

Appendix B

A Timeline:

Confronting Issues of Race and Inclusion at Brown

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A Timeline: Confronting Issues of Race and Inclusion at Brown

The very foundation of Brown University is built upon the belief held by its students, faculty, and staff that they are obligated to identify ways to make Brown stronger and better. *Pathways to Diversity and Inclusion: An Action Plan for Brown University* builds on a long legacy of work and activism by generations of Brown students, alumni, faculty, and staff. This appendix offers a timeline of some of the significant milestones in Brown's journey to become a more diverse and inclusive campus, recognizing the critical role of this campus activism. The timeline includes links to an archive of documents that provide the details and historical context of some of the events listed.

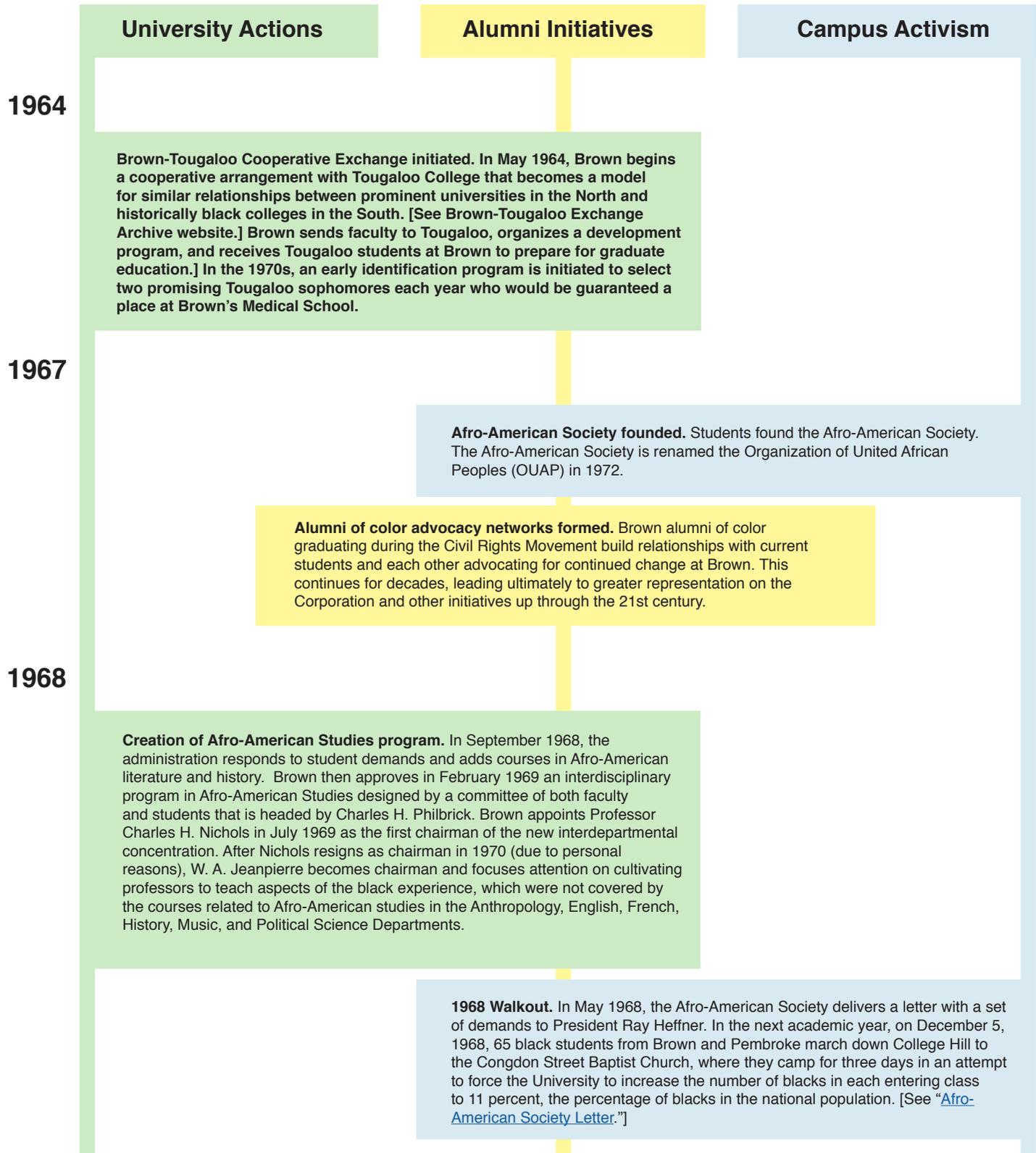
This timeline represents only a partial span of Brown's 251-year history. At the University's founding in 1764, Brown opened its doors to students without regard to religious affiliation (ahead of its time among institutions of higher education). In 1850, Brown's fourth president, Francis Wayland, sought to reach a more diverse mercantile class through flexible, elective degree programs—a model of open and rigorous liberal education that was embraced even more fully in 1969 when Brown adopted the “New Curriculum.” Women were first admitted to Brown in 1891 through the Women's College that became Pembroke College, and women increasingly took classes with men on the Brown campus through the 1930's.

