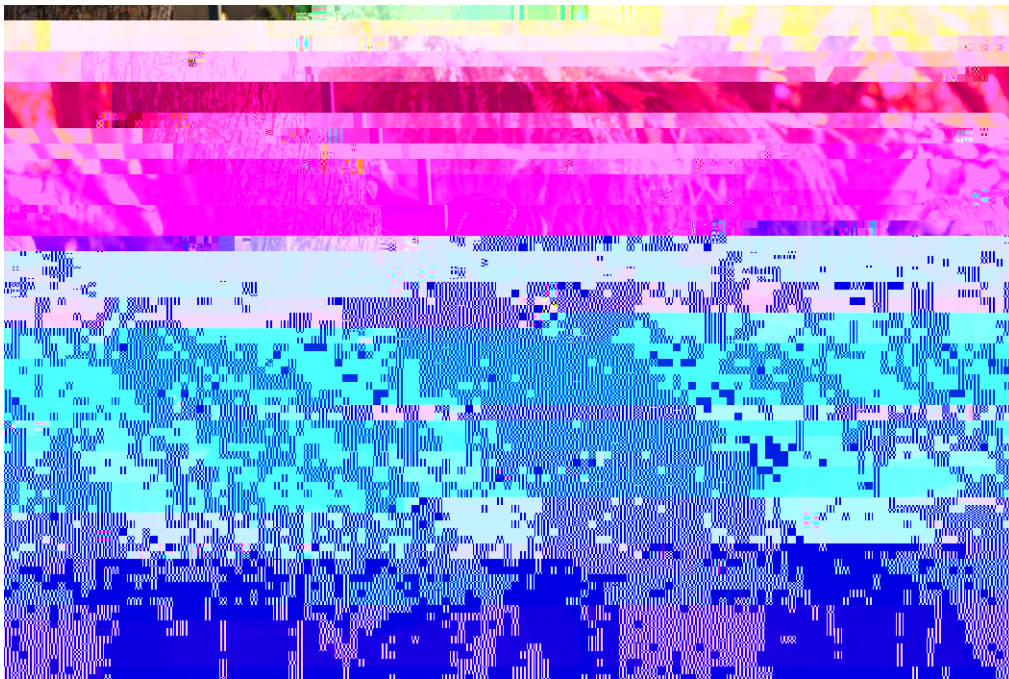


Reaffirming Our Commitment to Belonging, Justice, Equity, Diversity, & Inclusion

2023 UPDATE



DIVISION OF EQUITY AND INCLUSION

2022 Milestones

There is much more to be done, but we continue to be proud of our progress in 2022. As we returned from the COVID-19 pandemic, we recommitted our work to eradicating social injustice on campus and in our communities. Members of the campus community participated in courageous conversations, training sessions, healing circles, as well as celebrations of our heritages.

Looking back at the college's social justice work in 2022, the following milestones stand out for Agnes Scott:

1. In 2021, as part of the 2021-2026 Strategic Plan, Agnes Scott reaffirmed its commitment to inclusion and belonging by outlining specific and tangible action steps for each year. In 2022, the strategic plan implementation team outlined specific B.J.E.D.I. metrics that move our work from aspirational to concrete action steps.
2. The college, through the Gay Johnson McDougall Center for Global Diversity and Inclusion, received a \$750,000 research grant from the Mellon Foundation to fund the "Acknowledging our Past: Acting Now for A Transformed Future" project. This project is a two-part initiative, designed to elevate the lives of Black, Indigenous, and People of Color (BIPOC) artisans and workers who built Agnes Scott's campus and the city of Decatur. The second part of the initiative involves launching strategies to ensure that the contributions of the aforementioned individuals are not erased.
3. The college through the Gay Johnson McDougall Center for Global Diversity and Inclusion once again received a small grant from the Alliance for Full Acceptance (AFFA) to support leadership and training through Safe Zone, Lavender Hours and LGBTQ+ programming.
4. For the 2nd year in a row, Agnes Scott College was honored with the Higher Education Excellence in Diversity (HEED) Award from INSIGHT into Diversity, the oldest and largest diversity-focused publication in higher education. As a recipient of the HEED Award – a national honor recognizing U.S. colleges and universities that demonstrate outstanding commitments to diversity and inclusion – Agnes Scott was featured in the November 2022 issue of INSIGHT into Diversity magazine.
5. While the 2021 Founder's Day celebration highlighted the college's past, present and future relating to inclusion and belonging, the 2022 celebration kicked off the "Acknowledging our Past: Acting Now for A Transformed Future" project that will research and document the work of its invisible founders and contributors.
6. As the college revamped its website in 2021, it ensured that its commitment to B.J.E.D.I. was prominently displayed throughout. In 2022, the college created the external partners' website inviting national partners to join Agnes Scott in "equipping diverse women leaders of every identity to lead the way in their communities, workplaces and world."

