co-Curricular Programming

- » Representatives from the Delaware Nation (also known as the Lenape), an Indigenous tribe native to the land on which Muhlenberg sits, returned to the Lehigh Valley for an educational program for the Muhlenberg community in October 2022. Representatives Daniel Strongwalker Thomas and Logan Johnson spoke to a large audience about the history of the Lenape in the Lehigh Valley, events that led to dispossession of their land and the current goals of the Delaware to return to the Lehigh Valley. Delaware Nation Historic Preservation Assistant Katelyn Lucas spoke about the development and use of land acknowledgements as a way to honor the Indigenous people of the region. A faculty-student research team, led by Associate Professor of Anthropology Ben Carter and Assistant Professor of History Jacqueline Antonovich, invited the representatives to campus and went on to host additional campus discussions to deepen community understanding about the Lenape.
- » The Department of Languages, Literatures and Cultures; the Africana Studies Program; and the Latin American and Caribbean Studies Program hosted artist and professor Ivette Guzmán Zavala from Lebanon Valley College for a talk titled “Afro-Puerto Rican Motherhoods in Art and Literature.” Her presentation explored the many intersectional representations of Puerto Rican motherhood including ways that slavery, colonialism and diaspora experiences categorize and control mother-child relationships.
- » Weinberg Chair in Judaic Studies at the University of Scranton Marc B. Shapiro presented “Some Unusual Responses to the Rise of Nazism.” Invited by student organizations Hillel and Zeta Beta Tau, Shapiro explored a range of competing German-Jewish reactions and directions for their communities as the Nazis rose to power in Germany. His presentation was followed by a Campus Living Room conversation where talk attendees reflected on lessons learned from Shapiro’s presentation.

- » Commemorating Hispanic Heritage Month, the speaker series *From the Ashes of Relentless Racial Crises: Building a New United States of America* featured Melinda González, an Afro-Indigenous poet, spoken word artist, storyteller, anthropologist, professor and workshop facilitator of Puerto Rican descent. González’s talk, “Interracial Solidarity and Erasures: Latinx Identity and its Intersections,” explored the history of the term “Latinx,” political and everyday complexities of Latinx identity and the political power and alliances that Latinx people build. Following her talk, Assistant Professor of Theatre and Dance Leticia Robles-Moreno and Consortium for Faculty Diversity Postdoctoral Fellow in Philosophy Tiffany Montoya joined González in conversation and reflection.
- » Muhlenberg celebrated Black History Month with a variety of events representing *A Love Letter to Black Activism: Celebrating Change Agents Around the World* sponsored by the Africana Studies Program, the Chief Diversity Officer, the Office of Multicultural Life and the Latin American and Caribbean Studies Program. The series of events began with a keynote address by Ruha Benjamin, a professor of African American studies at Princeton University, founder of the JUST Data Lab and award-winning author of four books including *Viral Justice: How We Grow the World We Want*. The series also included a film screening of *Neptune Frost* (2021) at the Civic Theatre and an activism workshop.
- » The Institute for Cultural and Religious Understanding continued their WorldViews series that invites diverse groups of individuals from regional religious and cultural groups to participate in a conversation about their respective communities. Programs in 2022–2023 included Tibetan Buddhism, Contemporary Paganism, The Church of Jesus Christ of Latter-Day Saints, Ramadan Observance and Passover Commemoration.
- » In the Fall 2022 semester, the Department of Prevention Education, in partnership with Alpha Chi Omega, hosted a DEI book club for the Muhlenberg campus community. The book club was created with the purpose of providing a space to discuss diversity, equity and inclusion and how these topics impact participants individually and collectively. Furthermore, the club aimed to provide a safe space where all individuals could openly get to know one another through a recognition of their diverse experiences, while also providing an opportunity for those involved to grow and learn through broadening their educational and social circles.
- » Director Nigel Semaj, visiting assistant professor of theatre and dance, and the Department of Theatre and Dance staged the play *We Are Proud to Present.....a Presentation About the Herero of Namibia, Formerly Known as Southwest Africa, From the German Südwestafrika, Between the Years 1884–1915*. The play told the little-known story of the first genocide of the 20th century — the extinction of the Herrero tribe at the hands of their German colonizers — as a small, mixed-race group of actors grapples with how to portray the tale armed only with boxes of letters from German soldiers. The powerful piece challenged audiences to reflect on the history of racist violence around the world and within the United States.
- » The Africana Studies and Latin American and Caribbean Studies Programs launched a new speaker series titled *Beyond Borders: Global Blackness and Current Events* developed to celebrate Black cultures and examine current events affecting Black populations around the world. The inaugural event focused on Black women’s reproductive rights with a discussion among a panel of faculty scholars from Muhlenberg (Assistant Professor of English Literatures and Writing and Director of Africana Studies Emanuela Kucik, Associate Professor of Art History and Director of Latin American and Caribbean Studies Elena FitzPatrick Sifford, Assistant Professor of History Jacqueline Antonovich and Assistant Professor of History Sarah Runcie) and the University of Texas at Austin (Nessette Falu, assistant professor of African and African diaspora studies). The panelists discussed reproductive rights and the availability of reproductive health care for Black women around the globe within the context of the Supreme Court’s recent decision to overturn *Roe v. Wade* in the United States.
- » The Institute for Cultural and Religious Understanding’s annual Wallenberg Lecture was delivered by Former Minister of Education for Afghanistan and Professor of Practice at Arizona State University’s Thunderbird School for Global Management Rangina Hamidi. Hamidi’s lecture, “Schools and Madrasas: The Battle for Education in Afghanistan,” presented the history and current state of education in Afghanistan, noting the ways in which schools have been used as sites of political and cultural conflict within the country.
- » Yom Kippur Across Berg celebrated the Jewish High Holy Days with a series of staff and student-led events including interfaith conversations, crafts, singing, meditation gatherings and community meals before and after the fast.