Yet it was not until the Civil Rights Movement of the 1950s and 1960s that Brown was compelled to look more critically at its practices, policies, and campus environment with respect to race and other areas of inclusion. Campus efforts to foster inclusion across race and ethnicity were fueled largely by student activism in the form of such large-scale events as the 1968 Walkout, the 1975 takeover of University Hall, and the 1985 occupation of the John Carter Brown Library. Women's issues also came to the fore in the decade before full coeducation became official in 1971. The examination initiated in 2003 of Brown's historical ties to the trans-Atlantic slave trade and the exploration of race and inclusion at Brown after what has become known as the “Ray Kelly Affair” of 2013 further contributed to a decades-long journey toward building a better Brown for all members of the campus community.

The development of what has become the *Pathways to Diversity and Inclusion* plan commenced shortly after the 2014 release of the report on the Ray Kelly Affair. It has been informed by later activism ignited in early fall 2015 by campus reaction to columns focused on race that were published in the *Brown Daily Herald* student newspaper, as well as subsequent activism around issues of race at Brown and at colleges and universities across the country.

It is not possible to capture all the extraordinary efforts that have contributed to the long history of efforts to confront issues of racism and discrimination at Brown. Other projects, such as the Blacks at Brown, History of Brown Women, and the LGBTQ timeline trace a more detailed history of representation of underrepresented groups at the University and were an invaluable resource in developing this timeline of activism leading to major milestones. This timeline reflects both the University's efforts and also the commitment and essential contributions of past and present generations of students, faculty, and staff to improve diversity and inclusion at Brown.

A Timeline: Confronting Issues of Race and Inclusion at Brown



University Actions

Alumni Initiatives

Campus Activism

1968
cont.

1968 Walkout Agreement. In December 8, 1968, as part of negotiations with students who staged the 1968 Walkout, the University agrees to set aside about \$1.2 million over three years for scholarships and recruitment programs in an effort to “at least reflect in each entering Brown class the black representation in the general populace.”

1969

Creation of Transitional Summer Program. In January 1969, Brown establishes the Transitional Summer Program (now known as the Third World Transition Program) to provide 30 selected entering students with an opportunity to improve their skills and ease the adjustment to college. The program provided seven weeks of academic enrichment as well as social and cultural activities. Brown also gave the Afro-American Society space in Afro House at 227 Bowen Street.

Coed living begins. On March 14, 1969, the Advisory and Executive Committee of the Brown Corporation authorized a co-educational housing pilot. Female students from Pembroke and male students begin living in coed dormitories in the fall of 1969. This also begins a gradual merging of student organizations. The rise of coeducational academic classes had begun in the 1930's, influenced by financial strains of the Great Depression.

Student boycott of classes. In November 1969, students led by the Coalition for Equal Opportunity send a proposal to Brown to demand a more progressive equal opportunity policy. Students led by the Afro-American Society boycott classes in December after deeming the university's affirmative action program to be insufficient.

1970

Asian American Students Association established. Asian American students in the fall of 1969 form a Group Independent Study Project (GISP) under Professor of Sociology James Sakoda, and in spring 1970 students create the Asian American Students Association (AASA).

LGBTQ+ students gain organization status. The Gay Liberation group becomes an official campus organization on December 17, 1970. The group evolves and takes various forms over time in response to a changing political landscape. Notably, women of the Brown Gay Liberation group separate and form their own group, Gay Women at Brown, for a time in the mid-1970's. In 2003, the group, which has expanded to become more inclusive of bisexual and transgender people, changes its name to the Queer Alliance, which is the current student group name.

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1971

Brown becomes fully coeducational. On July 1, 1971, the offices of Pembroke College and the College at Brown merge admission, financial aid, placement, housing, and counseling offices in the final act of making Brown a coeducational university. This followed a motion adopted on November 12, 1970, by the Advisory and Executive Council of the Brown Corporation announcing that it would be in the best interests of the University to take appropriate steps to consolidate the administrative functions at Pembroke College with corresponding functions at the College.

Churchill House becomes home of Afro-American Studies. Brown turns Churchill House into an academic and cultural center for the Afro-American Studies Program, the undergraduate Afro-American Society (later known as the Organization of United African People), the Graduate Minority Association, and the Rites and Reason Theatre.

1972

Sankore Society created. Black faculty and administrators form an organization called Sankore, after the first African University, that plays an important role in advocacy related to minority faculty hiring.

Afro-American Society protests. The Afro-American Society protested in 1972 to get the University to recommit to the response to the 1968 Walkout demands.

1973

Creation of Minority Peer Counseling Program. African American students create the Minority Peer Counseling (MPC) Program. Brown later expands (MPC) to include students of African, Latino, Asian, Native American, and multiracial descent. The program becomes a formal part of the Third World Center (now known as the Brown Center for Students of Color). Arab Americans are included in the program in 1995.

1974

Sarah Doyle Women's Center (SDWC) established. The Sarah Doyle Women's Center opens its doors on Meeting Street and later relocates to Benevolent Street. The SDWC seeks to provide a comfortable yet challenging place for students, faculty, and staff to examine the multitude of issues around gender.

Latin American Students Organizations founded. In 1974, students found the Latin American Students Organization (LASO) and a campus chapter of Movimiento Estudiantil Chicano de Aztlan (MEChA). La Federacion de Estudiantes Puertorriquenos (FEP) is established in 1980.

