

Diversity, Equity & Inclusion Partners' Impact

at BROWN UNIVERSITY



BROWN
Office of Institutional
Equity and Diversity



Dear Campus Community,

The Office of Institutional Equity and Diversity (OIED) is pleased to provide you with our annual Diversity, Equity and Inclusion Partners' Impact Report. The purpose of this report is to provide the Brown community with an update on the progress made toward achieving a more affirming and equitable campus community. We invite you to explore the report to learn about the array of activities, initiatives, learning and programs taking place on campus to advance diversity, equity and inclusion (DEI).

Acknowledging the challenges of the past year, this report reflects the resiliency of our community and is a reminder of our collective commitment to academic and institutional excellence which cannot be achieved without diversity. As such, the report captures some of the ongoing work within

OIED, and that of many of our DEI partners. Also, we're delighted to highlight several faculty members whose scholarship helps to make meaning of contemporary and historic challenges and issues.

I want to thank each of you for the role you play in making Brown University a standard-bearer in advancing DEI. As I wrap up my tenure, I want you to know that it has truly been my pleasure to serve as the vice president for institutional equity and diversity at Brown for the last three years. I am confident the best is yet to come for DEI at Brown!

In service,

Sylvia Carey-Butler, Ph.D.

Vice President for Institutional Equity and Diversity

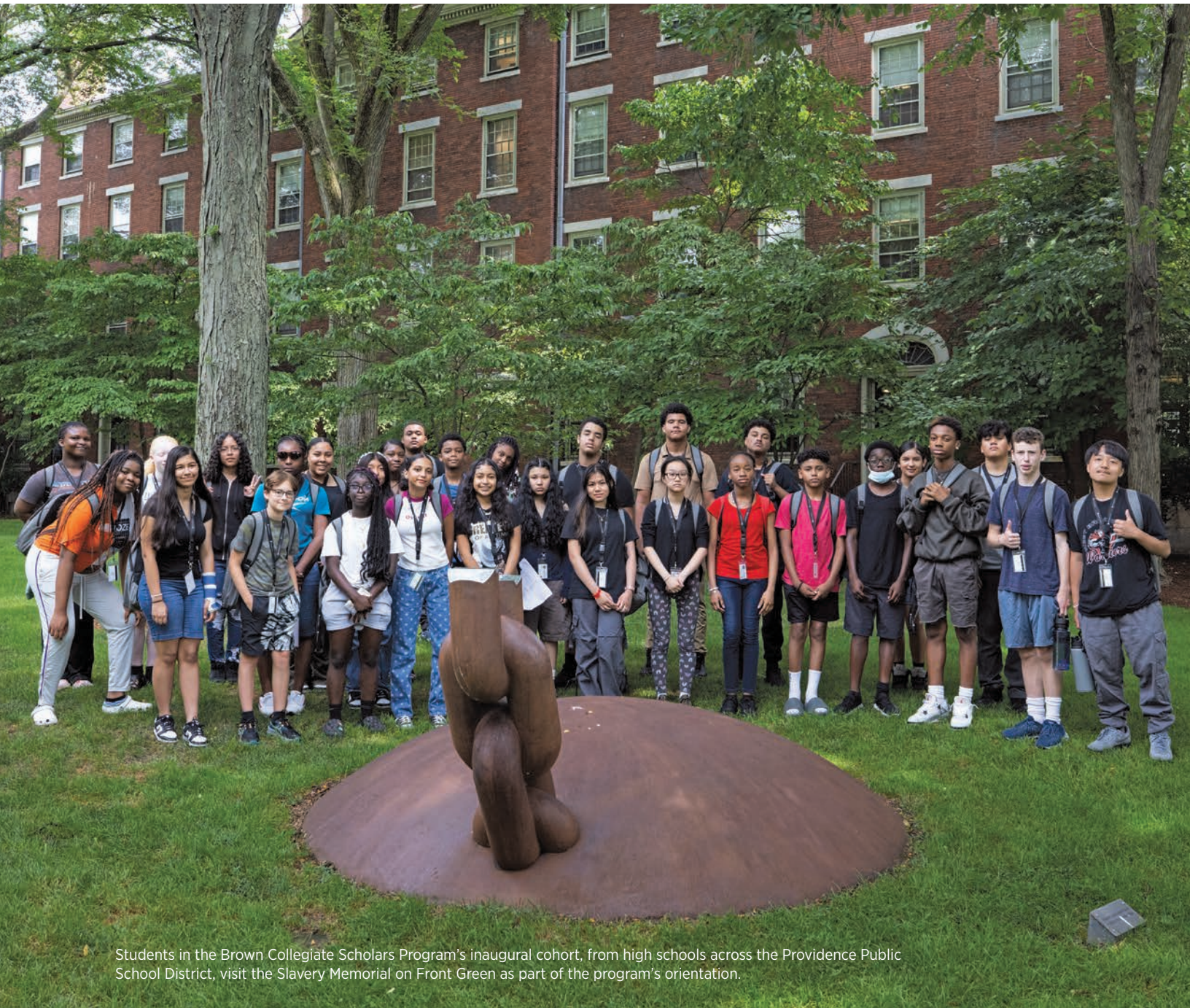
A photograph of the Brown University clock tower, a prominent brick building with a white clock face and a golden dome topped with a weather vane. The tower is surrounded by lush green trees and a well-manicured lawn. A yellow banner is overlaid on the left side of the image, containing text.

