

10-1993

[Diversity at Sarah Lawrence College 1988-1993, October, 1993]

Committee on Racial Diversity, Sarah Lawrence College

Follow this and additional works at: <https://digitalcommons.sl.c.edu/protest>

Recommended Citation

Committee on Racial Diversity, Sarah Lawrence College, "[Diversity at Sarah Lawrence College 1988-1993, October, 1993]" (1993).
Complete protest and activism collection online, Sarah Lawrence College Archives. 79.
<https://digitalcommons.sl.c.edu/protest/79>

This Book is brought to you for free and open access by the Protest and Activism Collection at DigitalCommons@SarahLawrence. It has been accepted for inclusion in Complete protest and activism collection online by an authorized administrator of DigitalCommons@SarahLawrence. For more information, please contact alester@sarahlawrence.edu.

Diversity at Sarah Lawrence College, 1988-1993

A Report on the Committee on Racial Diversity

October, 1993

In the spring of 1989, Sarah Lawrence began an extended effort to increase the degree of racial diversity at the College. This entailed a thorough scrutiny of all aspects of the College - composition of the student body, of the faculty, of the administration and staff; curricular offerings; and extra curricular activities. This report is an attempt to summarize the progress we have made in this attempt. It compares the situation in the fall of 1988, with the situation as of the fall of 1993. Our hope is that this document will serve as background information for the discussion of diversity that will be part of the self-study which General Committee has requested.

A) The Sarah Lawrence College Student Body

The number and percentage of students of color have increased by 43% since 1988.

	<u>September, 1988</u>	<u>September, 1993</u>
Number of students of color registered as undergraduates	115	165
Percentage of the undergraduate population who are students of color	11%	16%

As in the past, two students serve on the Admissions Committee, the committee responsible for selecting new students.

B) The Sarah Lawrence College Faculty

The number and percentage of faculty of color have more than doubled since 1988:

	<u>1988-89</u>	<u>1993-94</u>
Number of faculty members of color	9	20
Percentage of faculty who are people of color	6%	15%

A particular area of concern has been the number of faculty of color on tenure and tenure-track contracts. The percentage has also more than doubled. In 1988 five faculty of color held such contracts. In 1993 11 faculty of color hold such contracts.

As in the past, students interview all candidates for faculty positions.

c) The Sarah Lawrence College Administration and Staff

In September, 1988, 11% of the Administration/Staff were people of color. In 1993-94 that percentage increased to 16%. People of color occupy administrative/staff positions in almost every office of the College, as follows:

- | | |
|--------------------------------|-------------------------|
| Admissions | Human Resources |
| Bookstore | Information Systems |
| Campus Facilities | Library |
| Child Development Institute | Multicultural Affairs |
| Comptroller's Office | Safety and Security |
| College Resources | Student Affairs |
| Dean of Studies & Student Life | Women's History Program |
| Duplicating | |
| Food Services | |
| Graduate Studies | |

An area of particular sensitivity and concern in 1988-89 was the security force. In 1988-89 Sarah Lawrence employed one person of color as a guard (7% of the security force). In 1993, there are eight guards of color (40% of the security force). Students now interview all candidates for security guard positions, and all new guards receive diversity training through a special program instituted for security personnel in 1991-92. (This program was specially designed for the College through a series of meetings with faculty and students of color.)

D) The Sarah Lawrence College Curriculum

Since 1988-89, the following fields of study have either been added to the curriculum or expanded; all are offered by faculty members on either tenure or tenure-track contracts:*

- | | |
|-----------------------------|---------------------------|
| African Literature | Jazz |
| African-American Literature | Latin American Literature |
| African Politics | Latin American Politics |

* This list includes 3 areas in the arts taught by faculty members on ongoing guest contracts.

African-American History	Politics of Racial Minorities
Art of Egypt and the	in America
Ancient Near East	Politics of the Caribbean
Contemporary Sub-Saharan	Science, Race, and Gender
Africa (Anthropology)	World Music
Indian Civilization	World Theater
Islam	

Through the use of guest faculty who are substituting for faculty members on leave, we have been able to offer courses in the following fields at least once:

African Art	Class, Race & Gender in the
African-American Music History	Workplace
Asian-American History	Japanese Art
Asian-American Literature	Middle East History
Chinese Art	Psychology of the Ethnic Experience

E) Extra-Curricular Activities at Sarah Lawrence College

In September 1989 a fund of \$10,000 per year was established to make possible lectures, films, readings, etc. by and about people of color. This fund is administered by the Associated Dean for Multicultural Affairs and the Committee on Racial Diversity, both of which were established in response to requests by students of color. (In 1991-92 the College sought and received a grant from the Xerox Foundation to help support these activities.) The list of such activities in 1991-92 is attached to illustrate the uses of the fund.

F) Workshops on Issues of Race and Ethnicity

Each year since 1989 we have had a series of workshops and other presentations on issues of diversity. These have included:

- Workshops for all new students during orientation.
- Presentations and workshops throughout the year open to all students, led by both outside consultants and faculty.
- Workshops for all administrative and staff personnel (run by the Anti-Defamation League in 1990 and now run by the Westchester College Project on Racial Diversity, of which Sarah Lawrence is a founding member.)

G) Library

The library has consistently collected materials in areas of multi-cultural studies. Funding is provided for primarily by the College and augmented by collection development funds supplied by the federal government. In 1989 Asian-American Studies: an annotated bibliography and research guide and Understanding Asian-Americans: a curriculum resource guide were checked thoroughly in a major effort to acquire materials of interest to Asian-American students. Similar means were used to acquire materials on Latino and Chicano studies. The African-American collection has continued to be strong. Much of the new material acquired is interdisciplinary although titles such as Quiet Odyssey: a Pioneer Korean Woman in America, Turning Japanese, Memoirs of a Sansei, and Chinatown No More related experiences of early immigrants, an area of growing interest among Sarah Lawrence students. In the last 5 years over 19 journal titles have been added in response to student and faculty requests. Among them are such titles as Amerasia Journal, Journal of Cross-Cultural Psychology, and Before Columbus Review. All student and faculty requests are reviewed and with few exceptions, purchased.