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1975

1975 Takeover of University Hall. About 2,000 students rallied during the March meeting of the Advisory and Executive Committee of the Corporation to protest budget cutbacks proposed in a "White Paper" by President Donald Hornig. The Organization of United African People issue a set of demands on March 14, 1975. A Third World Coalition led by the OUAP occupies University Hall on April 24, 1975, to protest the University's proposed budget cuts, specifically the expected effect of cuts in financial aid on the admission of minority students, and demand that Brown honor the demands of the 1968 Walkout. The 38½ hours of occupation result in the University's issuing "A Statement of Policy, April 25, 1975" in response to student concerns. [See "[A Statement of Policy, April 25, 1975.](#)"]

Louise Lamphere sex discrimination lawsuit. On May 10, 1975, Assistant Professor of Anthropology Louise Lamphere, the only woman in her department when she was hired in 1968, brought suit in U.S. District Court claiming sex discrimination for her denial of tenure in 1974. Lamphere argued that the small number of women on the Brown faculty was evidence of a larger pattern of discrimination. The University settled the case before trial, entering in September 1977 into an historic consent decree designed "to achieve on behalf of women full representativeness with respect to faculty employment at Brown." [See "[Lamphere Consent Decree.](#)"]

Corporation Committee on the Status of Women at Brown established. In fall 1975, the Corporation establishes a Committee on the Status of Women at Brown. The Committee serves to assess the consequences of coeducation at Brown five years after the merger of Pembroke College with the College and make to recommendations for further improvement in the educational opportunities available to women.

1976

Third World Center (TWC) established. The Third World Center (now Brown Center for Students of Color) opens in the basement of Churchill House. The TWC was established in response to the demands of the 1975 Takeover of University Hall. The TWC later moves to Partridge Hall as part of the demands of the 1985 Occupation of the John Carter Brown Library.

Commitment to increasing student diversity reaffirmed. After the 1975 Takeover of University Hall in March, the University reaffirmed its goal of increasing the number of African American students and faculty members. In June 1976, President Donald Hornig releases an "Addendum and Clarification to 'A Statement of Policy, April 25, 1975' relating to Minority Affairs" that reaffirms the commitment to significantly increase the diversity of the student body. [See "[Addendum and Clarification to A Statement of Policy, April 25, 1975 relating to Minority Affairs.](#)"]

Corporation Committee on Minority Affairs established. In 1976, the Corporation establishes a Committee on Minority Affairs to be directed by the President. For several decades, the Committee serves to assess the adequacy of Brown's response to the concerns of those students who are members of minority groups and to make recommendations to the Corporation it deems appropriate.

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1978

Affirmative Action Monitoring Committee created. As part of the consent decree for the Louise Lamphere sex discrimination lawsuit, Brown sets up an Affirmative Action Monitoring Committee charged with: overseeing the processes departments use to hire, tenure and promote faculty to be sure they are fair; evaluating searches to make sure they are inclusive; and monitoring progress toward full representation of women on the faculty. The Affirmative AMC was in existence from 1978 to 1992, when, by mutual consent, the consent decree was vacated.

University aligns with Bakke affirmative action court decision. The U.S. Supreme Court rules on June 28, 1978, in *Regents of the University of California v. Bakke* that using racial quotas in college admission decisions violates the Equal Protection Clause in the Fourteenth Amendment of the U.S. Constitution. Brown assesses its practices to ensure compliance with the landmark decision that eliminated racial quotas. The decision continued to allow race to be considered as one of many admission factors for the purpose of achieving a diverse student body.

1979

Report on Hispanic Students at Brown. Brown engages Ernestina Koetting, a Hispanic Student Advocate for the Central Falls School District, to produce a report on the status on Hispanic students at Brown. [See "[Hispanos at Brown](#)."] Dean of the College Walter Massey distributes the report widely within the administration in April.

1980

Brown Alumni Association Minority Affairs Committee created. A group of alumni of color spur Brown to launch the Brown Alumni Association Minority Affairs Committee in order to support a number of on-campus and off-campus initiatives for minority students.

Gay and lesbian alumni group formed. The first known Gay and Lesbian Alumni (GALA) event is held as part of the official Commencement/Reunion weekend program. GALA becomes an official alumni group in the early 1980s. Over time the name changes to Transgender, Bisexual, Gay, and Lesbian Alumni (TBGALA) in order to become inclusive of bisexual and transgender alumni.

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1981

Committee on Admissions and Financial Aid established. President Howard Swearer creates a committee to review the 1975 agreements. Led by Edward N. Beiser, a professor of political science, the committee releases a report in the spring of 1981 that reviews the existing agreements, assesses whether objectives have been met, and sets measures for future progress. [See "[The Committee to Review the 1975 Agreements](#)."] In response to the report, the Corporation establishes a Committee on Admissions and Financial Aid to ensure continued support for diversity in both areas.

Pembroke Center established. In the spring of 1981, Brown establishes the Pembroke Center for Teaching and Research on Women. The Pembroke Center is affiliated with the Sarah Doyle Women's Center, home to the Gender Studies Program, and publishes the academic journal *differences: A Journal of Feminist Cultural Studies*. The Pembroke Center Associates, a group of alumnae, parents, and friends, officially convene in March 1982 and establish the Pembroke Associates Council as a governing body in 1983.

