December 2020 End of Semester Status Report: Commitments to Diversity, Equity, Inclusion and Anti-Racism Note: Progress report focuses on commitments with end of semester timelines and other commitments where action was completed (Roman numerals refer to original strike demands). Additional actions the College has taken that support the goals of equity and anti-racism but were not included in the strike demands appear at the end of the report.

I. We demand transparency and accountability in the progress of diversity, equity, and including and anti-racism at the College that includes but is not limited to quantitative and qualitative assessments.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY AND ACCOUNTABILITY					
Action	Timeline	Budget	Responsible Groups	Progress Update December 2020	
Provide status report to the community at mid-semester and at the end of the semester using a table or chart format.	Week 8 and Week 15 each semester	N/A		First progress report provided 12/18/20.	
Annual open forum regarding College budget	Begin Spring 2021	N/A	Chief Financial and Administrative Officer	Educational sessions on College budget scheduled for 2/10/21 and 3/24/21, each at 4 pm.	

II. We demand the College to adopt a holistic approach to diversity, equity and inclusion and anti-racism in education and practices for the next academic years.

III. We demand support in meeting with the Pennsylvania Historical and Museum commission by February 1, 2021 in order to secure the name inscribed on the Old Library building façade and the portrait that hangs in Old

nsfor

institutional memorialization of such

\$75,000 for independent research on critical race theory through a similar model to the History Advisory Group.

AGREETO GOAL AND CO HISTORY	MMIT TO THE FOLLOWING ACT	ONS IN SUP	PORT OF CONFRONTING OUR	
Action	Timeline	Budget	Responsible Groups	3 <b>242</b> g/1655562plandt <b>12666</b> 5mb0e4 <b>203</b> 008654211

VIII. We demand the implementation of a	towards a yearly allocation of funds and resources to Black and Indigenous
students in the form of grants for summer programs, affinity	groups, multicultural spaces, and individual expenses such as books, online
courses, therapy, and any and all financial need beyond the s	cope of racial justice work.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF REALLOCATING RESOURCES

Action

XII.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF TRANSPARENCY OF PROTECTIONS				
Action	Timeline	Budget	Responsible	Progress Report
			Groups	December 2020

## List:

- citizenship or immigration status (including information
  - presented with a subpoena or similar legal requirement.
- The College does not use E-Verify
- Campus Safety will not be involved with enforcing federal immigration laws, including Green Card and visa issues, nor will they inquire a

XV. We demand grade protection and the implementation of student suggestions to the Curriculum Committees.

AGREE TO GOAL AND COMMIT TO THE FOLLOWING ACTIONS IN SUPPORT OF ACADEMIC PROTECTIONS

Action