Supporting Affinity Groups



Kenya Albert, Ph.D., the former partner of Diane M. Williams '72, and President Kathleen Harring, Ph.D., reveal a plaque dedicating a Chew Street residence in her memory.

Muhlenberg's Office of Multicultural Life (OML) advises student organizations formed on the basis of shared culture or identity. These affinity groups provide safe and empowered community spaces for students historically marginalized by race and ethnicity, nationality, gender, sexuality, ability and more. They also welcome the entire campus to programs and events throughout the year that invite all of us to celebrate our diversity in community with one another.

- » The Black Students Association established their first MILE (Muhlenberg Independent Living Experience) House on campus, dedicated in the name of Diane M. Williams, Muhlenberg Class of 1972. Students Giovanni Merrifield '23 and Hailey Petrus '23 highlighted Diane's advocacy and activism through their work on the Muhlenberg Memories Project chapter "Toward Diversity." The house dedication event celebrating Diane Williams' legacy, attended by students, staff, faculty and alumni, featured a panel discussion on the history of Black students' experiences at Muhlenberg, the Toward Diversity research, the growth of the Africana Studies Program and the progress the College has made toward greater diversity, equity and inclusion over the past 50 years. According to BSA President Bianca Bolt '23, the Diane M. Williams house "has created a space where Black students can forge a shared experience in a way that wasn't possible before."
- » Student leaders from the Chapel community, Hillel and the Muslim Student Association attended Interfaith America's Leadership Summit in August 2022. The students returned to campus with greater intergroup understanding and more authentic relationships that inspired them to establish the interfaith student club Bridges. Bridges students facilitated interfaith conversations with a growing group of students on campus and hosted their first campus-wide event "Comedy for Peace" featuring a program of comedians of different faith and spiritual identities.
- » The DEI committee of the Student Government Association and the Queer Trans People of Color (QTPOC) student group collaborated to host Tens Across the Board, Muhlenberg's first ever ball inspired by ballroom vogue culture. Founded by young African American and Latin American underground queer subcultures that originated in New York City and Los Angeles, balls have participants walk or dance to compete for prizes.
- » The Muslim Student Association (MSA) invited the broader campus community to join them for their first campus-wide Iftar dinner during the holy month of Ramadan.
- » The Comunidad student organization had significant interest from its members to create a residential special interest community. They partnered with OML and the Office of Housing & Residence Life to apply for and receive approval for a MILE House community for the 2023-2024 academic year. This house will allow them to hold community programs and educational events and connect with faculty and staff about issues of interest to their affinity group.