1983

Investment in Diversity Fund created. With leadership from alumni Augustus A. White III '57, Harold Bailey, Jr. '70, and Bernicestine McLeod Bailey '68, Brown launches the Investment in Diversity Fund, the first University-wide fund in the Ivy League focused on financial aid for minority students.

Asian American Students Association releases report. On October 11, 1983, the AASA releases a report called "Asian American Admission at Brown University," alleging an anti-Asian bias in the Brown admissions process. [See "[Asian American Admission at Brown University](#)."]]

1985

1985 Occupation of the John Carter Brown Library. On March 15, 1985, the Organization of United African People hold a press conference to demand that Brown honor the demands from 1975 and address instances of racism on campus. [See "[1975 OUAP demands](#)."] Latino Students subsequently publish a set of demands to the administration. [See "[Latino Students' Demands To The Brown University Administration](#)."] The next month consists of extensive meetings between the affiliated parties. [See "[Black and Third World Student Demands](#)."] Students boycott classes on April 12, 1985. On April 16, 1985, the Third World Coalition occupies the steps of the John Carter Brown Library. The demonstration ends after Dean Eric Widmer meets with the students and indicates that the University will convene a committee on racism on campus, a task force to examine a relocation of the Third World Center, and the establishment of the first blue-ribbon committee.

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1985
cont.

Alumni mediate 1985 conflict. In March and April 1985, alumni from the Brown Alumni Association's Third World Alumni Committee serve as negotiators to bridge the communications gap between the administration and students. These efforts help drive the creation of the first Blue Ribbon Committee as a vehicle for ensuring policy commitment at the Corporation level for actions and initiatives promised by the administration as a result of student actions.

Diversity implementation schedule established. On April 13, 1985, Brown responds in specific detail to demands from the Organization of United African People, Latino Students, Third World Students, and others to clarify its position on a number of race issues and outlines a schedule for implementation of requested actions.

1986

Visiting Committee on diversity reports issued. Beginning in 1986, a number of Visiting Committees examine Brown's efforts to educate students from historically underrepresented groups and to create a more pluralistic community. Augustus A. White III '57, who served as the chairman of the Corporation Committee on Minority Affairs, leads all of these visiting committee efforts. The Visiting Committee Reports of 1986, 1992, 2000, and 2001 put forward recommendations leading to the establishment and ongoing support of such programs as the Ethnic Studies concentration and the Center for the Study of Race and Ethnicity in America. They also lead to the implementation of such practices as designated diversity representatives in faculty search committees, diversity perspectives in liberal learning course tags, and dean positions in the College and Graduate School to support diverse students, among other changes. [See "[The American University and the Pluralist Ideal](#)" (1986), "[Recommendations and Responses to 1986 Visiting Committee](#)" (1986), "[Update on the 1986 Pluralist Ideal Report](#)" (1992), "[Diversity, Pluralism and Community at Brown](#)" (2000), and "[Summary of Accomplishments, Ongoing Activities and Plans for the Future](#)" (2001).]

1987

Proposal to Increase the Presence of Minority Faculty at Brown University. On September 21, 1987, the Committee on Minority Faculty Hiring puts forward the "Proposal to Increase the Presence of Minority Faculty at Brown University." President Howard Swearer allocates \$50,000 for minority initiatives under Levi Adams, the newly promoted Associate Vice President for Biology and Medicine and Associate Provost for Special Projects. President Swearer supports a more extensive list of initiatives recommended by the committee to support minority post-doctorates and visiting minority faculty, but has concerns around the financial feasibility of the committee's recommendations. A revised plan in 1988 receives a similar response.

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1988

Center for the Study of Race and Ethnicity in America established. In spring 1988, Brown establishes the Center for the Study of Race and Ethnicity in America as one of the nation's earliest academic centers dedicated to research, scholarship, and academic exchanges on issues of race and ethnicity. In 1996, it becomes the home of the newly established concentration in Ethnic Studies. The ethnic studies program merges with the Department of American Studies in fall 2013 in order to provide more resources and support.

Two-Year Progress Report on diversity released. After the release of the 1986 visiting committee report, President Swearer appoints Associate Vice President for Biology and Medicine and Associate Provost for Special Projects Levi Adams to lead a committee charged with overseeing the implementation of the recommendations in May 1988. [See "[Implementation of the Recommendations of the Visiting Committee on Minority Life and Education at Brown University: A Two-Year Progress Report.](#)"]

1989

Gender and sexuality taught in the curriculum. In April 1989, the Brown Faculty Committee on the Status of Sexual Minorities publishes a list of courses for the upcoming academic year that explore issues of gender and sexuality in response to inquiries from students seeking guidance in this area.

Natives at Brown established. The Native American Advocacy Group (NAAG) is established as Native Americans at Brown (NAB), a University organization composed of Native and non-Native students who share concern for Native issues, both generally and within the context of the Brown community. NAB's activities include sponsoring cultural weeks, organizing events, and advocating for increased inclusion of American Indian perspectives in the curriculum.

