LETTER FROM CHAIR
It has been an exciting year for Wofford College and the Presidential Committee on Diversity and Inclusion. The committee has existed for more than two years, and during the 2017-18 academic year, we focused on implementing and institutionalizing several of the recommendations that were proposed in the committee’s first report. Among the more noticeable changes that occurred this year is the formal transition to a more team-based, collaborative approach to diversity and inclusion work with the promotions of the following individuals: Dr. Begoña Caballero Garcia, the college’s first dean of diversity and inclusion; Demario Watts, the new assistant dean of students for diversity and leadership development; and Arsenio Parks, the new director of diversity and inclusion admission. This organizational change will help the committee realize the strategic vision of building a diverse and inclusive 21st century liberal arts college in which we can all learn, grow and thrive.

This report highlights some of the diversity and inclusion accomplishments, events and initiatives that have taken place over the past year at Wofford. The first section of the report is focused on Access, Inclusion and Our Diverse Community. The second section is focused on Community Support, New Initiatives and Professional Development. The report contains two appendices: Re-Affirming Our Recommendations for the Capital Campaign (Appendix A) and Just the Numbers (Appendix B).

We are incredibly grateful to all the students, faculty and staff members, alumni, community partners and friends of the college who have made this important work possible. It is our hope that you will join or continue to further these efforts in the years ahead.

Go, Terriers!

Ramón Galiñanes Jr., Ph.D.

MEMBERS OF THE COMMITTEE
Farahnaz Afaq ’18  
Student Member
Camille Bethea, Ph.D.  
Associate Professor of Spanish | Coordinator of the Spanish and Latin American Studies Program
Begoña Caballero Garcia, Ph.D.  
Associate Professor of Spanish | Dean of Diversity and Inclusion
Ramón Galiñanes Jr., Ph.D.  
Director, Bonner Scholars Program | Chair of the Presidential Committee on Diversity and Inclusion
Jurnee Jones ’21  
Student Member
Trina Jones, Ph.D.  
Associate Professor of Religion | Associate Provost for Curriculum and Co-Curriculum
Kyle Keith, M.A.  
Study Abroad Coordinator
Rhiannon Leebick, Ph.D.  
Assistant Professor of Sociology
Grant McClure ’20  
Student Member
Caitlynn Myer ’18  
Student Member
Jim Neighbors, Ph.D.  
Professor of English
Arsenio Parks, B.A.  
Admission Counselor | Director of Diversity and Inclusion
Elizabeth Rabb, M.A.  
Associate Athletics Director for Compliance
The Rev. Ron Robinson, D.Min.  
Perkins-Prothro Chaplain and Professor of Religion
Matt Roos, MBA  
Senior Leadership Gift Officer | Chair of the Staff Advisory Council
Raven Tucker ’21  
Student Member
Demario Watts, M.Ed., MHRD  
Assistant Dean of Students for Diversity and Leadership Development | Title IX Deputy Coordinator
Access, Inclusion and Our Diverse Community

The events and initiatives included below highlight Wofford’s diverse community as well as the desire to build cultural bridges by being more accessible and inclusive of historically underrepresented groups.

- **Diversity Speaker Series, sponsored by the Office of the President.** One of the goals of the Diversity Speaker Series is to reconnect with Wofford alumni and community leaders who work in the area of diversity and inclusion. During the past academic year, these four events were part of the series:
  1. “Being an Immigrant in the American South” by the Spanish Writers Cultural Group
  2. “From Spartanburg to Accra” by Regina Fuller ’11
  3. “From Wofford to HEAL” by Dr. Nicole Redmond ’96
  4. LGBTQIA Alumni Panel Discussion and reception with Erica Brown ’00 (moderator), Mae Hoffman ’18, Alex Hubbard ’13, Courtney Parsons ’15 and Jeremy Pittman ’92. The panel discussion was followed by a reception at the home of Dean of Students Roberta Bigger ’81.

- **Black Alumni Summit and meeting with the Presidential Committee on Diversity and Inclusion.** In October 2017, the fourth Black Alumni Summit was held with the support of Dean Demario Watts. The summit included a panel discussion on diversity and inclusion with Dr. Ramón Galiñanes Jr., Dr. Rhiannon Leebrick and Dr. Jim Neighbors, members of the Presidential Committee on Diversity and Inclusion.