Providing a Welcoming and Supportive Community

Through a wide range of programs across campus departments, Brown University continues to seek new ways to recruit and retain students, faculty and staff members from groups that have been historically underrepresented in higher education. Highlights include the launch of a new four-year college access program for high school students, changes to the graduate application, a focus on inclusive recruitment in hiring and attracting students, and scholarships aimed at improving access to pre-college programs.

Brown Collegiate Scholars Program launches

In 2023, the Division of Pre-College and Undergraduate Programs hired the inaugural director for the University's four-year, year-round, no-cost college access program for Providence Public School District students. Over the course of the year, the Division also hired additional staff, determined the program structure, selected the first cohort of students, and established relationships with campus and community partners. All of this work was in preparation for that first cohort to start their engagement with Brown Collegiate Scholars Program in July with four-week on-campus programming.



Students in the Brown Collegiate Scholars Program's inaugural cohort, from high schools across the Providence Public School District, visit the Slavery Memorial on Front Green as part of the program's orientation.



Supplemental essay added to graduate application

Directors of graduate study and graduate admissions were invited to attend a series of workshops titled “Rubrics for Inclusive Rigor.” The Graduate School and the Sheridan Center co-sponsored this series, with the first session focused on rubric design principles and variations in teaching contexts. The second session built on the first to help faculty apply this understanding of rubrics to support a holistic review of graduate program applications. Both sessions included faculty panels sharing concrete examples from Brown courses and graduate admissions committees across disciplines. As a result, all doctoral programs developed rubrics or evaluation criteria that were used to evaluate applicants in the 2024 admissions cycle.

In addition, the Graduate School developed a new supplemental essay for applicants to doctoral programs allowing them to describe their life experiences.

This statement aids programs in the individualized holistic evaluation of candidates for admission. The supplemental essay prompts applicants to reflect on how their background and experiences will contribute to Brown’s diverse community and/or to describe their plans for engaging with issues of equity and inclusion throughout their graduate school career and beyond. Departments were encouraged to consider responses to the supplemental essay prompts in deciding on nominees for the Mae Williamson Simmons Fellowship, along with applicant CVs, personal statements and letters of recommendation.

In November 2023, the Graduate School hosted a workshop for directors of graduate study and graduate admissions to discuss best practices for incorporating the new essay in their holistic review process.



Leading an Inclusive Search

Presented by Brown University's Advancement
Talent Management Team



Council for Advancement and Support of Education © 2022



Advancement, Talent Management, CASE Strategic Talent Management, February 2024
Pictured L-R, Sasha Callejas, Daniela Monge, Darius Davis

Advancement adopts inclusive recruitment strategies

The Division of Advancement's Talent Acquisition team is deeply committed to embedding DEI practices within their approach to recruitment. Through their application of skill-based, inclusive recruitment methods and hiring manager trainings the Division has increased historically underrepresented staff representation in a number of categories:

- Overall HUG staff representation increased from 14% in 2022 to 16% in 2023
- HUG managers and first mid-level officials increased from 14% in 2022 to 22% in 2023
- HUG financial professionals increased from 0% in 2022 to 33% in 2023

- HUG computer professionals increased from 0% in 2022 to 6% in 2023
- HUG fundraisers are currently 9% of the Advancement workforce; national data shows that the industry is predominantly white.
- HUG representation in the applicant pools for Advancement positions also grew on average by 22% for each search.

In February 2024, the Talent Acquisition team presented on the subject of inclusive recruitment at the Council for the Advancement and Support of Education (CASE) Strategic Talent Management conference. Conference attendees rated the session a 4.7 out of 5 and shared positive feedback on the practical tools and strategies that the team shared.

Recruitment programs grow SPH diversity

The School of Public Health continues to lead recruitment opportunities for diverse students for all academic programs, including Ph.D. programs in biostatistics, health services research, behavioral and social sciences, and epidemiology. The Health Equity Scholars and NextGen programs scholarship programs recruit master's students to Brown from historically Black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs) and throughout Rhode Island. Combined, these efforts have led to a significant increase in the school's HUG student population across all programs, including an increase of students who identify as Black or African American from 7% in 2020 to 21% in 2024 and students who identify as Hispanic from 6% in 2020 to 22% in 2024.



The SPH Jazz Brunch, held in February 2024 as part of our Black History Month Celebrations! The presentation used Jazz, or Black American Music, as a vehicle to tell the story as part of Brown's Black History of the African Diaspora throughout North America, moving through generations of cultural influence



The SPH Women of Color Collective Mid-Semester Check-in. The collective is made up of students, faculty, staff, and post-docs who come together to build community and discuss topics around identity, culture, and inclusive practices.



Brown's Pre-College students attend panels and discussions.

Pre-College scholarships support Providence students

The Division of Pre-College and Undergraduate Programs announced guaranteed full scholarships for Providence Public School District students admitted to Brown Pre-College Programs, increasing that population's participation from 38 in 2022 (down from 50 in 2019/pre-COVID) to 140 in 2023 with 63% of those students in 2023 identifying as being from historically underrepresented groups.

