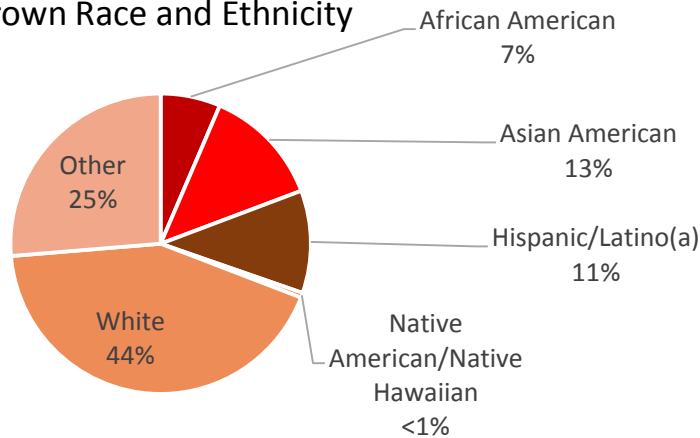


Brown University

Institutional Characteristics (Fall 2014 Undergraduate Enrollment)

Brown Race and Ethnicity



Other:	Unknown	8%
	International	12%
	Two or More Races	5%

Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> Third World Transition Program 	<ul style="list-style-type: none"> ALANA¹ WISE² New Scientist Program Peer Advising and Leadership Initiative³ Student Veterans and Commissioning Programs Office 	<ul style="list-style-type: none"> Office of Institutional Diversity (Brown Center for Students of Color, Women's Center, Accessibility Services, Veterans and Commissioning Programs, and Religious Life all fall under this umbrella office) 	<ul style="list-style-type: none"> Campus Incident Complaint Form on the Residential Life webpage 	<ul style="list-style-type: none"> Residential Peer Leaders (Minority Peer Counselors, Women Peer Counselors, Residential Counselors) Program Housing (Greek and Theme Housing)⁴ 	<ul style="list-style-type: none"> Brown Center for Students of Color Sarah Doyle Women's Center LGBTQ Center 	<ul style="list-style-type: none"> Cultural studies departments and programs 	<ul style="list-style-type: none"> Transformative Conversations@Brown Project Diversity Action Plan in response to the "Ray Kelly Affair" Geographies of Safety Project

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.

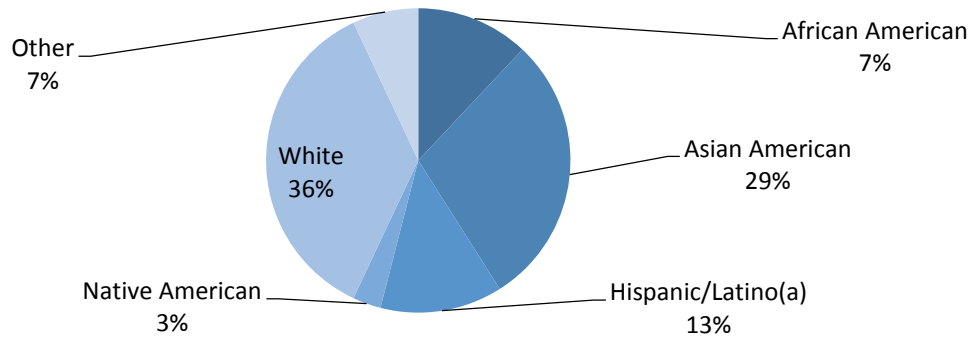
² Women in Science and Engineering

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

Institutional Characteristics (Class of 2015 Enrollment Data)