- **DACA Panel Discussion with Wofford alumni and DACA students.** Dean Begoña Caballero Garcia and Dean Demario Watts organized a DACA panel discussion during the fall of 2017 with Wofford alumni and DACA students from Converse College. The panelists included Andrea Liberatore ’16 and Doug Thie ’09 and community members Dr. Araceli Hernández-Laroche and Pastor Mireille Tanner.

- **LGBTQIA Ally Training for students.** Two LGBTQIA ally trainings led by Kyle Keith and Dr. Nancy Williams were held for students during the fall semester.

- **Gateway Scholars Program.** In June 2017, the inaugural Gateway Scholars two-week summer orientation was held in which 18 incoming first-year students who identify as first-generation, low-income and/or DACA-protected participated in a series of student success workshops and engagement opportunities coordinated by Dr. Boyce Lawton and James Stukes.
• **Wofford UNfiltered Events.** Wofford UNfiltered was launched during the spring of 2018. One UNfiltered event held in February focused on microaggressions, and a second event held in May 2018 focused on sexual misconduct. Panelists/participants included Dr. Nayef Samhat, Drake McCormick ’18, John Patterson ’18, Essence Buckman ’18 and members of Kappa Alpha Psi.

• **Code Switching Event.** James Stukes, Toria Teamer, Caitlynn Myer ’18 and Dr. Rhiannon Leebrick held a community conversation on the topic of code switching in February 2018.

• **Re-Imagined and Robust Heritage Month Celebrations ... Hispanic Heritage, Black History, Women’s History and inaugural LGBTQI+ month celebrations.** This past year’s Heritage Month celebrations were packed with numerous events and activities as well as opportunities to re-imagine our Wofford community. The inaugural Pride Month celebration was held with the support of the Rainbow Coalition. Some of the other impactful events during the Heritage Month celebrations included:
  • Ingrid LaFleur and Professor Jessica Scott-Felder Presentation and Art Exhibit. LaFleur made a presentation and held a panel discussion on the “Future of Afrofuturism.” The presentation was in conjunction with Scott-Felder’s art exhibition, “Three Point Perspective: Conversations in Imagination, Legend and Science.” These events were sponsored by the African/African-American Studies Program and the Department of Art and Art History.
  • “All Hail the King: The Black Panther & Blackness in American Superhero Comics” by Dr. Dwain Pruitt ’95.
  • **Confederate Memorials: Considering Ways Forward Events.** Dr. Trina Jones, Dr. Karen Goodchild and the Rev. Dr. Ron Robinson organized two community conversations and events on the topic of “Confederate Memorials in the American South” in April 2018.
  • **Bonner Scholars Sophomore Exchange and Senior Capstone Exhibit focused on Diversity, Inclusion and Civic Engagement in the American South.** In March 2018, Wofford’s Bonner Scholarship Program hosted Bonner Scholars from Averett University, Mars Hill University and Warren Wilson College for a weekend in which the participants Diversity, Inclusion and Civic Engagement in Bonner Colleges in the American South.
  • **“Back of the College” Project.** Dr. Jim Neighbors, in partnership with Brenda Lee Pryce, co-author of “South of Main;” Mitch Kennedy, community services director for the City of Spartanburg; Brad Steinecke, assistant director of local history for Spartanburg County Public Libraries; and Monier Abusaft ’12, director of Juneteenth Inc., launched the “Back of the College” project, which tells the story of the African-American neighborhood that existed behind Wofford College. The project is supported by the Center for Community-Based Learning.
  • **Four New Gilman Scholars.** During the 2017-18 academic year, four Wofford students were awarded a prestigious Gilman Scholarship. The scholarship supports underrepresented student groups who wish to study or intern abroad for a semester. The Office of International Programs supports Wofford students who are interested in applying to become Gilman Scholars.
  • **Intergenerational Connections.** Dr. Kara Bopp received a grant from the Council of Independent Colleges (CIC) and the AARP Foundation to connect college students with older adults. In the 2017-18 academic year the grant paid a stipend to 12 student fellows who organized and led more than 160 workshops that allowed more than 75 Wofford students and 200 low-income older adults to interact. The project is supported by the Center for Community-Based Learning.
First-Generation College Student Informational Dinners hosted by the Office of Student Success. Two dinners for first-generation college students were held in October 2017 to celebrate the successes of this group. One dinner was held for first-year students and one for juniors and seniors. Attendees had the opportunity to engage with other first-generation college students from across campus. Dr. Ramón Galiñanes Jr., Dr. Jeremy Morris, Dr. Deidre Coleman, Dr. Jeremy Henkel, Dean Beth Wallace and Dr. John Lefebvre, who identify as being first-generation college students, also were present.