1990

Brown adds sexual orientation to nondiscrimination policy. The Corporation votes to include sexual orientation in the official non-discrimination policy on February 10, 1990.

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1991

Brown celebrates 100 years of women. On September 3, 1991, Jill Ker Conway, the president of Smith College, delivers the opening convocation address in celebration of Brown's 100 years of women on campus. In October 1991, Brown holds a four-day symposium to discuss women's issues, with President of Ireland Mary Robinson delivering the keynote address.

The Next Thing organized for queer and questioning students. In the fall of 1991, The Next Thing (TNT), a group for queer and questioning students of color, is founded. It is organized through the Third World Center.

Third World Coalition Report released. In the 1990-91 academic year, a coalition of Third World students creates a committee on reform that produces the "[Redefining the Concept of Community: A Framework for Pluralism in the 1990s and Beyond](#)" report on the Equality of Life for Students of Color at Brown.

1992

Lack of diversity in graduate studies addressed. In 1990, President Vartan Gregorian challenged the Ivy League to create a bold new strategy to address the dearth of underrepresented minorities in the leadership of U.S. higher education. Two years later, in 1992, Brown helps establish The Leadership Alliance as a consortium of 23 institutions to address the shortage of underrepresented minorities in graduate programs in the sciences at competitive universities.

1992 Takeover of University Hall. Members of Students for Admissions and Minority Aid (SAMA) take over University Hall on April 22, 1992, to advocate for need-blind admission. The protest against Brown's need-aware admission policy results in the arrest of more than 250 students. The two parties reach an agreement over the charges over the following summer.

Title IX athletic gender bias lawsuit. In *Cohen v Brown University*, members of the women's gymnastics and volleyball teams file suit against Brown alleging gender discrimination in violation of Title IX, the federal law that prohibits discrimination based on gender at any educational institutions that receive federal funds. The eventual trial focuses on proportionality (the number of opportunities for women in proportion to their rate of enrollment). Budget cuts had prompted the athletic department to remove University funding for the two women's teams (and also two men's teams), prompting the lawsuit. The U.S. First Circuit Court of Appeals rules in favor of the plaintiffs, though it grants the University discretion to meet the proportionality standard in a manner of the University's choosing (for instance, focusing on numbers of female and male athletes, rather than numbers of men and women's teams). [See "[First Circuit Court of Appeals Cohen v. Brown Majority Opinion](#)" issued November 21, 1996.]

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1997

Supporting affirmative action in admissions. Beginning in 1997 and extending over the next 18 years, Brown advocates nationally for diversity in admissions in support of its own diversity and inclusion goals through three amicus briefs for federal court cases on affirmative action. In 1997, Brown joins the Harvard-led amicus brief to the U.S. Supreme Court in support of affirmative action at the University of Michigan. [See [Grutter/Gratz v. Bollinger amicus brief.](#)] Brown, with 13 peer institutions, files an amicus brief to the U.S. Supreme Court in 2012 in support of the University of Texas at Austin's practice of using race in admissions considerations. [See [Fisher v. U Texas I amicus brief.](#)] Brown files again in 2015 when the case returns to the U.S. Court of Appeals for the Fifth Circuit. [See [Fisher v. U Texas II amicus brief.](#)]

2000

Africana Studies Department created. The Afro-American Studies Program becomes a department in 2000 and is renamed Africana Studies in 2001.

Affinity groups for alumni of color established. The University and the Brown Alumni Association authorize the formation of alumni of color affinity groups. The Inman Page Council for Black alumni is created, informed by the work of several undergraduates in an independent study on Black alumni organizations in the Ivy League overseen by Associate Professor of Africana Studies and Theatre Arts and Performance Studies Elmo Terry-Morgan in the late 1990s. The Brown University Latino Alumni Council (BULAC) and Asian/Asian American Alumni Alliance (A4) are founded to forge connections within their respective communities as well as with the greater Brown University community. In addition, the BAA establishes a Multicultural Alumni Committee (MAC), which provides oversight of BAA diversity initiatives and works in close partnership with the affinity groups.

2001

David Horowitz incident. David Horowitz, a conservative politician, pays for an ad in the *Brown Daily Herald* titled, "Ten Reasons Why Reparations for Slavery is a Bad Idea and Racist Too." Students of color unite in an effort to seek apologies from the BDH and to try to have the money paid for the ad returned to Brown's Third World community. Students and alumni call for the University to censure the BDH for accepting the ads. President Ruth Simmons later invites Horowitz to campus to deliver a lecture and attends.

Campus Climate Assessment conducted. From February 1 to February 25, 2001, Mcguire Associates Inc. of Boston gathers information and opinions from 45 percent of undergraduates, 31 percent of graduate students, and 39 percent of medical students as part of a far-ranging Campus Climate Assessment of student perceptions of academic and campus life. Among the findings is that white students' satisfaction with their Brown experience is significantly higher than that of Asian, Black/African American, Latino, and multiracial students.

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2001
cont.