Through the Partner Scholars program, the division continues to collaborate with more than 50 national and local organizations and schools (including Sophia Academy in Providence and JPS-Tougaloo Early College High School in Mississippi) that primarily serve students from historically underrepresented groups and low-income communities and those who will be the first in their families to attend college. Partner Scholars receive full scholarships and dedicated in-program support services provided by Brown Pre-College diversity, equity,

inclusion and accessibility administrators. In Summer 2023, a total of 278 Partner Scholars enrolled in Brown Pre-College (a 30-student increase from 2022), and 75.2% were students from historically underrepresented groups.

Pre-College also continues to offer the Sibley Scholarship, which provides need-based financial assistance to students who could not otherwise afford to attend. In Summer 2023, 52% of Sibley scholarship awards were utilized by HUG students.

Summer 2023 Pre-College Enrollment

140	Providence Public School students
278	Partner Scholars (full scholarship)



Highlighting Inclusive Excellence

“Brown is unique because [diversity] is inherent in its structure with the Open Curriculum and the prioritization of independent thinking. You can chart your own path ... and you can also expose yourself to new perspectives without fear of being judged or failing.”

Rishika Kartik | Class of 2026

Rishika Kartik, a disability advocate, teacher, public speaker, artist and writer, discovered her passion for accessibility advocacy when she started volunteering for the Colorado Center for the Blind in high school. Kartik knew she wanted to continue diversity-focused work at Brown, which led her to create an independent concentration called Disability and Design. Through this concentration, she focuses on how systems, technology and artwork can be designed to accommodate for various socioeconomic statuses, races and disability orientations. At Brown, she created and co-taught two courses: Gerodesign; and Blindness, Arts and Media. She also co-founded Blind@Brown, a student-run organization supporting the advancement of the blind and visually impaired community. In 2023, she was awarded a Royce Fellowship at Brown to research the importance of accessible art, which resulted in a non-visual public art installation created alongside the National Federation of the Blind. Kartik has presented her findings to academics, medical professionals and politicians at conferences and institutions to help inform improved accessibility practices. She also gave a TEDxBrownU talk in 2023 “Creativity Is More Accessible Than Meets the Eye” that has garnered more than 1 million views. After Brown, she hopes to continue championing accessibility as a healthcare professional and designer.

A photograph of a multi-story brick building at Brown University. The building features a prominent glass and metal structure on its side. In the foreground, a large, abstract sculpture is visible, and several people are walking on a paved area. The sky is blue with some clouds.

Promoting Academic Excellence

Brown University is committed to creating a learning environment in which students from every background can thrive in their chosen fields of study and to providing scholarly resources to support education and leading-edge research on issues of diversity, social justice, power and privilege around the globe. A few recent examples of work in this arena include programs that highlight and support women in public health and engineering, focused support for research proposals that study DEI topics and virtual events that promote belonging among medical students.

READ MORE



Engineering workshops engage next generation

The School of Engineering, in partnership with the Institute for Computational and Experimental Research in Mathematics (ICERM), engaged the next generation of HUG women in engineering by offering workshops for approximately 25 high school girls from the Providence area through the Girls Get Math program. HUG professors Roberto Zenit, Yue Qi and other Engineering faculty led the workshops.



Events highlight women in public health

The School of Public Health collaborated with the student-led group Womxn in Public Health to co-host several events celebrating Women's History Month in March. This included a panel presentation highlighting women's achievements in different areas of public health, featuring Brown professors Liz Tobin-Tyler (Health Services, Policy and Practice), Tayla von Ash (Behavioral and Social Sciences) and Sarah Gamble (Practice of Gender and Sexuality Studies). Also in March, SPH hosted a Justice Circle focused on public health issues affecting women. This series of events provided a platform for discussing relevant topics, supporting women in the community and fostering a sense of connectedness and reflection.

Engineering club promotes design inclusivity

Hired as the new director of the Brown Design Workshop (BDW), Louise Manfredi and her students, in partnership with other HUG women engineers, founded Women Build at Brown — an engineering club to promote inclusivity in the BDW. Club members enjoy workshops on 3D printing, laser cutting and other machining technology to make creative ideas come to life with real designs.



Corporate and foundation partnerships advance DEI-focused projects

The Division of Advancement's Office of Corporate and Foundation Relations (CFR) offers a suite of services to help guide faculty and staff through the process of developing proposals to facilitate relationships with companies and private professional foundations to advance DEI initiatives. Services include maintaining a current DEI statement for foundation proposals and, in partnership with Research Strategy and Development, developing and maintaining a collection of DEI funding opportunities to aid Brown researchers in finding private and federal funding to help them achieve their research goals, among other support.

This work helped lead to a number of awards to Brown researchers in fiscal year 2024, including:

The Day One Fellowship — a grant from Amazon supports a program that provides tuition and a stipend to graduate students in the Department of Computer Science. This initiative was developed to support emerging leaders in science from backgrounds which are historically underrepresented in STEM, awarding scholarships, mentorship and career opportunities.

Racial Bias and Pulse-Oximeters — a grant from the Warren Alpert Foundation is supporting this research program, led by Professor Kimani Toussaint, School of Engineering, that seeks to address social bias in blood-oxygen detectors.

The Puerto Rico Brown Exploration (PROBE) Program — supported by the Simons Foundation, this computational physics initiative between the University of Puerto Rico and Brown seeks to strengthen student retention, build a strong undergraduate research component and enable transferable computational skill sets for successful career options beyond physics into other industries.

How Systemic Racism Works — a grant from the Mellon Foundation is supporting the market testing of this interactive website currently in development by Tricia Rose of the Center for the Study of Race and Ethnicity in America (CSREA).