Community Support, New Initiatives and Professional Development

The events, new initiatives and support systems listed below highlight our commitment to living the ideals of being part of a diverse and inclusive 21st century liberal arts college.

- **LevelUp Initiative.** Dean Amy Lancaster, Curt McPhail, Elizabeth Rabb and Rebecca Parker launched a new four-year program – LevelUp – in an attempt to be more inclusive of student-athletes and provide them with professional development skills and a competitive edge in life.

- **Search Advocate Program.** Dr. Camille Bethea and Dr. Jim Neighbors started a new search advocate program after being trained at Oregon State University in the fall of 2018. The search advocate program advances inclusive excellence by minimizing cognitive and structural biases in the hiring of new faculty/staff members. Sponsored by the Office of the Provost. [recommendation #1 in first report of the committee]

- **LGBTQIA Ally Training for Faculty and Staff.** Dr. Brooke Barnett and Matthew Antonio Bosch from Elon University led three LGBTQIA strategic workshops at Wofford for faculty and staff members. The workshops focused on: 1) human resources, faculty development and staff and faculty hiring; 2) student support and campus climate; and 3) curriculum and pedagogy. Sponsored by the Dean of Diversity and Inclusion.

- **Inclusive Pedagogy and Practices Seminar Series.** An inclusive pedagogy seminar series was launched during the fall of 2017 semester. The 2017-18 series included:
  1. “Intercultural Learning” by Dr. Tara Harvey
  2. “Inclusivity and the Classroom: Interrogating the Wofford Way” by Regina Fuller ’11
  3. “Interfaith Engagement and Pluralism” by Dr. Trina Jones and the Rev. Dr. Ron Robinson [recommendation #2 in first report of the committee]

- **Multicultural Women and Allies Support Group.** Dean Begoña Caballero Garcia started a new support group during the spring of 2018 semester to better support new faculty and staff members who identify as women and/or members of a minority group.
• **M.O.R.E. Events.** The Multicultural Overnight Recruitment Event (M.O.R.E.) was launched in the fall of 2017 semester as a partnership between the offices of Admission and Diversity and Inclusion and the Presidential Committee on Diversity and Inclusion. One M.O.R.E. event was held in the fall semester and one in the spring semester with the goal of recruiting and supporting students from diverse backgrounds. [recommendation #3 in first report of the committee]

• **Southeast Interfaith Ripple Conference.** In September, Wofford hosted a gathering of undergraduate interfaith student leaders from six colleges and universities in the Southeast. This Southeastern Interfaith Conference was funded by IFYC, Elon and Wofford. Approximately 30 students and their advisers spent a day planning the Ripple Interfaith Conference, which was held at Elon University in February 2018. Wofford was a co-sponsor of Ripple, along with Elon, Wake Forest University and Queens University. Wofford sent seven students representing Islam, Humanist, Protestant and Catholic groups. Two of our students participated as group leaders at the Ripple Conference. Sponsored by the Office of the Chaplain.

• **Inclusive Pedagogy Book Club.** Dean Anne Catlla and Dean Begoña Caballero Garcia started an inclusive pedagogy book club during the spring of 2018.

• **Faculty Advisers Meeting with the Presidential Diversity and Inclusion Committee.** Dr. Carol Wilson organized an informational lunch in March 2018 with faculty advisers and members of the Presidential Diversity and Inclusion Committee and the Office of Student Success to discuss how to better support our historically underrepresented students at Wofford.

• **Notre Dame Peace Conference.** Two Wofford seniors attended the 2018 Student Peace Conference at the University of Notre Dame in April and brought back knowledge they hope to implement on Wofford’s campus. Sponsored by the Office of the Chaplain.