1st

campus-wide Iftar dinner by the Muslim Student Association (MSA) was held during the holy month of Ramadan.

Working Toward Community Goals



Students from the College and students who are incarcerated shared their group projects at Muhlenberg's Inside-Out Course Poster Presentation and Closing Ceremony.

As proud residents of Allentown and the Lehigh Valley, we are committed to collaborating with our community partners to support a welcoming, inclusive and equitable community for our neighbors. Whether we are working with partners leading nonprofit organizations, schools, businesses or health care in the Lehigh Valley, we take seriously our responsibility to work together toward common goals that support and uplift the diverse Allentown community.

- » The Community Internship Program, directed by the Office of Community Engagement and funded by the Harry C. Trexler Trust, supported mutually reinforcing relationships between community partners and students throughout the academic year and beyond. In 2023, the program placed 17 students in 13 unique organizations in Allentown, ranging from Community Bike Works to Promise Neighborhoods of the Lehigh Valley to the Wildlands Conservancy.

- » The Inside/Out Prison Exchange Program, led by Professor of Psychology and Director of Women and Gender Studies Kate Richmond and Community Engagement Librarian Jess Denke, received a \$231,000 federal grant to expand its efforts to use education as a tool to end mass incarceration and support citizenship and democracy. Senator Bob Casey visited campus to announce the award that will increase opportunities for faculty training to teach academic courses with incarcerated students and support student interest, create additional credit-bearing opportunities for incarcerated students and fund a Prison and Higher Education Consortium on campus. The award is the largest faculty-staff collaboration grant received by Muhlenberg College since 2016.

- » In the Civic Scholars Program, launched in the 2022-2023 school year, student scholars committed one year to working with a community organization weekly, attending a biweekly class in the fall and a weekly class in the spring, participating in the Alliances for Justice Active Leadership retreat and workshops, registering voters and thinking deeply about change from multiple perspectives. Student participants received a stipend for all of their work and diverse opportunities to grow and find themselves within the Allentown community.

- » Several new community projects were developed by Muhlenberg students in collaboration with Allentown communities. The Lunch Bunch focused on building healthy relationships with the support of college student mentors with Harrison Morton Middle School students. Another collaboration with the Allentown Public Library called Study Buddies established a weekly homework help program for Allentown students. Both projects emerged from ideas and partnerships developed within the Civic Scholars Program.

- » The Environmental Science Program, in partnership with Promise Neighborhoods of the Lehigh Valley, hosted Ruth Santiago, a community and environmental attorney and member of the White House Environmental Justice Advisory Council, for a Lunch and Learn event on campus. Santiago engaged the College and neighboring community in discussion of her work to prevent environmental pollution and waste and promote solar projects and energy democracy.

- » Muhlenberg's College Admissions Mentoring Program (CAMP) brought together seniors from Allentown's William Allen High School and 15 Muhlenberg students known as the seniors' "Mule mentors" to support the students' college admissions process. The program, developed by Professor of Political Science and Dean of Institutional Assessment, Research and Effectiveness Michele Deegan, has been transformed from a volunteer opportunity to a community-engaged component of an integrative learning course titled Politics, Policy and the Opportunity Gap. The Mule mentors spend class time at Allen every week of the semester assisting students with college applications, financial aid documents and college essays and spend class time at Muhlenberg learning about the economic and political conditions that contribute to opportunity gaps.

- » Efforts to develop a land acknowledgement honoring the Lenape people, the original stewards of the land on which Muhlenberg sits, began in 2022. Research into the history of the Lenape in the Lehigh Valley at Muhlenberg started with a faculty-student research group led by Associate Professor of Anthropology Ben Carter and Assistant Professor of History Jacqueline Antonovich. President Harring then asked the research team to join an expanded committee to include additional staff, students and members of the President's Diversity Advisory Council to draft Muhlenberg's first institutional land acknowledgement. The iterative drafting and review process continued throughout the academic year.

