

**Alumnae Association of Mills College
Board of Governors Report**

Alumnae of Color Executive Committee

June 24, 2020

MISSION: To foster the recruitment and retention of alumnae, students, faculty and administration of color; to serve as a force for change, confronting racism, prejudice and discrimination; and, to support a thriving, multicultural Mills community where people of color are valued and empowered as full participants.

MEMBERS: Co-Chairs Myila Granberry and Gwen Foster, Estrellita Hudson Redus, Micheline Beam, Lynette Castille-Hall, Debi Wood, Yvonne Payne Daniel.

SUBJECT: Board of Trustee Discussion Regarding Constituent Group Responses to President Hillman's Black Lives Matter Message

RECOMMENDATION: Immediately request a meeting with President Hillman to clarify, and underscore, the AOCC's positions and begin a direct dialogue with her as she leads the culture change at Mills.

ACTIVITIES: President Hillman opened the Board of Trustees meeting with a discussion of her Black Lives Matter message of June 10 to Mills College constituencies, acknowledging the College is now called upon to become an anti-racist institution through a structural culture change towards racial inclusion, equity, fairness and justice.

In immediate response to the President's message, the AOCC leadership team sent its response that included a four-point platform for change:

1. Listening and following the lead of the Black Student Collective, Alumnae of Color Committee, Black MBA Students, and the Black Faculty and Staff Association;
2. Creating new campus initiatives to build on existing efforts to center inclusion and diversity, and to advance racial justice;
3. Hiring a seasoned diversity/inclusion professional on the President's leadership team who will be tasked with putting the new anti-racism policies into practice (currently, such staff is embedded in Student Life and Academic Affairs); and,
4. Soliciting increased support for scholarship funds that benefit students of color.

On Wednesday, June 17, President Hillman responded positively to the AOCC letter, indicating a desire to "hear more soon." Each group's "asks" are similar, but all build on previous years' asks around eliminating the campus culture of racism. The Black Student Collective further indicated they want Mills to adopt an anti-racist policy. This was later put to the Board of Trustees which unanimously adopted the policy position. A written policy is forthcoming over the next few months.

Respectfully Submitted By: Alumnae of Color Executive Committee