The Hearst Medical Scholars Program — a gift from the Hearst Foundations provides financial support to the Warren Alpert Medical School students from historically underrepresented groups.

Leadership Alliance NextGen Scholars — a grant from the Dana Foundation is supporting a nine-week research experience at the intersection of neuroscience and society for undergraduate researchers from historically underrepresented groups.

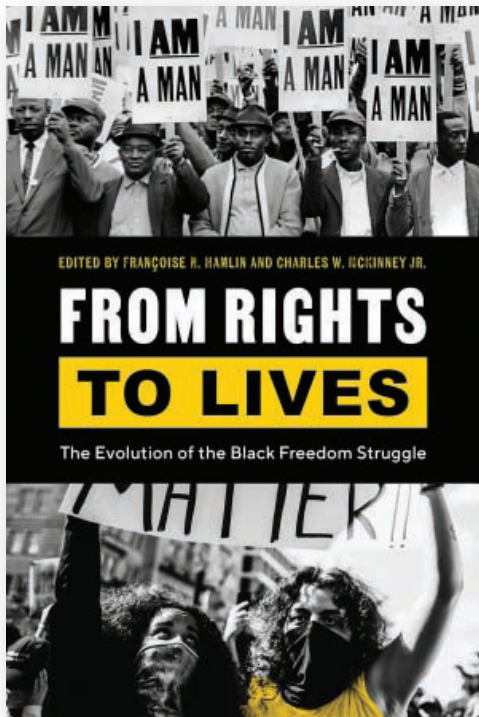


Webinars focus on medical student belonging

The Brown Medical Alumni Association (BMAA), the Office of Belonging, Equity, Diversity and Inclusion (OBEDI) and the Office of Biomedical Advancement hosted virtual panels and webinars for self-identified HUG students covering topics such as transitioning to residency, wellness, and diversity in medicine. The Division of Advancement also hosted a virtual event “Creating a Diverse Future for Medicine” that invited M.D. alumni and donors

with expressed interest in the Brown Medical Annual Fund or the Advancing Diversity in Medicine Term Scholarship to learn about the important work taking place in OBEDI to create a learning and training environment that fosters equity, diversity and inclusion within the Division of Biology and Medicine and the communities in which Brown faculty and students serve.

Featured Books by Brown Faculty



From Rights to Lives: The Evolution of the Black Freedom Struggle

Françoise M. Hamlin and Charles W. McKinney Jr.

Broadly speaking, the traditionally conceptualized mid-20th-century Civil Rights Movement and the newer Black Lives Matter (#BLM) movement possess similar qualities. They both represent dynamic, complex moments of possibility and progress. They also share mass-based movement activities, policy/legislative advocacy, grassroots organizing and targeted media campaigns and are marked by innovation, growth and dissension. Crucially, these assertions of Black humanity also engender aggressive, repressive, multilevel responses.

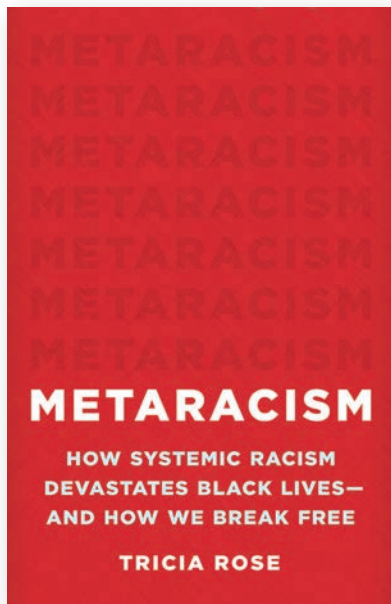
“From Rights to Lives” (Vanderbilt University Press, March 2024) critically engages the dynamic relationship between these two moments of liberatory possibility on the Black freedom struggle timeline. The book considers the continuities and changes between these movements through various lenses and topics in order to explain how and why history matters in this contemporary moment. The book’s contributors explore what we can learn when we place these moments of struggle in dialogue with each other. They grapple with how our understanding of the postwar moment shapes our analysis of #BLM and wherein lie the discontinuities, in order to glean lessons for future moments of insurgency.



Skinfolk: A Memoir

Matthew Pratt Guterl

In my youth, I was a part of an ambitious experiment. That is also to say: I was an experiment, too. A young white couple, committed liberals and deeply religious, adopted four children from around the world, and raised them as kin to their two so-called natural children. The experiment in question was their choreography of our symbolism — walking hand in hand together down the aisle at church and in school — which was meant, at least in part, as a wickedly sharpened counterpoint to American racism. I was born in 1970. Then came my younger brother Bug from South Korea, who had been, as state folklore dictated, abandoned on the front steps of an orphanage. Mark was born in 1973. Our brother Bear came in 1975, airlifted from Saigon as it fell to the North Vietnamese army. Anna, our older sister, came in 1977, a mixed-race child, her virtue held protectively by Catholic nuns until a home could be found. Finally, Eddie came in 1984 from the South Bronx, left parentless by the crack cocaine epidemic and by the decimation of the inner city by federal neglect. “Skinfolk” (Liveright/Norton, March 2023) is the memoir I wrote about our experience, about our childhood in an international multiracial adoptive family, about my struggle to find a place in it — and our shared struggle, as children, to make room for this family in the world.