- » The men's and women's basketball teams from Muhlenberg and Franklin & Marshall partnered with Muhlenberg alumnus Toomey Anderson '03 to host 500 local students from the Allentown School district at a basketball game on campus. The campus visit was as a way to reward the students for good attendance and to show them how they could combine academics and athletics to open new educational opportunities. Students from both Muhlenberg basketball teams also participated in the Dream to Read Program, which brought the student-athletes to Jefferson Elementary School to read to local students.

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Muhlenberg students became "Mule mentors" to support high school seniors during the admissions process.

Building Understanding and Capacity



Nour Yousry '23 in Parent's Plaza.

Developing and sustaining an inclusive campus climate requires intentional and consistent efforts to engage in self-reflection, listen to others across differences and develop skills to interact within diverse groups with empathy and respect. Read below for a selection of learning opportunities offered in the last year to support development of cultural literacy and understanding at Muhlenberg.

» Muhlenberg became an inaugural institutional member of the Council of Independent Colleges' *Belong: An Inclusive Learning Community*. As *Belong* members, all Muhlenberg employees have access to multiple professional development opportunities and a resource library to build understanding and skills to support a sense of belonging for students, staff and faculty on campus. Quarterly webinars addressed topics such as microaggressions and their effect on belonging, practical approaches to mitigate unintended bias and stereotype threat and imposter phenomena. The *Belong* community, in partnership with the Association of College and University Educators, provides a limited number of seats in their eight-week credential course on *Fostering a Sense of Belonging*. Several members of senior leadership, including President Harring, have completed the course to date. Since the start of our membership, Muhlenberg has been recognized as a highly-engaged campus within the *Belong* community.

- » The Muhlenberg Center for Teaching and Learning (MCTL) continued to support the development of inclusive and anti-racist teaching practices through events and programming throughout the year. The Fall Celebration of Teaching and Learning hosted a panel discussion, facilitated by Community Engagement Librarian Jess Denke, titled *Anti-Racist Conversations: Classroom Reflections on Social Location and Identity*. MCTL also held the third event in the *Toward Anti-racism Across the Curriculum* series focusing on anti-racist teaching and learning practices in the arts.
- » Adjunct faculty in the Division of Graduate and Continuing Education attended in-services on inclusive pedagogy, equity in the curriculum and intergenerational learning to encourage and prepare faculty to teach Muhlenberg's graduate and adult students with awareness and inclusivity.
- » Foundational professional development in Diversity, Equity, Inclusion and Belonging at Muhlenberg was offered as a part of new employee orientation for the first time in Fall 2022. Developed and presented by Chief Diversity Officer and Associate Provost for Equity and Inclusion Brooke Vick, the opportunity taught new staff and faculty how they can help to build and sustain an inclusive campus climate by committing to Muhlenberg's mission; understanding the goals of diversity, equity, inclusion and belonging; avoiding microaggressions; building intergroup relationships; and engaging in dialogue across identity differences.
- » The advancement staff participated in a number of professional development opportunities to increase their cultural awareness, capacity and commitment to support Muhlenberg's DEIB goals throughout the year. The entire advancement team participated in *Diversity, Equity & Inclusion 101*, a 10-day training course through *Academic Impressions* followed by reflective discussion on the program led by members of the advancement executive team. Multiple advancement staff completed training to become *Equity Advocates* for inclusive hiring practices at Muhlenberg and volunteered to become *Campus Ambassadors* to support the recruitment and retention of underrepresented colleagues. Additional professional development opportunities in which advancement staff participated included seminars on *Engaging in Dialogue About Race and Bias*, *Engaging in Anti-racist Conversations in Advancement*, *White Privilege and Allyship* and *Cultural Humility: A Framework to Mitigate Personal Bias*.
- » The leadership of Fraternity and Sorority Life deepened their commitment to diversity, equity, inclusion and belonging by naming vice presidents for DEI on the Panhellenic Council and the Interfraternal Council. The Panhellenic bylaws were also updated to mandate participation in the *Alliances for Justice and Active Leadership Program* for all DEI chairs of campus sororities.
- » The chief information officer and directors in the Office of Information Technology (OIT) prioritized and deepened their commitment to Muhlenberg's DEIB goals through a variety of efforts throughout the year. One of those efforts was implementing and encouraging various DEIB trainings through *Academic Impressions*, an online training program that is tailored to faculty and staff in higher education. OIT staff participated in professional development opportunities to increase their cultural awareness and capacity, attending seminars on *Diversity, Equity & Inclusion 101: A 10-Day Foundational Program* and *DEI Foundations: Intersectionality in Higher Education*. Both of these seminars covered the history of intersectionality and how to identify and explore your own intersectionality in a professional space. In addition to these efforts OIT has been a key part in the implementation of many DEIB initiatives around campus including recent improvements to the name change process and visibility of chosen names and pronouns for students at Muhlenberg.
- » Muhlenberg was selected to participate in the seventh cohort of *Culture of Respect* institutions, an initiative of NASPA, Student Affairs Administrators in Higher Education. As a *Culture of Respect* member, Muhlenberg will have access to tools, resources and programs to support expansive, organizational change to end sexual violence on campus.
- » Chief Diversity Officer and Associate Provost for Equity and Inclusion Brooke Vick was named to the American Talent Initiative's *Academic Equity Advisory Board*. In her advisory position, Vick is able to guide and shape opportunities for professional development and cross-institutional collaboration on academic equity goals for Muhlenberg and partner colleges who have made the American Talent Initiative commitment to enroll and graduate 50,000 more limited-income students from top colleges and universities across the country.

