## Institutional Characteristics (Fall 2014 Undergraduate Enrollment)

### Brown Race and Ethnicity

- **White**: 44%
- **Brown American/Native Hawaiian**: <1%
- **Hispanic/Latino(a)**: 11%
- **Asian American**: 13%
- **African American**: 7%
- **Other**: 25%
- **Unknown International**: 8%
- **Two or More Races**: 5%

### Pre-Orientation Programs
- **Third World Transition Program**
- **ALANA**
- **WiSE**
- **New Scientist Program Peer Advising and Leadership Initiative**
- **Student Veterans and Commissioning Programs Office**

### Mentoring Programs
- **ALANA**
- **WiSE**
- **New Scientist Program Peer Advising and Leadership Initiative**
- **Student Veterans and Commissioning Programs Office**

### Administrative Structure
- **Office of Institutional Diversity (Brown Center for Students of Color, Women’s Center, Accessibility Services, Veterans and Commissioning Programs, and Religious Life)**
- **Campus Incident Complaint Form on the Residential Life webpage**

### Bias Reporting Procedures
- **Residential Peer Leaders (Minority Peer Counselors, Women Peer Counselors, Residential Counselors)**
- **Program Housing (Greek and Theme Housing)**

### Residential Support
- **Brown Center for Students of Color**
- **Sarah Doyle Women’s Center**
- **LGBTQ Center**

### Multicultural Spaces
- **Cultural studies departments and programs**
- **Transformative Conversations@Brown Project**
- **Diversity Action Plan in response to the “Ray Kelly Affair”**
- **Geographies of Safety Project**

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1. African American, Latino, Asian/Asian American, and Native American (ALANA) mentoring program. Students of color paired with mentors of color (staff, graduate students, alumni) for support, guidance, and resource sharing.
2. Women in Science and Engineering
3. 1-on-1 mentoring to underrepresented minority (URM) students in science, technology, engineering and mathematics (STEM) concentrations.
4. Fraternities, sororities, language and cultural houses such as Harambee House, Hispanic House, and Environmental House
### Columbia University

**Institutional Characteristics (Class of 2015 Enrollment Data)**

#### Columbia Race and Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>7%</td>
</tr>
<tr>
<td>Asian American</td>
<td>29%</td>
</tr>
<tr>
<td>Native American</td>
<td>3%</td>
</tr>
<tr>
<td>Hispanic/Latino(a)</td>
<td>13%</td>
</tr>
<tr>
<td>White</td>
<td>36%</td>
</tr>
<tr>
<td>Other</td>
<td>7%</td>
</tr>
</tbody>
</table>

#### Other:
- Unknown: 4%
- Two or More Races: 3%

### Pre-Orientation

- **Under1Roof**
- **Columbia Mentoring Initiative**
- **Respecting Ourselves and Others Through Education (ROOTEd)**

### Mentoring Programs

- **Office of Multicultural Affairs (OMA)**
- **Residential Life**
- **Bias and Discrimination Response Protocol**

### Administrative Structure

- **Living-learning center**
- **Special Interest Communities**
- **Intercultural House**
- **Resident Advisers and Community Advisers**

### Bias Reporting Procedures

- **Intercultural Resource Center**
- **Cultural studies programs**
- **Center for the Study of Ethnicity and Race**

### Residential Support

- **Creation of Office of the Vice Provost for Diversity Initiatives**
- **Hiring and recruitment, including pipeline development**

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5. Explores how we individually and collectively create an inclusive community
6. Connects 1st year students with returning students and alumni. Students participate in affinity group “family trees,” which emphasize leadership development, identity development, emotional health, academic success, belonging, and community consciousness
7. Peer facilitators and mediators who run workshops and advising sessions around diversity and inclusion
8. For incidents in residential halls, students file a report with Residential Life
9. The only all-class, integrated residence hall at Columbia University. The LLC enables students to build mentoring relationships by learning from each other’s experience and knowledge
10. Affinity, or theme housing
## Cornell Institutional Characteristics (Class of 2016 Enrollment Data)

### Cornell Race and Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>41%</td>
</tr>
<tr>
<td>African American</td>
<td>6%</td>
</tr>
<tr>
<td>Asian American</td>
<td>17%</td>
</tr>
<tr>
<td>Hispanic/Latino(a)</td>
<td>12%</td>
</tr>
<tr>
<td>Native American/Native Hawaiian</td>
<td>0%</td>
</tr>
<tr>
<td>Nonresident Aliens</td>
<td>9%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>5%</td>
</tr>
<tr>
<td>Unknown</td>
<td>10%</td>
</tr>
<tr>
<td>Other</td>
<td>24%</td>
</tr>
</tbody>
</table>

### Pre-Orientation
- No directly relevant programming

### Mentoring Programs
- Intergroup Dialogue Program
- Students Working Ambitiously to Graduate (SWAG)
- Mentoring and advising with peers and faculty through the OADI

