

Report on the proceedings of the Antiracism Accountability and Advancement Group

The Antiracism Accountability and Advancement Group (AAAG; [see membership here](#)) was created and tasked to “formally review, assess, and help accelerate the College’s on-going racial equity work, through the Group’s diverse knowledge, expertise, and perspectives, while providing an additional measure of accountability for Haverford to reach its anti-racism goals and commitments.” This group is composed of members of the Haverford Board of Managers (4 representatives), students (2), faculty (2), staff (2), and outside professionals with expertise and investment in anti-racism work (4). On Monday March 15, 2021 the group convened to begin our work, discussing our charge and potential structure. We agreed that the AAAG would:

1. evaluate the implementation of commitments made in response to strike demands, and also in response to the Open Letter to the Bi-College Community,
2. advise on further potential anti-racist efforts that may help the College going forward.

Although initially charged to meet as a group at least twice per year, we quickly determined that the AAAG needed to meet more frequently, and the group has convened nearly every Monday since its inception. In addition, to learn the nature of perspectives and concerns, all or some AAAG members met with additional members of the student community and Haverford’s leadership team.

In reviewing the strike demands and those expressed in the BSRFI letter, we identified the following areas to assess:

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| 1. Financial Aid | 4. Mental Health | 8. DEI Data |
| 2. Campus Culture/Student Empowerment | 5. Accessibility | 9. Faculty (general) |
| 3. Security & Safety | 6. Facilities | 10. Faculty of Color |
| | 7. History and Relationships with Indigenous People | 11. Larger Community |

Working from the areas noted above, we have begun to gather data, in various forms, to assess progress that Haverford has made in addressing each of the commitments made following the strike. Our immediate tasks are to continue this assessment and, by mid-summer, draft a communication to share Haverford’s progress to members of the campus community and make recommendations on areas for improvement. In the longer term, in addition to continued assessment, the hope is that the AAAG can assist in strategic planning to enhance Haverford’s antiracist work moving forward.