Metaracism: How Systemic Racism Devastates Black Lives — and How We Break Free

Tricia Rose

“Metaracism: How Systemic Racism Devastates Black Lives — and How We Break Free (Basic Books, 2024) shines a clarifying spotlight on what systemic racism is and how it works in America today. “Systemic racism,” Rose argues, “is made up of interconnected policies and practices in key areas such as housing, education, criminal justice, lending and wealth, that work overtime to produce metaracism: dynamic, compounding patterns of racial disadvantage and discrimination that no single policy could produce on its own.” Rose shows how the profound impact of systemic racism is hidden by a relentless focus on racism rooted in individual bias. Metaracism is especially relevant today as arguments used to dismantle diversity, equity and inclusion reinforce the myth that systemic racism does not exist; a myth that fuels the misinterpretation of DEI efforts as discriminatory rather than meliorative.

Expanding Learning Opportunities

Brown University aims to ensure that all students can thrive in their chosen fields of study, while providing opportunities to learn about diverse perspectives. The Race, Power and Privilege (RPP) designation is assigned to undergraduate courses that encourage students to examine issues of structural inequality, racial formations and disparities and systems of power in a complex world. Among the RPP courses currently offered, and featured here, are courses on Urban Life in the Global South, Race and the Making of Art, and the Future of Work. Many Brown Pre-College courses also address topics related to race, gender, class and power.





Pre-College offerings highlight race, gender, equity and power

During Summer 2023, Brown Pre-College offered more than 30 courses that directly engaged Brown Pre-College students in the topics of race, gender, class, equity, power and other DEI-related topics. Courses included:

- **Black Lives Matter Less: How Structural Racism Affects Health**
- **Global Health: Inequality, Culture and Human Well-Being Around the World**
- **Food, Identity and Place: You Are What You Eat and Where You Eat It**
- **Land in Global Perspective: Dispossession and the Fight for Territorial Justice**
- **It's None of Their Business: Reproductive Health, Policy and Public Health**
- **Queer Strategies of Resistance: Fools, Tricksters, Shapeshifters**
- **Female Forces: Hidden Histories of Art + Design**
- **Power and the Production of History**
- **Race, Gender and Horror: Reading Psychoanalysis in American Film and Fiction**
- **Invisible People: Race, Labor and Power at American Universities**



Featured Race, Power and Privilege courses

Urban Life in the Global South

Lauren Yapp, Lecturer in Urban Studies

In the urban studies course *Urban Life in the Global South*, Lauren Yapp and her students trace the historical forces of colonialism, nationalism and globalization that have shaped cities across Asia, Africa and Latin America and explore a range of issues that local city-dwellers and their leaders grapple with today.

The introductory-level course, which Yapp has taught twice, has drawn concentrators in urban studies, international and public affairs and Latin American and Asian studies, among other fields, as well as students with a personal connection to the places and histories discussed.

Yapp said she wanted students in the class to challenge preconceptions that cities outside of the U.S., and particularly in the Global South, are somehow “lacking.” “I think, particularly in the media that we consume in the U.S., there’s a very caricatured representation of cities in

Asia and Africa and Latin America as places that are chaotic, that have all these problems,” she said. “A big theme of the course is getting students to think about how these cities are places of inspiration — places that cities in America can learn from. These communities, their activists and scholars, are tackling head-on the problems that all of our cities face, whether it’s climate or affordability or issues of inequality and segregation.”

For their final project, students develop a handmade zine that delves into a particular topic of interest, from urban accessibility, transportation and public infrastructure to urban heat islands and refugee camps. The students make multiple copies and swap them with classmates. Yapp said the creative nature of the project also challenges students’ perceptions.

“In class, we talk about how you can have all these creative, publicly facing, community-engaged outputs, and those can be as meaningful, or more meaningful in some cases, than traditional scholarly research,” Yapp said.



“Sometimes the moment you say racism, things can go silent and not because people don’t want to talk about it — it’s just that it is a huge concept.”

— *Banu Özkazanç-Pan, Barrett Hazeltine Associate Professor of Practice, School of Engineering*

Future of Work

Banu Özkazanç-Pan, Barrett Hazeltine Associate Professor of Practice, School of Engineering

Banu Özkazanç-Pan’s course Future of Work explores technological advances in areas such as brain science, big data, artificial intelligence (AI) and virtual and augmented reality, focusing on three main issues: how the world of work is changing, why these changes are important in relation to organizations and entrepreneurship, and what skills are necessary to shape the future of work in ways that are sustainable, ethical and inclusive.

The course, which counts toward the Certificate in Entrepreneurship, is especially relevant for seniors who are graduating into a professional world where AI is a big topic of conversation.

At the start of the course, the professor asks students to create an AI use policy for the class, an opportunity for them to model open innovation and shared governance — both important in the development of technologies such

as AI. The course also explores how computer algorithms exacerbate the impact of racial and other inequalities, a conversation Özkazanç-Pan begins with a question about fairness.

“Sometimes the moment you say racism, things can go silent and not because people don’t want to talk about it — it’s just that it is a huge concept. So how do we make sure everyone can link into that idea without feeling like they can sit it out, when I feel like it’s everyone’s responsibility to dismantle structures of racism?” she said. “Everyone has a sense of fairness. And in a workplace where you see certain people and certain technologies being deployed, how might that impact our sense of fairness, and how might race have something to do with that?”