1. Advancing a culture of anti-racism

Our Diversity:

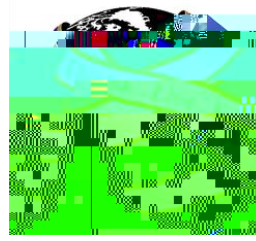
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Nov. 29, 2022: Think, Live, Engage: *Our Institutional Responsibilities on Indigenous Land: From Acknowledgment to Action.*

Student Leadership

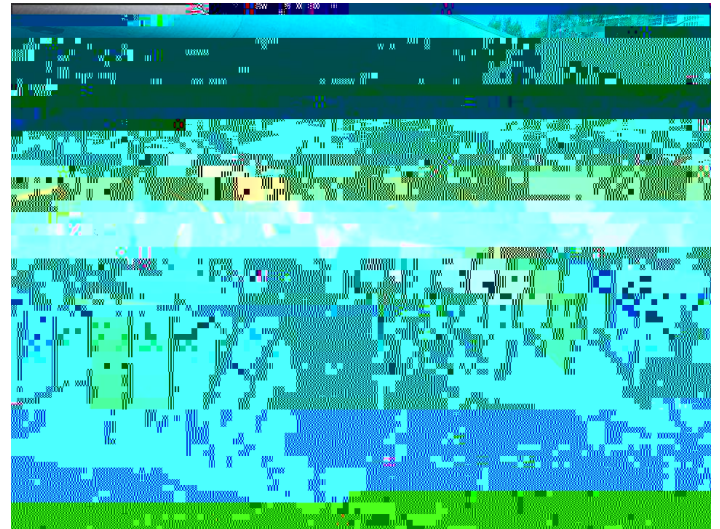
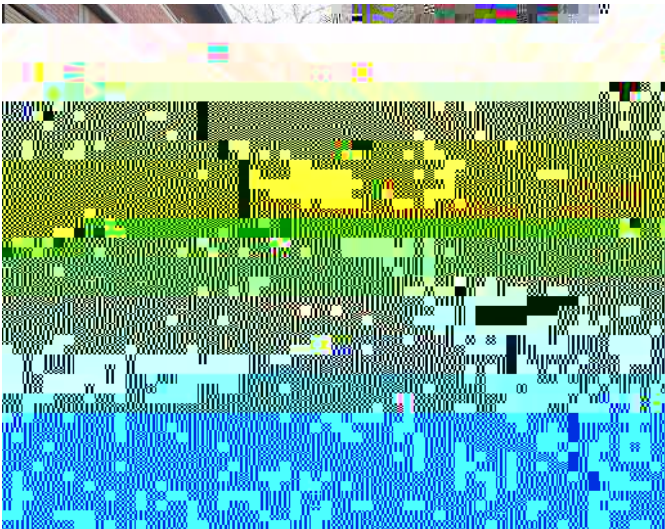
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Training



The Gay Johnson McDougall Center for Global Diversity and Inclusion offered over 40 opportunities to college employees to engage in courageous discussions and training on B.J.E.D.I. The center also partnered with other departments, student organizations, local organizations and businesses to deliver specific training and workshops to their targeted audiences.

4. Impacting Communities



The college engaged in meaningful collaborations with the Beacon Hill Black Alliance for Human Rights, the City of Decatur Better Together Advisory Board and Decatur City Schools to bring distinguished speakers to our community and facilitate workshops and training sessions.

Community collaborative projects included:

Aug. 2, 2022: Pan-African Festival.

Sept. 17, 2022: Salsa on the Square Sponsorship.

Oct. 8-9, 2022: Atlanta Pride Festival Booth and Parade participation.

Oct. 28, 2022: Supporting Georgia's Undocumented Students in Higher Education Conference at Oglethorpe University.

2023 Commitments

In response to conversations with the Agnes Scott College community, the college has renamed the plan B.J.E.D.I., thus affirming Agnes Scott's commitment to belonging, justice, equity, diversity, and inclusion. Belonging is defined as the experience of being wholly accepted and included by those around you, without which we cannot claim to be a truly inclusive community.

Contact Information