Columbia Race and Ethnicity



Other:	Unknown	4%
	Two or More Races	3%

Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> • Under1Roof⁵ 	<ul style="list-style-type: none"> • Columbia Mentoring Initiative⁶ • Respecting Ourselves and Others Through Education (ROOTEd)⁷ 	<ul style="list-style-type: none"> • Office of Multicultural Affairs (OMA) 	<ul style="list-style-type: none"> • Residential Life⁸ • Bias and Discrimination Response Protocol 	<ul style="list-style-type: none"> • Living-learning center⁹ • Special Interest Communities¹⁰ • Intercultural House • Resident Advisers and Community Advisers 	<ul style="list-style-type: none"> • Intercultural Resource Center 	<ul style="list-style-type: none"> • Cultural studies programs • Center for the Study of Ethnicity and Race 	<ul style="list-style-type: none"> • Creation of Office of the Vice Provost for Diversity Initiatives • Hiring and recruitment, including pipeline development

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

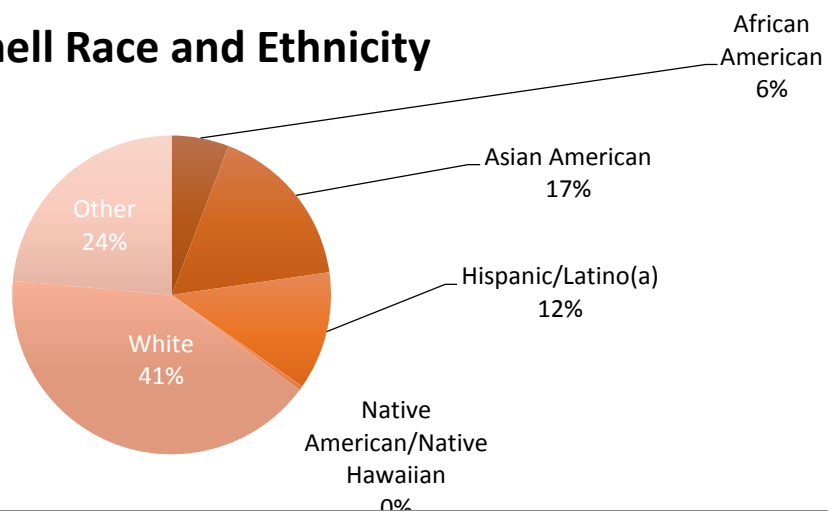
⁷ Peer facilitators and mediators who run workshops and advising sessions around diversity and inclusion

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 Race and Ethnicity



Other:	Unknown	9%
	Two or More Races	5%
	Nonresident Aliens	10%

Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> No directly relevant programming 	<ul style="list-style-type: none"> Intergroup Dialogue Program Students Working Ambitiously to Graduate (SWAG)¹¹ Mentoring and advising with peers and faculty through the OADI 	<ul style="list-style-type: none"> Office of Academic Diversity Initiatives Center for Intercultural Dialogues houses the intercultural programs (student life focus) 	<ul style="list-style-type: none"> Bias Assessment Review Team¹² Incident Assessment Review Team¹³ 	<ul style="list-style-type: none"> Faculty-in-Residence Resident Advisors 	<ul style="list-style-type: none"> Center for Intercultural Dialogue¹⁴ LGBTQ Resource Center Cornell Women's Resource Center (CWRC) 	<ul style="list-style-type: none"> Cultural and ethnic studies departments 	<ul style="list-style-type: none"> Toward New Destinations 2013 Diversity and Inclusion Report Campus-wide climate assessments

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

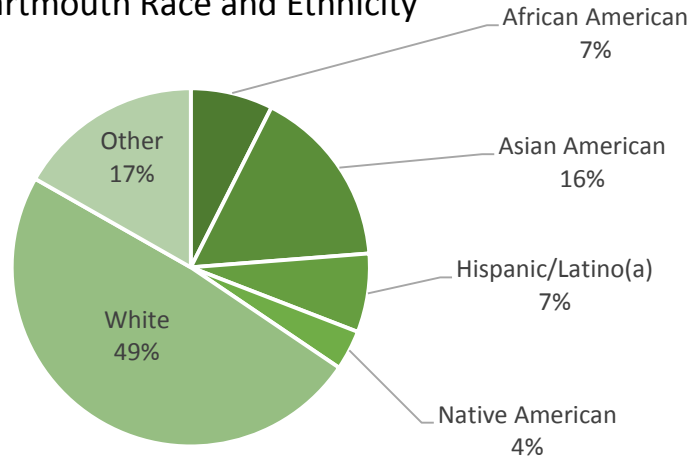
¹³ Discusses how incidents affect campus community