Vision statement for diversity at Brown released. Interim President Sheila Blumstein releases “Reflections on a Shared Vision for Diversity and Community” in May 2001. It incorporates feedback from a yearlong set of conversations with students, faculty, administrators, and members of the Campus Minority Affairs Committee. The document commits to addressing diversity in representation and culture, academics, and campus life. [See “[Reflections on a Shared Vision for Diversity and Community.](#)”]

Brown’s first African American president appointed. On July 1, 2001, Ruth J. Simmons, the 18th President of Brown University, becomes the first black president of an Ivy League institution. She serves from 2001 to 2012.

2002

Gender identity and expression added to nondiscrimination policy. On May 25, 2002, the Corporation adds gender identity and expression to the University’s official non-discrimination policy, as required by state law.

2003

Steering Committee on Slavery and Justice appointed. President Ruth Simmons charges a committee on April 20, 2003, to undertake a study of Brown’s relationship to the trans-Atlantic slave trade.

University confirms alignment with *Grutter* and *Gratz* U.S. Supreme Court affirmative action decisions. On June 23, 2003, the U.S. Supreme Court rules in two landmark cases — *Grutter v. Bollinger* and *Gratz v. Bollinger* challenging the constitutionality of using race in admissions at the University of Michigan Law School and the University of Michigan, respectively — that, although the use of point systems and “mechanized” systems for including race in admission decisions is unconstitutional (*Grutter*), colleges and universities are allowed to use race as a component in admissions (*Gratz*). Brown ensures that its practices are aligned with the rulings, which also overruled a 1996 *Hopwood v. Texas* ruling that had found affirmative action policies in Texas and other states unconstitutional.

Associate provost for diversity appointed. On July 1, 2003, Brenda Allen — then associate professor of psychology and director of institutional diversity at Smith College — becomes Brown’s first associate provost and director of institutional diversity. The role is a Cabinet-level position responsible for overseeing the University’s policies related to diversity. President Ruth Simmons also constitutes a President’s Diversity Advisory Council to consider long-term policy and planning issues, strategic directions, and efficacy of implementation concerning issues of diversity and programs and practices that promote diversity, inclusion, and fair treatment of all members of the community.

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2004

LGBTQ Center established. Brown establishes the LGBTQ Resource Center in March 2004 (renamed the LGBTQ Center in September 2011) with a part-time graduate student coordinator and hires a full-time professional coordinator in November 2004.

Latino students present diversity goals to administration. On March 11, 2004, Latino organizations FEP (La Federacion de Estudiantes Puertorriquenos), the Latin American Students Organization (LASO), and El Movimiento Estudiantil Chicano de Aztlan (MEChA) collaborate to present the “Latino Initiatives for Progress” on March 11, 2004, to the administration. Goals include hiring a Latino dean and establishing a Latino Center.

2006

Diversity Action Plan released. In the fall, the 2006 Diversity Action Plan, developed under President Ruth Simmons, sets institution-wide diversity goals with oversight from a newly established Office of Institutional Diversity, now the Office of Institutional Diversity and Inclusion, or OIDI. [See “[A Diversity Action Plan for Brown University](#)”.] The subsequent November 2007 Status Report to the Plan for Academic Enrichment highlights progress and challenges in areas of diversity in admissions and financial aid for undergraduates. [See “[Plan for Academic Enrichment Status Report](#)”.]

Coalition for Police Accountability and Institutional Transparency (CoPAIT) protest. On September 30, 2006, the student group CoPAIT organizes a demonstration on the steps of Faunce House in response to racial profiling and police brutality. Organizers share testimonies of their personal experiences both on-campus and in the Providence community.

Report of the Brown University Steering Committee on Slavery and Justice released. After three years of study, the *Report of the Brown University Steering Committee on Slavery and Justice* submitted to President Ruth Simmons in October 2006 establishes that Brown benefitted from money generated by the slave trade, from slave labor donated to help build the institution, and by industries dependent on slavery. [See “[Report of the Brown University Steering Committee on Slavery and Justice](#)”.] Among the report’s recommendations are creating a center for the study of slavery and justice, revising Brown’s documented history to acknowledge the role of slavery, creating a memorial to the slave trade in Rhode Island, and recruiting more students of color. Brown officially responds to the report in February 2007 and outlines a plan of endorsed actions. [See “[Response of Brown University: The Report of the Steering Committee on Slavery and Justice](#)”.]

University Actions

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2007

Fund for the Education of the Children of Providence created. In keeping with recommendations from the *Report of the Brown University Steering Committee on Slavery and Justice*, Brown commits to raising a permanent endowment in the amount of \$10 million to establish a Fund for the Education of the Children of Providence on February 24, 2007. The fund provides college scholarships for Providence public high school graduates. As of Fall 2015, \$2 million of the fund had been raised, and the remainder is a priority in the *BrownTogether* comprehensive campaign launched in October 2015.

2008

Alumni of color fundraising initiative launched. In January 2008, during the *Boldly Brown* comprehensive campaign, Brown launches a fundraising plan for the “Boldly Brown Alumni of Color Initiative” to secure the promise of Brown for current and future students of color. The campaign is supported by the volunteer efforts of the Alumni of Color Campaign Committee, the Inman Page Black Alumni Council, and the affinity groups for Latino and Asian/Asian American alumni.