• **Black and Abroad Forum.** Members of the Wofford community (students, faculty, staff and alumni) and the local community shared their insights into the intersections of race and study abroad during two community forums. Sponsored by the Office of International Programs, the Presidential Committee on Diversity and Inclusion and the Office of Diversity and Inclusion.

• **Understanding Bias Trainings and Updated Bias Reporting Process.** Dean Demario Watts led three workshops on the topic of understanding bias for students, faculty and staff members. The college’s bias reporting process and procedure also was updated during the academic year.

• **Title IX.** During the 2017-18 academic year, the Title IX hearing board process was updated under the leadership of Amanda Estabrook, Title IX and ADA coordinator. Dean Amy Lancaster, Dean Matt Hammett, Dean Demario Watts and Chee Lee, director of human resources, currently serve as Title IX deputy coordinators.

• **Participation in the Interfaith Leadership Institute.** Wofford sent two students, Farahnaz Afaq ’18 and Mahnoor Haq ’19, to the Interfaith Leadership Institute (ILI) in Chicago during August 2017. ILI is a national conference sponsored by Interfaith Youth Core (IFYC.) The students were trained in interfaith activities and leadership, and both were leaders on campus. This is part of an effort to put interfaith engagement into the larger fabric of the Wofford campus. Sponsored by the Office of the Chaplain.
Appendix A: Re-Affirming Our Recommendations for the Capital Campaign

Most of the immediate recommendations that the committee made in last year’s report were implemented and institutionalized with great success. To continue this momentum and to live up to our ideals as a premier 21st century liberal arts college we, as a committee, re-affirm the following recommendations for the capital campaign:

1. Establish funding for competitive beginning salary and start-up incentives for minority hires and opportunity hires: $84,500 to $110,500 ($65,000 to $85,000 salary plus benefits package) / $3,000-$5,000 in professional development and start-up incentives. Additionally, increase salary across current ranks to help foster an atmosphere of excitement for new hires.

Reasoning: While a combination of factors is at play in candidates’ decisions to accept offers, salary is the most important. We simply will not be able to compete effectively for candidates of difference without competitive salaries.

2. Create “International American South” Scholarship Program: $20,000 tuition discount for employees of select international companies in the Upstate.

Reasoning: More than 20 years ago, community leaders such as Jimmy Gibbs and George Dean Johnson recognized the importance of internationalizing the Upstate community. Today, the Upstate region of South Carolina is home to more than 200 international companies as well as a vibrant and growing international community. The international community has had a positive economic and cultural impact in the region. According to a recent article (“From Peaches and Textiles to Automobiles: The Rebirth of the Upstate,” Greenville (SC) News, June 20, 2017): “The most recent economic study, done by the University of South Carolina Darla Moore School of Business, reported BMW’s impact corresponds to 30,777 jobs and $1.8 billion in labor income for South Carolina that would not exist otherwise.” Wofford should formally value and partner with the international community in the region by establishing at least one international scholarship program. Doing so will not only help diversify the student body, but it also will help garner prestigious internships and job opportunities for all Wofford students.
3. **Create International Student Scholarship Program:** 10 fully-funded international student scholarships: $2,311,520  
   Reasoning: See reasoning above for “International American South” scholarship program.

4. **Expand First-Generation College Student Scholarship Program:** Currently offered to 15 students each year ($20,000)  
   Reasoning: As a Methodist-affiliated college, we have a strong obligation to be accessible and affordable to first-generation college students in the region. Wofford must expand the current first-generation college student scholarship program.

5. **Create a strategic plan to bring NPHC/Multicultural Sororities/Fraternities to Campus**  
   Reasoning: An NPHC/multicultural on-campus organization would benefit both student life on campus as well as assist with student recruitment and retention.

6. **Expand Bonner Scholarship Program:** Each year, 15 first-year students are awarded the Bonner Scholarship. The Bonner Scholarship provides students with financial access to a Wofford education while providing them with the opportunities, resources and skills to serve humanity and develop as civic leaders. Expand the Bonner Scholarship Program to include up to 20 students each year.