For a final project, students can choose to conduct a case study comparing and contrasting two companies that are using innovative technologies. Students also may develop a future skills portfolio or interview people at the cutting edge of emerging technologies, such as chief AI officers or other leaders in tech or tech-adjacent industries.

Race and the Making of Art

Matthew Shenoda, Professor of Literary Arts

Matthew Shenoda's course *Race and the Making of Art* takes a deeper look into the arts and the ways that race and racial formation and ideas of racialization, colonialism, identity and historical positionality have shaped various forms of art and art making.

"The ultimate goal of the course is for students to create their own creative and critical projects that reflect their understanding of their own racial formation and how they may perceive of themselves in this present moment," Shenoda said.

The course, which Shenoda has offered twice, has drawn both undergraduate and graduate students and individuals from a wide range of concentrations, including visual art, the humanities and the sciences.

"More than anything I am heartened by the way this course has given each student a way to more deeply locate and anchor themselves in what is often a tumultuous, complicated and polarizing world," Shenoda said. "Many have not had the opportunity to study race and racial formation and how it has shaped the systems they engage with, and it has been heartening not only to see how that deepens their understanding of themselves but their understanding of the respective fields they may be studying and their future career paths."

Students in the class have produced musical compositions, paintings, sculptures, poetry, short films and performance pieces, among other projects.

"There is an incredible amount of talent and engagement from Brown students, and this course exemplifies that in the works they make and critical discourse they display," Shenoda said.

"More than anything I am heartened by the way this course has given each student a way to more deeply locate and anchor themselves in what is often a tumultuous, complicated and polarizing world,"

— *Matthew Shenoda,*
Professor of Literary Arts



Confronting Inequity and Injustice

Brown University aims to create a community that works actively to counteract inequity and injustice and that promotes, among the entire Brown community, an attitude of mutual respect for the uncomfortable, uneven history we all share. Toward that goal, University partners have organized discussions, workshops and other events that address the unique challenges of undocumented graduate students and the historical disadvantages faced by Black veterans, among other topics; organized networking programs aimed at supporting students and alumni from historically underrepresented groups; and provided new resources to encourage a sense of belonging among LGBTQ+ community members and students with disabilities.



Black Alumni Reunion draws record numbers

In October 2023, the Division of Advancement, in partnership with OIED and the Department of Africana Studies, hosted a record-setting Black Alumni Reunion — increasing participants by 61% from the 2018 reunion, for a total of 1,163 attendees. The three-day reunion offered 25 events, each carefully crafted to resonate with the diverse experiences of Brown’s alumni community. For the first time, students were invited to participate, fostering valuable intergenerational connections through specially designed programming.

A cornerstone of the reunion was its commitment to honoring the history of the Black community at Brown. The “Building a Bridge Back to Brown” exhibition and oral history project, a special initiative featured at the reunion, exemplified the deep involvement of Black alumni in preserving and celebrating their history. The creative arts took center stage throughout the weekend, showcasing the artistic endeavors of alumni and faculty and reflecting the strong ties Black alumni have to Brown’s renowned arts programs. The community celebrated the renovation of Churchill House, the academic and artist hub for generations of Black

students and home of Africana studies and the Rites and Reason Theatre.

The reunion also included a thought-provoking plenary session on the impact of the Supreme Court ruling on race in admissions. This discussion underscored the reunion’s role as a forum for engaging with pressing issues facing the community.

Perhaps most importantly, the reunion centered on community agency and joy. The programming allowed ample time for connection and celebration, reminding attendees of the strength and resilience of Brown’s Black community.

In addition to the events, the Black Alumni Reunion planning committee set ambitious year-long goals to help increase participation and scholarship giving to support Black/African American students through the Inman Page Council Brown Annual Fund Scholarship, resulting in more than \$614,000 in gifts from more than 670 alumni. This represented a 110% increase in donors and a 41% increase in dollars from the community total in FY23.



Highlighting Inclusive Excellence

“To earnestly fight antisemitism, we must employ both intense retrospect and present-day realism; one person’s enlightenment is another person’s conspiracy theory. OIED has been such a valuable partner in this mission because they understand that combating antisemitism is not just a Jewish issue — it is a societal issue that affects everyone.”

Daniel Solomon | Class of 2026

Daniel Solomon, an urban studies and political science concentrator from Miami, Florida, felt drawn to Brown’s culture of inclusion and diversity when choosing where to attend college. As a legally blind student, and someone passionate about bringing peers together across divides, Solomon has had the opportunity at Brown to both experience and advocate for inclusion and civil discourse. Solomon worked closely with OIED to develop a conference focused on combating antisemitism and anti-Black hate and worked to implement “Building Bridges” lunch-and-learn sessions to create a dedicated space for students to come together across differences. An active member of the Jewish community at Brown, Solomon regularly meets with the administration to discuss the lived experiences of Jewish students on campus. Solomon also co-founded Blind@Brown, a student-run organization that uplifts the blind and low-vision community, and is the project director of “The Blind Urban Subject,” a public art installation that simulates how individuals with eye diseases or disorders operate in urban American life. He hopes this work will reshape the public perception of the blind and visually impaired community and aims to do his part in cultivating inclusivity and accessibility at Brown and beyond.