### Administrative Structure
- Office of Academic Diversity Initiatives
- Center for Intercultural Dialogues houses the intercultural programs (student life focus)

### Bias Reporting Procedures
- Bias Assessment Review Team
- Incident Assessment Review Team

### Residential Support
- Faculty-in-Residence
- Resident Advisors

### Multicultural Spaces
- Center for Intercultural Dialogue
- LGBTQ Resource Center
- Cornell Women’s Resource Center (CWRC)
- Cultural and ethnic studies departments
- Toward New Destinations
- 2013 Diversity and Inclusion Report
- Campus-wide climate assessments

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11 Academic mentorship for men of color
12 Includes members from Health Services, Cornell PD, Women’s Resource Center, CID, Greek Life, and Judicial Admin
13 Discusses how incidents affect campus community
14 Center for Intercultural Dialogue is committed to fostering a welcoming and inclusive environment for all by supporting cultural and identity-based student organizations through advocacy, advising, leadership development and community engagement
### Dartmouth

#### Institutional Characteristics (Fall 2013 Undergraduate Enrollment)

<table>
<thead>
<tr>
<th>Pre-Orientation Programs</th>
<th>Mentoring Programs</th>
<th>Administrative Structure</th>
<th>Bias Reporting Procedures</th>
<th>Residential Support</th>
<th>Multicultural Spaces</th>
<th>Curricular Offerings</th>
<th>Institutional Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transition Program - First Year Student Enrichment Program (^{15})</td>
<td>Intergroup Dialogue (IGD) (^{16})</td>
<td>Office of Institutional Diversity and Equity</td>
<td>Bias Impact Response Team</td>
<td>Office of Pluralism and Leadership</td>
<td>Special Interest Communities (^{17})</td>
<td>Interdisciplinary Programs, including: African and African-American Studies Program, Asian and Middle Eastern Studies Program, Jewish Studies Program, Latin American, Latino, and Caribbean Studies Program, Native American Studies Program, and Women's and Gender Studies Program</td>
<td>Alumni Council Ad Hoc Committee on Diversity and Inclusion issued report and recommendations for faculty recruitment and retention</td>
</tr>
<tr>
<td></td>
<td>Sociocultural Advising</td>
<td>Office of Institutional Diversity and Equity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>President’s committee, “Moving Dartmouth Forward,” focusing on campus drinking culture, sexual assault, and lack of inclusion</td>
</tr>
</tbody>
</table>

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\(^{15}\) Eight day pre-orientation program for first generation college students

\(^{16}\) Brings students together in face-to-face discussion with faculty and staff for co-facilitated interactions across social identity groups

\(^{17}\) Racial and ethnic affinity housing, language affinity housing, international house, Triangle House (LGBTQ)

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Diversity and Inclusion Working Group: Research Subcommittee

Waddell/Scarborough December 2014
Penn

Pre-Orientation
- Pre-Freshman Program for first-gen, income eligible, and underrepresented students

Mentoring Programs
- Intercultural Leadership Program
- Penn College Achievement Program (PENNCAP) 18
- Counseling and advising through cultural resource centers
- Peer advisers

Administrative Structure
- Office of Vice Provost for University Life (VPUL) oversees Associate VP of Student Affairs and Associate VP for Equity and Access
- LGBT Center, The Women’s Center, and several student support services fall under Student Affairs
- Greenfield Intercultural Center (GIC), La Casa Latina, Makuu, and the Pan-Asian American Community House fall under Equity and Access

Bias Reporting Procedures
- Complaints filed through Office of Affirmative Action and Equal Opportunity Programs

Residential Support
- Residential theme floors, such as Arts House, Penn Women in Leadership, and Substance Free Living

Multicultural Spaces
- Greenfield Intercultural Center
- Women’s Center
- LGBT Center
- Race/ethnicity cultural centers

Curricular Offerings
- General education curriculum requirement in U.S. Cultural Diversity
- Interdisciplinary programs, such as an African Studies Program; Gender, Sexuality, and Women’s Studies; and Religious Studies

Institutional Initiatives
- Penn’s Action Plan for Faculty Diversity and Excellence

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18 PENNCAP offers specially tailored advising to students concerned about their academic preparation, students with disabilities, English Language Learners, students with significant financial or family obligations, and students with limited support networks.