   Reasoning: The Bonner Scholars are some of the most diverse students at Wofford, and these students are playing an important role in helping make Spartanburg a better place. The Bonner Scholarship Program is a great example of inclusive excellence. In recent years the scholarship program has produced some of the best and brightest Wofford students who have received prestigious scholarships, such as the Truman Scholarship and the Gilman Scholarship, and they also have gone on to prominent graduate schools, such as Georgetown University, the University of Maryland and Wake Forest University.
### SPRING 2018: STUDENT, STAFF AND FACULTY DEMOGRAPHICS IN COMPARATIVE PERSPECTIVE

<table>
<thead>
<tr>
<th>Group</th>
<th>White/Caucasian</th>
<th>African-American</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Other/Unknown</th>
<th>Women</th>
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</thead>
<tbody>
<tr>
<td>Total students (n=1,673)</td>
<td>80%</td>
<td>8%</td>
<td>4%</td>
<td>2%</td>
<td>6%</td>
<td>54%</td>
</tr>
<tr>
<td>Wofford Bonner Scholars</td>
<td>43%</td>
<td>30%</td>
<td>13%</td>
<td>3%</td>
<td>7%</td>
<td>55%</td>
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<tr>
<td>Hourly staff (n=75)*</td>
<td>76%</td>
<td>16%</td>
<td>5%</td>
<td>-</td>
<td>3%</td>
<td>41%</td>
</tr>
<tr>
<td>Professional Staff (n=204)*</td>
<td>88%</td>
<td>8%</td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
<td>49%</td>
</tr>
<tr>
<td>Full time faculty (n=124)*</td>
<td>90%</td>
<td>4%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>43%</td>
</tr>
<tr>
<td>Population demographics of U.S. (2017) <em>(source: census)</em></td>
<td>61.3%</td>
<td>13.3%</td>
<td>17.8%</td>
<td>5.7%</td>
<td>1.9%</td>
<td>50.8%</td>
</tr>
</tbody>
</table>

* 75 of the 94 hourly staff members self identified by race/ethnicity.
* 204 of the 223 professional staff members self identified by race/ethnicity.
* 124 of the 141 full-time faculty members self identified by race/ethnicity.

### FALL 2016: STUDENT, STAFF AND FACULTY DEMOGRAPHICS IN COMPARATIVE PERSPECTIVE

<table>
<thead>
<tr>
<th>Group</th>
<th>White/Caucasian</th>
<th>African-American</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Other/Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students (class of 2020) (n=440)</td>
<td>79%</td>
<td>9%</td>
<td>4%</td>
<td>3%</td>
<td>5%</td>
</tr>
<tr>
<td>Total students (n=1692)</td>
<td>80%</td>
<td>8%</td>
<td>3%</td>
<td>3%</td>
<td>6%</td>
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<td>Professional staff (n=221)</td>
<td>87.5%</td>
<td>10%</td>
<td>1%</td>
<td>0.5%</td>
<td>1%</td>
</tr>
<tr>
<td>Hourly staff (n=92)*</td>
<td>78%</td>
<td>18%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Faculty (n=137)</td>
<td>93%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Wofford Bonner Scholars</td>
<td>42%</td>
<td>27%</td>
<td>17%</td>
<td>5%</td>
<td>8%</td>
</tr>
<tr>
<td>Population demographics of U.S. (2015) <em>(source: census)</em></td>
<td>61.6%</td>
<td>13.3%</td>
<td>17.6%</td>
<td>5.6%</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

Participation in New Search Advocate Program by Gender of Faculty/Staff Member:
Eight male and 22 female faculty/staff members joined new search advocate program.

Participation in New Community-Engaged Faculty Fellows Program by Gender:
Five male and 10 female faculty members participated during the inaugural year.

Participation in May NCBI Workshop by Gender of Faculty/Staff Member:
Five male and 12 female faculty/staff members participated in the May NCBI workshop.

Spring 2018 Student Capstone/Senior Thesis Advisement by Gender of Faculty Member:
Sixteen male and 18 female faculty members advised a total of 100 students enrolled in credit bearing capstones, honors thesis, and senior research projects during the spring of 2018.

2018-19 Participation in College Committees by Gender of Faculty/Staff Member:
Seventy-three male and 64 female faculty/staff members will participate in a college committee during the 2018-2019 year.

2018-20 First-Year Student advisers by Gender of Faculty Member:
Sixty-one male and 43 female faculty members (and librarians) will serve as first-year advisers.