Campus partners provide gender-affirming resources

With support from Campus Life and the Pathways to Diversity Grant and funding from Office of Institutional Equity and Diversity, the LGBTQ Center set up a Gender-Affirming Closet at the center, offering free gender-affirming base layers for students who have limited access to such resources. The closet includes a selection of clothing and shoes arranged according to purpose rather than gender as well as makeup and a range of binders in a variety of patterns and sizes that allow students to find the right fit before purchasing a binder of their own.

After learning that some community members were hesitant to use the Nelson Fitness Center because they were unfamiliar with the gym and the accessibility of inclusive spaces and restrooms, the Division of Athletics partnered with the LGBTQ Center to support the first Gender Affirming Swim Night — a safe and fun swim party for transgender, gender diverse and nonbinary students and their friends, held in February at the Aquatic Center. Attendees were invited to use the locker room that best matches their gender identity and wear whatever made them feel most comfortable. A second event has been planned for Fall 2024.

Program addresses challenges of undocumented graduate students

In collaboration with OIED and the Undocumented, First-Generation College and Low-Income Student (U-FLi) Center, the Graduate School in April 2023 hosted a lecture and Q&A with Carolina Valdivia, assistant professor in the Department of Criminology, Law and Society at University of California, Irvine, on topics related to undocumented students in doctoral and MFA programs. Known as the Undocu+ Initiative, this program included a discussion about the experiences of undocumented students (and those with liminal statuses) in doctoral and/or terminal degree programs and what graduate schools can do to successfully implement changes that support their recruitment and retention. This event aimed to foster broader conversations across disciplines and programs to address barriers (e.g., funding in the sciences, legal barriers such as I-9 requirements, RA/TAs requirements). Valdivia's work explores how various forms of legal and social exclusion impact the lives of undocumented young adults and their families, including their educational trajectories, mental health and political participation.



Discussion highlights historical disadvantages of Black veterans

In March, the Office of Military Affiliated Students (OMAS) in collaboration with the Brown Center for Students of Color (BCSC) and the School of Public Health presented "Making Their Own Way," a fireside chat with Richard Brookshire and Daniele Anderson, co-founders of The Black Veterans Project about challenging historical systems of oppression that have specifically disadvantaged Black veterans in the U.S. The program addressed centuries of mistreatment, particularly in areas such as health disparities and housing insecurities. The goal was to engage in dialogue with communities of students of color and veteran/military-affiliated students at Brown, raising awareness and providing a variety of approaches to challenge and activate against historical systems of oppression.



SPH hosts Disability Month events

To celebrate Disability Awareness Month, the SPH Office of Diversity, Equity and Inclusion (DEI) partnered with SPH leaders and student organizations to organize panel discussions and guest lectures highlighting the experiences of individuals with disabilities. The monthly Justice Circle event on disability inclusion provided a safe space for open dialogue, fostering greater representation and understanding. These initiatives encouraged more students with disabilities to participate in campus activities, leading to policy recommendations for improved accessibility.

SPH also collaborated with the student organization Disability Justice at Public Health (DJAPH) to host a conversation on raising disability consciousness at the University. This event featured leaders from disability-centered organizations at Brown and Northeastern University, discussing their missions, progress and future plans. Additionally, SPH addressed the intersection of disability and climate justice with experts such as Alina Engelman, Daphne Frias and Justice Shorter, emphasizing the disproportionate impact of climate change on disabled individuals and the need for inclusive public health strategies.

SPH also partnered with executive leaders and DJAPH to create a sensory-friendly room for graduate students. The room is equipped with adjustable lighting, comfortable seating, noise-reducing materials, and calming décor to provide a supportive space for relaxation and focus. This initiative aims to enhance the student experience and support those who benefit from sensory-friendly accommodations.

Networking initiative connects HUG students, alumni

Brown University's inaugural Historically Underrepresented Groups (HUGs) Alumni Engagement Survey identified a clear need for tailored career development programs serving Brown's diverse and historically underrepresented alumni communities. In response, the Division of Advancement through the work of the Alumni Relations team launched the Alumni Affinity Career Initiative Pilot in FY24.

This initiative offered alumni opportunities to enhance their career navigation toolkit and grow their community capital through seven virtual career workshops led by alumni and networking events. The program saw strong engagement, with 682 alumni participating in these sessions and 460 joining a newly created LinkedIn community.

A highlight of the initiative was the in-person event "Our Brown Community Capital," which brought together 278 students and 50 alumni. This event focused on alumni sharing insights about building strong community networks for career support and reframing networking as community building, helping to demystify a process that can feel transactional to students.

The Alumni Affinity Career initiative engaged more than 1,000 alumni and students affiliated with affinity group communities, marking a significant step in addressing the career development needs of diverse and HUG alumni.

Brown Alumni Affinity Career Initiative

- 682** alumni participated in virtual career workshops
- 460** alumni joined new affinity group on LinkedIn
- 328** students and alumni attended in-person networking event

From the Office of Institutional Equity and Diversity

The Office of Institutional Equity and Diversity (OIED) serves as a critical leader, resource and support in sponsoring programs and events related to diversity and inclusion at Brown University. OIED staff members are strategists and partners who work with colleagues across campus to advance inclusive excellence, facilitate accountability, support academic and administrative units and ensure that all members of the community feel valued for their contributions and are given equal opportunities to thrive.



Initiatives and Partnerships



2023-24 Administrative Fellows in Accra, Ghana



Administrative Fellows

The Administrative Fellows Program is a 10-month professional development opportunity that seeks to nurture talented and diverse staff members who are committed to enhancing their leadership skills and promoting more inclusive and equitable communities within higher education settings. The program centers experiential learning opportunities aimed at knowledge building through the development of a diversity project and access to networking and mentoring.