Native American protest against Columbus Day. Faculty, staff, and student committees advocate changing the name of the second weekend in October that recognizes the federal Columbus Day holiday. Native American students point to the colonization of the Americas marked by Columbus’s landing in the Bahamas. The colonization resulted in the decimation of entire indigenous populations.

2009

Columbus Day renamed Fall Weekend in support of indigenous peoples. On April 7, 2009, Brown’s faculty vote to rename the annual holiday on the second Monday in October “Fall Weekend.” A statement from the Faculty Executive Committee recognizes the discussions held since Fall 2008 to eliminate the observance of the federal Columbus Day holiday because of Columbus’s legacy of genocide and the colonization that decimated Native American peoples.

2012

The Center for the Study of Slavery and Justice dedicated. As a direct response to a recommendation in the *Report of the Brown University Steering Committee on Slavery and Justice*, Brown establishes the Center for the Study of Slavery and Justice (CSSJ). The CSSJ is dedicated October 24, 2014. Its goal is to provide a cohesive research and teaching signature that crosses the humanities, the arts, and the social sciences and that seeks to establish new collaborations with special collections and institutes.

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2013

“Building on Distinction” strategic plan approved with diversity goals.

Under the leadership of President Christina Paxson, the University releases *Building on Distinction: A New Plan for Brown*, a strategic plan to build on Brown’s excellence over the next decade. The plan outlines commitments to diversity, including building a comprehensive plan to diversify the faculty; identifying student applicants from backgrounds that are underrepresented at Brown, including first-generation students; and greater financial aid support, including for international students. Approved by the Corporation in October 2013, the plan launches in 2014 during the celebration of Brown’s 250th anniversary. [See “[Building on Distinction: A New Plan for Brown](#)”.]

Student protest of Ray Kelly event. On October 29, 2013, students and community members prevent a lecture by then–New York City Police Commissioner Raymond Kelly. Students demonstrate against Brown’s allowing Kelly to speak, expressing anger over his controversial “stop and frisk” policy, which is criticized as racial profiling, and declare that Kelly makes students feel threatened and intimidated. The students had submitted a petition October 24, 2013, to the Taubman Center for Public Policy and American Institutions with a demand that the lecture be cancelled, among other demands. [See [statement in the *Brown Daily Herald* from Organizers and Supporters of the Demonstration Against Ray Kelly](#)]

Committee on the Events of October 29, 2013, convened. In November 2013, President Christina Paxson charges a committee to (1) examine the events surrounding the disruption of a lecture to be given by then–New York City Police Commissioner Raymond Kelly on “active policing” (a controversial stop-and-frisk policy criticized as racial profiling), and (2) recommend steps to establish Brown as a leader in supporting an inclusive environment and free exchange of ideas.

2014

Reports from the Committee on the Events of October 29 released. In February and May of 2014, the Committee on the Events of October 29, 2013, releases its first and second reports on the disruption of a scheduled lecture by former New York City Police Commissioner Raymond Kelly in October of 2013. Among the findings are that, while the “Ray Kelly Affair” was framed by some in terms of freedom of expression, it was seen by others as an instance of insensitivity to the everyday matters affecting lives of communities of color. The committee found that Brown needed an action plan to address issues of privilege, equity, and inclusion. [See “[Report of the Committee on the Events of October 29, 2013](#)” and the “[Second Report of the Committee on the Events of October 29, 2013](#).”]

University Actions

Alumni Initiatives

Campus Activism

2014
cont.

Third World Center renamed. On September 10, 2014, the Third World Center is renamed the Brown Center for Students of Color (BCSC) in response to community feedback. The name change is part of the center's five-year strategic plan.

Slavery Memorial dedicated. Brown works with the City of Providence and the state of Rhode Island to form a commission to develop ideas for recognizing the history of slavery and the slave trade in Rhode Island in the public historical record. [See "[Report of Commission of Memorials.](#)"] Sculptor and National Medal of Arts recipient Martin Puryear creates a Slavery Memorial on campus, dedicated September 21, 2014.

President Paxson responds to reports from the Committee on the Events of October 29. On September 24, 2014, President Christina Paxson provides an official response to the reports from the Committee on the Events of October 29. In her response, President Paxson reviews policies around freedom of expression and protest at Brown as well as the committee's recommendations of how Brown can maintain an inclusive and supportive environment for all members while upholding its commitment to the free exchange of ideas. [See "[Response to the Reports on the Events of October 29, 2013.](#)"]

Vice President for Academic Development, Diversity, and Inclusion position created, and diversity plan development commences. In November 2014, President Christina Paxson elevates the role of Associate Provost for Academic Development, Diversity and Inclusion to the Cabinet-level position of Vice President for Academic Development, Diversity and Inclusion reporting directly to the President. The Office of Institutional Diversity and Inclusion — previously led by the associate provost and now by the vice president — begins an expansion with three new hires, and work commences on the development of a new diversity action plan for Brown.

Brown recommits to Tougaloo partnership. President Christina Paxson and Tougaloo College President Beverly Hogan celebrate the 50th anniversary of the 1964 Brown-Tougaloo partnership in November 2014 with a recommitment to the original "cooperative agreement" and to the continued expansion of the partnership under the aegis of Brown's Advisory Council on Relations with Tougaloo College.