Assessment, Progress, and Accountability



Neuroscience students working in the Gotthard Lab during the summer research program.

Making steady progress toward the goal to build a diverse and inclusive campus community that promotes equity and a sense of belonging for all is often easier said than done. We are committed to acting on our goals, tracking our progress and transparently communicating regularly with the Muhlenberg community.

- » The INSPIRES (Interfaith, Religious, Spiritual, Secular) Campus Climate Index is a campus survey intended to offer prospective students information about an institution's commitment to and actions toward creating a welcoming environment for students from diverse worldviews and identities. The index looks at six key areas of campus life: Religious Accommodations, Space for Support and Expression, Structural Diversity, Institutional Behavior, Efforts to Reduce Negative Engagement and Extracurricular Engagement. Overall, Muhlenberg received four out of five stars. The results highlighted our strides towards becoming a welcoming environment as well as areas where we can continue to improve as we support our diverse student body.
- » Supported by a Pennsylvania It's On Us Grant that funds efforts to reframe the conversation around sexual violence and to pledge to be a part of the solution in education, the Office of Equity and Title IX administered a campus-wide climate survey on sexual assault for the first time since 2016. The HEDS Survey of Campus Climate for Sexual Violence assessed respondents' perceptions of campus climate with respect to sexual violence, perceptions of institutional responses to sexual assaults and experiences with unwanted sexual contact. The survey also assessed the extent to which community members are reporting acts of sexual violence and knowledge of our policies and procedures for reporting violations. Results of the survey will help the College capture the frequency of unwanted sexual contact within the campus community and identify the areas in which we are effectively responding to incidents of sexual assault and those in which we can improve.
- » The Alumni Board has prioritized Muhlenberg's commitment to diversity, equity, inclusion and belonging through a number of initiatives that seek to build members' capacity and understanding and hold the board accountable to pursuing specific DEIB goals. Beginning in earnest in 2020, the Alumni Board invited Chief Diversity Officer and Associate Provost for Equity and Inclusion Brooke Vick and Associate Dean of Students and Director of Student Diversity Initiatives Robin Riley-Casey to a special community conversation about alumni experiences of inclusion and belonging during their time as students at the College. Following that meeting, each quarterly Alumni Board meeting has featured a DEIB-related speaker to keep members aware of campus climate, initiatives and events. The board has also incorporated specific DEIB goals into the annual plans of each board subcommittee. For example, the nominations and governance subcommittee set goals focused on increasing diverse representation on the Alumni Board in collaboration with the Office of Multicultural Life.
- » Though institutional demographic data has been publicly available at Muhlenberg in the past, the DEIB Annual Reports (2020-2023) have provided transparent reporting of the demographic makeup of Muhlenberg faculty, staff and students by race and ethnicity, gender, socioeconomic status and first-generation status for the past several years. The DEIB Annual Report also provides clear visual representation of demographic changes over time so members of the community can more easily track progress toward our diversity goals.