During the 2023-24 academic year, six Administrative Fellows participated in the program, which advanced their knowledge and ability to implement inclusive practices, engaged in mentoring and networking opportunities, strengthened their cultural competency and culminated with a trip to Accra, Ghana and a presentation of a DEI-centered project.

2023-24 Fellows



Leah Burgin



Ashton Darrett



Ellen Schatz



Alyssia Coates



Tori Gilbert



Christina Smith

Presidential Postdoctoral Fellows

Since the program's inception in 2015, Brown University has welcomed 44 Presidential Postdoctoral Fellows. The Presidential Postdoctoral Fellowship is a two-year program at Brown that supports innovative, early-career Ph.D. graduates who are advancing diverse perspectives and scholarship in a range of fields and research areas, including the humanities, social sciences, physical sciences and engineering.



Celebrating 60 Years of Brown-Tougaloo Partnership

On June 6, 2024, Brown University and Tougaloo College commemorated the 60th anniversary of one of higher education's most enduring partnerships. Staff, alumni and friends of both institutions participated in a luncheon, which featured an address by Congressman Benny G. Thompson and a gala, which was emceed by the multi award-winning actress and Brown University-Tougaloo College Partnership alumna Anjanue Ellis-Taylor.

The Brown University-Tougaloo College Partnership was formalized in 1964 during the Civil Rights era with the goal of enriching both campuses through student, faculty and administrative exchanges. The partnership features academic and cultural exchanges, collaborative research ventures and administrative level engagements. In the more than 50 years since its creation, over 500 individuals have participated in its various programs and projects.

HBCU Presidents Visit

On February 1, 2024, Brown University hosted six presidents from historically Black colleges and universities (HBCU): one presidential proxy each from Albany State University, Clark Atlanta University, Dillard University, Morgan State University, Wilberforce University, Wiley University, and Xavier University to discuss the vision and conceptual framework of a Brown-HBCU initiative. The meeting also involved a broad representation of Brown University campus leaders.

What ensued was an engaging and thoughtful discussion that captured, at once, pragmatic and aspirational programmatic potential and ended with a commitment to continue exploring an expanded Brown-HBCU partnership.



Programming



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Sherrilyn Ifill Delivers Martin Luther King Jr. Lecture

On Thursday, February 15, scholar and former president of the NAACP Legal Defense Fund Sherrilyn Ifill delivered Brown University's 2024 Martin Luther King Jr. lecture with a talk titled "Reimagining a New American Democracy." Known for her work as a civil rights lawyer, Ifill urged the audience to engage their citizenship to confront threats to democracy. A key moment during the lecture was Ifill's call to action, in which she asked the packed auditorium to continue to confront violations of people's constitutional rights by getting involved at the local echelons of government.



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Global Day of Inclusion

Global Day of Inclusion was created by OIED in 2022 to provide Brown University staff an opportunity to increase their cultural competencies around DEI. This year's featured speakers included Sara Coodin, director of academic affairs for the American Jewish Committee, and Jahmad Canley, president and CEO of Potential Unleashed, and included a variety of workshops.

Education and Training

Throughout the 2023-24 academic year, OIED conducted 50 workshops for more than 700 students, staff and faculty. These workshops covered an array of topics, such as antisemitism, Islamophobia, microaggressions, implicit bias and cultural humility, and were designed to equip campus stakeholders with knowledge and build competencies around DEI.



The Leadership Alliance

This year, The Leadership Alliance celebrated its 30-year anniversary at the Presidential Forum, which was hosted at the John F. Kennedy Center for Performing Arts in Washington, D.C.

The Leadership Alliance, founded at Brown University in 1992 as a partnership of 23 institutions, came together to develop underrepresented students into outstanding leaders and role models in academia, business and the public sector. Today, this consortium has grown to 41 partners and has provided research, mentoring and networking experiences to more than 6,000 scholars. The Leadership Alliance uses a time-tested model to leverage its collective resources to address the shortage of individuals from historically underrepresented groups in doctoral training programs, academia and the broader research workforce.

At the Presidential Forum, The Leadership Alliance highlighted 1,000 doctoral scholars and featured a dialogue between Brown University President Christina H. Paxson and attorney Clarence B. Jones, who served as speechwriter for Martin Luther King Jr., as well as other notable panels and roundtable discussions.

Thank you to our featured
DEI partners:

Division of Advancement
[alumni-friends.brown.edu/about/
DEIB-alumni-programming](https://alumni-friends.brown.edu/about/DEIB-alumni-programming)

Division of Athletics and Recreation
brownbears.com

Graduate School
[brown.edu/academics/gradschool/
diversity-0](https://brown.edu/academics/gradschool/diversity-0)

Division of Pre-College and Under-
graduate Programs
precollege.brown.edu

School of Engineering
engineering.brown.edu

School of Public Health
[brown.edu/academics/pub-
lic-health/diversity](https://brown.edu/academics/public-health/diversity)

The Warren Alpert Medical School
medical.brown.edu/diversity

“We will all profit from a
more diverse, inclusive
society, understanding,
accommodating, even
celebrating our differences,
while pulling together
for the common good.”

— *Ruth Bader Ginsburg*



BROWN
Office of Institutional
Equity and Diversity