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“Operational Plan” for Building on Distinction details diversity goals. On September 13, 2015, the University releases the *Operational Plan for Building Brown’s Excellence—Realizing the Goals of Building on Distinction: A New Plan for Brown*. The plan outlines the action steps for the implementation of goals outlined in the *Building on Distinction* strategic plan, including plans for increasing diversity at Brown. Among the initiatives, the University commits to doubling the proportion of faculty from underrepresented groups; cluster hiring underrepresented scholars in the sciences; creating employment pipelines for diverse scholars through fellowship programs for Ph.D. students and graduates; creating a “Diversity at Brown Annual Report” to track progress on the objectives of a diversity action plan; strengthening financial aid; and developing programs that support international students, first-generation students, student veterans, and members of the Brown community with physical, psychological, and learning disabilities. [See [“Operational Plan for Building Brown’s Excellence”](#).]

Native Americans at Brown call for Indigenous People’s Day. On October 27, 2015, members of Native Americans at Brown (NAB), present a resolution to the Brown University Community Council (BUCC) calling for the name change of the Fall Weekend holiday to Indigenous People’s Day. The BUCC passes the resolution urging the Faculty Executive Committee to put the item on its agenda for consideration. The resolution states that the holiday’s 2009 name change from Columbus Weekend to Fall Weekend was a bare minimum act by the University. It also states that changing the name to Indigenous People’s Day is a first step toward institutionalizing increased support at Brown for Native students today and in the future. [See [“Brown University Community Council Resolution.”](#)]

Fall 2015 Solidarity Protests and Student Demands. Sparked initially by two opinion columns on issues of race that were published in the *Brown Daily Herald* student newspaper in October 2015, students lead numerous protests, demonstrations, teach-ins, rallies, and forums on systemic racism until early December. The protests are further fueled by solidarity with demonstrations around issues of race taking place on campuses across the country beginning in November, as well as continued anger over issues of race raised by the 2013 Ray Kelly Affair and an incident in which a Dartmouth student attending a Latinx conference at Brown in mid-November 2015 was physically restrained by a member of Brown’s Department of Public Safety before being released. Several student groups submit resolutions and demands for addressing discrimination on campus to the University over the course of six weeks, including responses critical of the draft *Pathways to Diversity and Inclusion* action plan that had been development over the course of more than a year before it was released in November. [See communications: [“Exchange Columbus: The case for Indigenous People’s Day,”](#) [“A Statement From a Collective of Delegates Attending the 2015 Latinx Ivy League Conference at Brown University,”](#) [“UCS Support for Graduate Solidarity Statement and Demands and Statement from the Delegates of the 2015 Ivy League Conference at Brown University,”](#) [“Graduate Solidarity Statement and Demands,”](#) [“A Statement from a Collective of Multiracial and Biracial Students,”](#) [“A Statement from a Collective of Latinx and Latin-American Students,”](#) [“A Statement from a Collective of AAPI Students,”](#) [“Joint Statement to the Brown Daily Herald,”](#) and [“Why Brown University’s \\$100 Million Plan to Improve Race Relations Falls Short.”](#) A coalition of students who held a demonstration December 4, 2015, called the “Day of Reclamation” did a non-published readout of demands.]

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cont.

Series of new diversity and inclusion initiatives launched. Beginning in September 2015, during the development of a diversity action plan for Brown, the University moves forward with several initiatives that receive wide support in campus meetings and forums on diversity and inclusion. Brown begins recruiting junior scholars from underrepresented groups through the Presidential Diversity Postdoctoral Fellows Program. The Office of the Provost and the Center for the Study of Race and Ethnicity partner to present a research and public engagement project titled “How Structural Racism Works,” with the first lecture held on December 2, 2015. In addition, to help foster greater awareness and sensitivity on issues of race, ethnicity, sexual identity, and gender among faculty, a series of training workshops plan a pilot program to launch in February, sponsored by the offices of the Provost, Dean of Faculty, Dean of College, Campus Life and Student Services, the Sheridan Center, and Institutional Diversity and Inclusion.

Inclusive process for Diversity and Inclusion Action Plan launched. After more than a year of development, President Christina Paxson shares with the campus on November 19, 2015, a working draft of *Pathways to Diversity and Inclusion: An Action Plan for Brown University*. The University opens a comment period, inviting input from students, faculty, and staff online, as well as in meetings and forums, to build campus ownership in a University-wide plan. Work on the plan began after the May 2014 release of the report on the Ray Kelly Affair, and the development of the draft followed meetings, forums, and working sessions with groups of student leaders, faculty, deans, and other stakeholders across campus [See “[Draft Pathways to Diversity and Inclusion](#)”.]

2016

Pathways to Diversity and Inclusion plan released. The University releases the final *Pathways to Diversity and Inclusion: An Action Plan for Brown University* at the beginning of February. The plan is influenced by contributions of students, faculty, staff, alumni and community members who responded to the plan during an open comment period in the Fall 2015 semester. It builds on the accomplishments of generations of students, faculty, alumni and Brown administrators. Many of its elements are contained in Brown’s strategic plan, *Building on Distinction*, which was approved by the Brown Corporation in October 2013. [See “[Pathways to Diversity and Inclusion: An Action Plan for Brown University](#)”.]