Diversity and Inclusion Working Group: Research Subcommittee

Waddell/Scarborough December 2014
Princeton University

Institutional Characteristics (Fall 2014 Undergraduate Enrollment)

### Princeton Race and Ethnicity

- African American: 8%
- Asian American: 20%
- Hispanic/Latino(a): 8%
- Native American/Native Hawaiian: 0%
- White: 47%
- Other: 17%

### Other:

- Unknown: 2%
- Two or More Races: 4%
- Nonresident Aliens: 11%

### Table

<table>
<thead>
<tr>
<th>Pre-Orientation</th>
<th>Mentoring Programs</th>
<th>Administrative Structure</th>
<th>Bias Reporting Procedures</th>
<th>Residential Support</th>
<th>Multicultural Spaces</th>
<th>Curricular Offerings</th>
<th>Institutional Initiatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Freshman Scholars Institute¹⁹</td>
<td>• PUMP continues throughout the year</td>
<td>• Office of the Dean of Undergraduate Students (ODUS) serves as an umbrella for the Fields Center, LGBT Center, and Women’s Center</td>
<td>• Discrimination/Harassment Complaint Form</td>
<td>• Residential College Advisers</td>
<td>• Carl Fields Center for Equality and Cultural Understanding</td>
<td>• Departments, centers, and programs focusing on specific populations, such as East Asian Studies, African American Studies, and the Program in Women and Gender Studies</td>
<td>• Many Voices, One Future</td>
</tr>
<tr>
<td>• Princeton University Peer Mentoring (PUMP) Program²⁰</td>
<td>• Princeton Women’s Mentorship Program</td>
<td>• Office of Provost – Institutional Equity and Diversity</td>
<td></td>
<td>• Residential Education Program²²</td>
<td>• Women’s Center</td>
<td></td>
<td>• President’s Statement on Racial Injustice and Campus Diversity</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Many Voices, One Future²¹</td>
<td></td>
<td></td>
<td>• LGBT Center</td>
<td></td>
<td>• Special Task Force on Diversity, Equity, and Inclusion</td>
</tr>
</tbody>
</table>

¹⁹ Primarily aimed at first-generation students and those from schools with limited opportunities for advanced coursework
²⁰ Pre-orientation program that supports students from historically underrepresented backgrounds and matches them with an upperclassmen mentor
²¹ Campus-wide institutional movement
²² Coordinated set of programs, primarily for first-year students, framed to signal important community values - safety, responsibility, respect and civility – as well as to foster an understanding and appreciation of Princeton’s diversity
### Yale University

#### Institutional Characteristics (2013-2014 Total University Enrollments)

<table>
<thead>
<tr>
<th>Yale Race and Ethnicity</th>
<th>International: 18%</th>
</tr>
</thead>
<tbody>
<tr>
<td>White 62%</td>
<td></td>
</tr>
<tr>
<td>African American 8%</td>
<td></td>
</tr>
<tr>
<td>Asian American 17%</td>
<td></td>
</tr>
<tr>
<td>Hispanic/Latino(a) 8%</td>
<td></td>
</tr>
<tr>
<td>Native American 2%</td>
<td></td>
</tr>
<tr>
<td>Other 3%</td>
<td></td>
</tr>
<tr>
<td>Other 3%</td>
<td></td>
</tr>
</tbody>
</table>

#### Institutional Initiatives

- **Cultural Connections**
  - Designed to introduce freshmen to Yale’s cultural resources as well as to explore the diversity of student experiences on the Yale campus, with emphasis on the experiences of traditionally underrepresented students and issues related to racial identity

- **STARS Program**
  - Science, Technology, and Research Scholars Program – STEM support for underrepresented student population, specifically women, racial minorities, and economically underprivileged

- **Peer Liaisons**
  - By request, these are upperclassmen who help connect first-year students to Yale’s Cultural Centers and the International, LGBTQ, and Religious Resource Centers

- **Cultural Center Directors/Assistant Deans (under the umbrella of Student Life/College Dean’s Office)**

- **Yale Diversity and Inclusion Office (HR)**

- **Dean’s Procedure for Student Complaints - Handled on a case-by-case basis through Residential College Deans, Masters, and Cultural Center Deans**

- **Residential College Masters**

- **Freshman Counselors**

- **Student Affairs Fellows**

- **Afro-American Cultural Center**

- **Asian American Cultural Center**

- **La Casa Cultural**

- **Native American Cultural Center**

- **Office of LGBTQ Resources**

- **Women’s Center**

- **Ethnicity, Race, and Migration Program**

- **Cultural and ethnic studies departments (including NELC, African American Studies)**

- **Women’s, Gender, and Sexuality Studies**

- **Review of Cultural Centers**

- **Faculty Diversity Initiatives (206-2013)**

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23 Designed to introduce freshmen to Yale’s cultural resources as well as to explore the diversity of student experiences on the Yale campus, with emphasis on the experiences of traditionally underrepresented students and issues related to racial identity

24 Science, Technology, and Research Scholars Program – STEM support for underrepresented student population, specifically women, racial minorities, and economically underprivileged

25 By request, these are upperclassmen who help connect first-year students to Yale’s Cultural Centers and the International, LGBTQ, and Religious Resource Centers

26 Seniors living in proximity to the student who serve as a source of information and assistance

27 Full-time employees who provide non-clinical, educational services to undergraduates aimed at reducing the risks associated with the use of drugs and alcohol

28 Focused on increasing the number of women in the sciences and the number of underrepresented minority faculty overall.