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)

Dartmouth Race and Ethnicity



Other:	Unknown	8%
	International	9%

Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> Transition Program - First Year Student Enrichment Program¹⁵ 	<ul style="list-style-type: none"> Intergroup Dialogue (IGD)¹⁶ Sociocultural Advising 	<ul style="list-style-type: none"> Office of Institutional Diversity and Equity Office of Pluralism and Leadership 	<ul style="list-style-type: none"> Bias Impact Response Team 	<ul style="list-style-type: none"> Special Interest Communities¹⁷ 	<ul style="list-style-type: none"> Office of Pluralism and Leadership Center for Gender and Student Engagement Tucker Foundation for Spirituality, Engagement, and Social Justice 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Alumni Council Ad Hoc Committee on Diversity and Inclusion issued report and recommendations for faculty recruitment and retention President's committee, "Moving Dartmouth Forward," focusing on campus drinking culture, sexual assault, and lack of inclusion

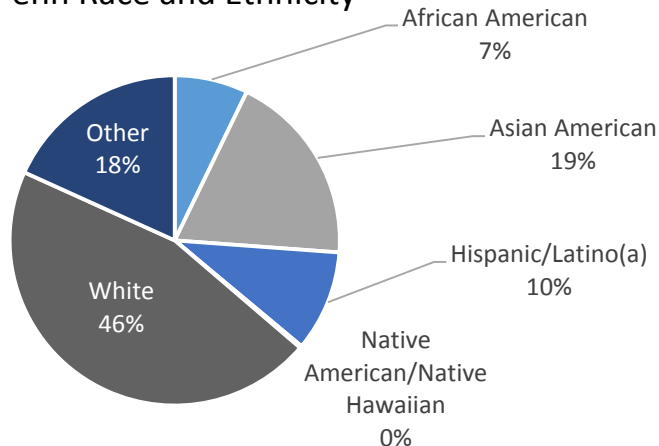
¹⁵ Eight day pre-orientation program for first generation college students

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)

Institutional Characteristics (Fall 2013 Undergraduate Enrollment)

Penn Race and Ethnicity



Other:	Unknown	3%
	Two or More Races	4%
	Nonresident Aliens	11%

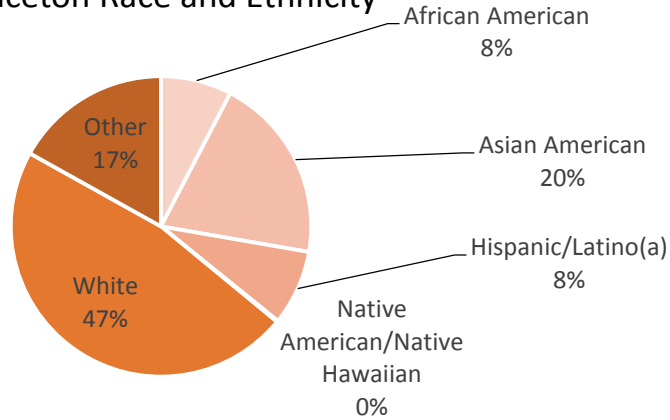
Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> Pre-Freshman Program for first-gen, income eligible, and underrepresented students 	<ul style="list-style-type: none"> Intercultural Leadership Program Penn College Achievement Program (PENNCAP)¹⁸ Counseling and advising through cultural resource centers Peer advisers 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Complaints filed through Office of Affirmative Action and Equal Opportunity Programs 	<ul style="list-style-type: none"> Residential theme floors, such as Arts House, Penn Women in Leadership, and Substance Free Living 	<ul style="list-style-type: none"> Greenfield Intercultural Center Women’s Center LGBT Center Race/ethnicity cultural centers 	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Penn’s Action Plan for Faculty Diversity and Excellence

