**Office of Institutional Diversity**

This is on the Student Life page at Harvey Mudd College.  On this page [Student Life - Harvey Mudd College - Acalog ACMS™ (hmc.edu)](https://catalog.hmc.edu/content.php?catoid=18&navoid=890)  there is no indication of any individualist discussions or meetings, which need not be about politics as the others below are no doubt.   It is about finding a way to as an individual to see the world on your terms, not as a download, and to determine how best to be a positive part of that society.  The latter is one of the mission statements.  Here on this page is where there would be a clear indication of the importance of that mission.

The office of institutional diversity is about minorities and what their concerns are, as evidenced below.   Rather than focus on how a society can best function, challenging the youth to figure out their part in making it a just and fair society we are seeing a strong suggestion of woke group think and identity.   Diversity training is a precursor to what?   Diversity in what HMC proselytizes elsewhere is more about DEI than understanding how to be a good person to all.  It would be good to talk with undergrads on what their experiences are in reality.

OID staff is about the same number as the Computer Science or Math Department

**Office of Institutional Diversity**

The Office of Institutional Diversity (OID) **serves as the hub of diversity training, information, consulting, and programming for the Harvey Mudd community**, as well as partners with a wide variety of Harvey Mudd departments and 5-C offices to design, implement, and evaluate diversity activities. OID also provides direction and advice to its partners to ensure that diversity goals are obtained. The office coordinates a wide range of diversity programs and educational activities for Harvey Mudd students, staff, and faculty. These programs include:

* Asian Heritage Month
* Black History Month
* OID Book Club
* GAYpril Events
* OID Movie Series
* Women’s History Month
* Cinco de Mayo

OID maintains a comprehensive library of diversity resources (movies, videos, documentaries, books, magazines) which is available to the entire Harvey Mudd community, provides on-going mentoring and counseling to underrepresented students at Harvey Mudd, and serves as a supplementary advisor to the following student organizations:

* Asian-Pacific Islander-Support Program at Mudd (API-SPAM)
* People Respecting Individuals’ Sexualities at Mudd (PRISM)
* National Society of Black Engineers (NSBE)
* Society of Women Engineers (SWE)
* Society of Professional Latinos in STEMS (SPLS)

The office also hosts the Summer Institute, an intensive, four-week summer residential experience that offers new students an early introduction to Harvey Mudd.

[Harvey Mudd Faculty Members Lead Dialogue on Social Justice | College News | Harvey Mudd College (hmc.edu)](https://www.hmc.edu/about-hmc/2016/10/13/harvey-mudd-faculty-members-lead-dialogue-social-justice/)

Karp shared this personal story with more than 150 Harvey Mudd College community members gathered during a forum held at the beginning of the 2016–2017 academic year. Other faculty members, students and staff also described their own experiences as well as feelings about some of this past summer’s culturally divisive events. The gathering on campus was initiated by Harvey Mudd faculty members who are passionate about social justice, meaningful equity and inclusion on campus.

In addition to providing a venue to have respectful dialogue, the forum allowed time for participants to brainstorm concrete actions to make HMC more inclusive and welcoming and to promote greater social justice locally and beyond.

“We have the most important civil rights movement in the country in the last 50 years happening currently,” Karp says. “The struggle for gender, LGBTQ and racial justice is now an everyday part of the national conversation. We are part of and not separate from our larger society, and our institution plays an important role.”

Nearly one-third of Harvey Mudd faculty members, representing all academic departments, attended the fall community forum and helped lead the conversation about diversity, inclusion and equity in times of social injustice. It’s the first in a series of open dialogues and conversations planned for this year.

Participants at the fall gathering provided several suggestions for improving equity, inclusion and social justice on campus. They included:

* Providing a “social justice” discussion table in the dining hall during mealtimes
* Inviting alumni to be part of the discussion
* Developing a mechanism for students to advise and support faculty members regarding social justice issues
* Helping students and faculty who are passionate about social justice pursue these interests
* Creating a work-study position in the Office of Institutional Diversity that would serve as a resource regarding current events relating to social justice and equity

Bob Page 6:

The OID goal is to “empower the campus community to take action on issues that matter to them, guided by a social justice framework”.

OID plays a lead role in the HMC Summer Institute program that “targets students who are underrepresented in science, math, and engineering “.

In 2016, OID launched its “Social Justice League, a leadership team to help facilitate and lead workshops within the dorms on a variety of subjects. OID was able to successfully recruit 22 leaders who have been trained to create and run workshops that empower the HMC community to be agents of change”. (Ref 14)

Fall semester of 2016, OID “provided 18 diversity, social justice, and inclusion workshops, seminars, and presentations; and served 1,016 students, faculty, and staff”. More than 93 percent of “participants shared that they are willing to educate others ...”. (Ref 14)

Do the student organizations advised by OID (apispam, blam, epaic, FEMunion, prism, sacnas, spills) also foster, either individually or collectively, uniting the entire student body in the end as “Harvey Mudd students and classmates”?

OID believes the HMC community “must recognize that discrimination and underrepresentation have plagued higher education for decades ... and must act in ways to acknowledge these problems and help fix them ...”. Look at this in the context of the New York Times editor Bari Weiss’ recent criticism of her employer (Ref 14.5): “truth isn’t a process of collective discovery, but an orthodoxy already known to an enlightened few whose job is to inform everyone else.”

In 2017, the OID homepage on the HMC website featured a chart at what appeared to be a sponsored class or activity. The photo on the chart was a collage of mujahideenlooking men; the text on the chart read “US/NATO are supporting the most brutal and infamous fundamentalist groups in Afghanistan, who are sworn enemies of women’s rights and justice.” As both an alum and a veteran, and in the absence of any mitigating context, I found this assertion offensive and not representative (hopefully) of “the shared values of the greater HMC community” as is so often invoked by the college.

Most recently, and doubling down on the above, it seems OID will play a lead role in HMC support of Black Lives Matter (have they done due diligence on BLM?) by initiating an “Intergroup Dialogue Program on Race and Ethnicity”, “recruit faculty/ students/staff to be trained facilitators for an 8-week module in ... building an equitable and socially just society”, hosting “a series of Equity Scorecard Sessions in fall and spring semesters”, and adding “specific anti-racism sessions as part of the 2020 New Student Orientation and sponsor book clubs on anti-racism throughout the academic year”. And such efforts “will continue to be a priority for our work as a Cabinet”. (Ref 15)

**What exactly is the purpose of today’s Harvey Mudd? Pg 10 Bob**

The Founders’ vision was “to attract the nation’s brightest students and offer them a rigorous scientific and technological education coupled with a strong curricular emphasis in the humanities and social sciences.” That vision was expanded in 2007 to include “global engagement” and “diversity at all levels”.

Yet Maria Klawe’s 24 June 2020 letter to the Harvey Mudd Community (“Addressing Systemic Racism”), and the 3 June 2020 “Statement of Solidarity” from the Faculty Executive Committee, beg the question of balance between providing a rigorous STEM (+ HSA) education, and inculcating students with an equal passion for social justice.

Klawe’s letter begins with an emphatic “Black Lives Matter”, and then states that HMC will take the following steps to help “stop” racial injustice and “support our Black students, faculty and staff”:

• Become an “institutional member of the National Center for Faculty Development & Diversity” (<https://www.facultydiversity.org/>)

• Work with the 5Cs to address systemic racism

• The DSA “will begin an Intergroup Program on Race and Ethnicity ... (and) recruit faculty, students and staff to be trained facilitators for an 8-week module” to encourage reflection upon “personal and social responsibility for building an equitable and socially just society”

• The OID will host a series of “Equity Scorecard Sessions” (https://cue.usc.edu/files/ 2016/01/Introduction-to-the-EqS.pdf, <https://cue.usc.edu/tools/the-equity-scorecard/>)

• The DSA will conduct “anti-racism sessions as part of the 2020 New Student Orientation”

• The Office of Advancement will work toward “develop(ing) curriculum that addresses systemic racism”.

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