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

Princeton University

Institutional Characteristics (Fall 2014 Undergraduate Enrollment)

Princeton Race and Ethnicity



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

Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> Freshman Scholars Institute¹⁹ Princeton University Peer Mentoring (PUMP) Program²⁰ 	<ul style="list-style-type: none"> PUMP continues throughout the year Princeton Women's Mentorship Program 	<ul style="list-style-type: none"> Office of the Dean of Undergraduate Students (ODUS) serves as an umbrella for the Fields Center, LGBT Center, and Women's Center Office of Provost – Institutional Equity and Diversity Many Voices, One Future²¹ 	<ul style="list-style-type: none"> Discrimination/ Harassment Complaint Form 	<ul style="list-style-type: none"> Residential College Advisers Residential Education Program²² 	<ul style="list-style-type: none"> Carl Fields Center for Equality and Cultural Understanding Women's Center LGBT Center 	<ul style="list-style-type: none"> Departments, centers, and programs focusing on specific populations, such as East Asian Studies, African American Studies, and the Program in Women and Gender Studies 	<ul style="list-style-type: none"> Many Voices, One Future President's Statement on Racial Injustice and Campus Diversity Special Task Force on Diversity, Equity, and Inclusion

¹⁹ Primarily aimed at first-generation students and those from schools with limited opportunities for advanced coursework

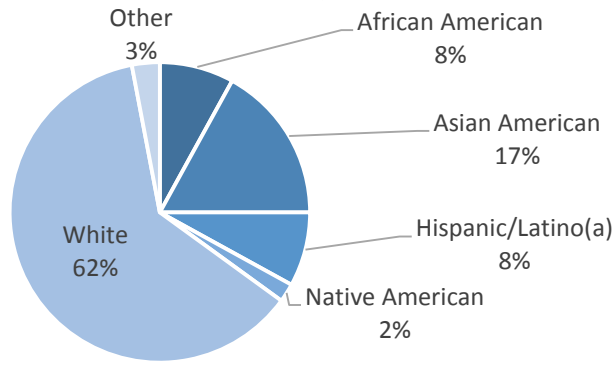
²⁰ Pre-orientation program that supports students from historically underrepresented backgrounds and matches them with an upperclassmen mentor

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

Institutional Characteristics (2013-2014 Total University Enrollments)

Yale Race and Ethnicity



International:	18%
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Pre-Orientation	Mentoring Programs	Administrative Structure	Bias Reporting Procedures	Residential Support	Multicultural Spaces	Curricular Offerings	Institutional Initiatives
<ul style="list-style-type: none"> Cultural Connections²³ 	<ul style="list-style-type: none"> STARS Program²⁴ Peer Liaisons²⁵ 	<ul style="list-style-type: none"> Cultural Center Directors/Assistant Deans (under the umbrella of Student Life/College Dean's Office) Yale Diversity and Inclusion Office (HR) 	<ul style="list-style-type: none"> Dean's Procedure for Student Complaints - Handled on a case-by-case basis through Residential College Deans, Masters, and Cultural Center Deans 	<ul style="list-style-type: none"> Residential College Masters Residential College Deans Freshman Counselors²⁶ Student Affairs Fellows²⁷ 	<ul style="list-style-type: none"> Afro-American Cultural Center Asian American Cultural Center La Casa Cultural Native American Cultural Center Office of LGBTQ Resources Women's Center 	<ul style="list-style-type: none"> Ethnicity, Race, and Migration Program Cultural and ethnic studies departments (including NELC, African American Studies) Women's, Gender, and Sexuality Studies 	<ul style="list-style-type: none"> Review of Cultural Centers Faculty Diversity Initiatives (206-2013)²⁸

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.