

## Neo-Segregation Category Definitions

**Segregated Residence Halls:** Residence building or floors designated for minority or LGBTQ students. Includes single-ethnically themed dorms or “multicultural” residences that are for “students of color” or “non-white” students. Examples of a single-minority dorm include MIT’s “Chocolate City,” Columbia’s “Pan African House,” Cornell’s “Ujamaa,” and Oberlin College’s “Asia House.” Segregated residences halls are not always designated to a specific minority group. At Middlebury College in Vermont for example, segregated dorms are “multicultural,” i.e., non-white. Middlebury’s multicultural dorm is called PALANA, an acronym which stands for Pan-African, Latino, Asian, and Native American. Texas A&M University has a similar dorm called AALANA, with AA standing for African-American.

**Segregated Commencement Ceremonies:** Commencement-style ceremonies for designated racial groups or LGBTQ students. Examples include Northwestern University’s “Black Congratulatory” which celebrates all of “NU’s Black graduates;” Columbia’s “Raza Graduation,” a “celebration of the accomplishments of undergraduate Latinos”; and Dartmouth’s “PRIDE Banquet and Lavender Graduation” in which graduating LGBTQ students are “honored with Rainbow tassels.”

**Segregated Orientations:** Orientation programs exclusively for students of color. Invited minority students typically arrive on campus a few weeks before their white peers. Examples include Wesleyan’s “Student of Color Program” and Brown’s “Third World Transition” program which explores “systems of oppression that exist in our society today, including racism, classism, sexism, homophobia, and heterosexism.”

**Diversity Fly In:** College prep and visitation programs for minority high school students. Generally all-expense-paid. Examples include Carleton College’s “Taste of Carleton,” a program that “prioritizes” students from minority backgrounds.

**Multicultural Centers:** Centers that provide mentorship, academic assistance/advisory, counseling services, and other programs exclusively for minority students. Schools may have both a multicultural center and a single-ethnically-themed center or just one. Examples include Vassar College’s “ALANA (African-American, Latino, Asian American, and Native American) Center” which offers “a myriad of resources and programs to support students of color.”

Multicultural centers may also serve as a college’s diversity and inclusion center which oversees “institutional” diversity initiatives, hiring practices, etc.

Some multicultural centers such as Bowdoin College’s “Student Center for Multicultural Life” extend their services to “first generation” students, a category which does not seem racially exclusive, but it isn’t clear if “first generation” is a euphemism that means

“minority.” Several college staff I spoke with via phone said the two identities often overlap, resulting in a program serving minority students predominantly.

**Racially-Themed- Centers:** Centers or advisory offices designated for mentorship, academic assistance and advisory, counseling services, and other programs exclusively for students of a single-racial category. Examples include Northwestern University’s “The Black House” which “serves as the social, cultural and educational hub for African American students on campus, with conference rooms, a television lounge and a computer lab; and the University of Pennsylvania’s “La Casa Latina, The Center of Hispanic Excellence” which addresses “important issues affecting Latinxs/Hispanics locally, nationally, and internationally.”

**Segregated Safe Spaces:** In lieu of race specific buildings, some schools such as the University of Michigan Ann Arbor offer “Multicultural Lounges” or spaces within multicultural centers. Columbia University’s campus has both a segregated residence hall for black students and its famed “Malcolm X Lounge,” where the school’s Black Student Union chapter holds its weekly meetings.

**Segregated Mentorship Programs:** Programs that pair one member of a minority group with an upper classmen or alumnus of his race. Examples include Columbia’s “Black Family Tree” or Yale’s “Asian American Mentor Program” which includes “lunches and off-campus excursions.” AAMP also sponsors “an annual retreat.”

**Race-Targeted Scholarships:** Scholarships offered to minority students on the basis of race. Examples include Colby College’s Ralph Bunch Scholars Program for Outstanding Students which “recognizes students of color with demonstrated academic strength and leadership potential.”

**Diversity Pipeline Programs:** Scholarships intended to boost minority representation in college faculty and administration. Foundations such as the Gates Millennium Fund provide a full scholarship for a minority student’s undergraduate and graduate school of his choice under the condition that he pursues a doctoral degree.

**Race and Ethnic Studies Curriculum:** Seminars, clusters, and degree programs that focus on the study of American racial groups such as Blacks, Latinos, Native Americans, and Asian Americans. Some schools offer South-East Asian Studies. Hispanic Studies is an area colleges may teach alongside a traditional Latin American curriculum. A student living in a segregated residence hall may take race and ethnic studies courses that correspond with his racial identity.

**Committees Tasked with Race Conscious Hiring:** Faculty or professors tasked with hiring women and other minority faculty. Duke University offers interdepartmental guidelines for hiring minorities.

**Events Exclusively for Students of Color:** Retreats, discussions, lunches, academic conferences, and other events advertised for students of color. Examples include Barnard

College's "Student of Color Retreat" and Claremont McKenna's "New Student Retreat" which begins students' "academic year invigorated and with a strong sense of belonging within the Chicano/Latino community." Claremont also brings Hispanic students together for "Community Lunches," which foster "social and cultural interaction."

**Acceptances by colleges of Neo-Segregationists Demands:** Schools that have capitulated to demands for Neo-Segregation programs. Ex: Brown University \$100 million Pathways to Inclusion Plan under which Brown will recruit more minority students and faculty.

**Inter-Campus Networks of Neo-Segregationists:** Organizations such as Mellon Mays, Posse, and the Gates Millennium Fund which fund diversity pipeline programs intended to boost minority representation higher education faculty and administration.

**Career training to produce new cadres of Neo-Segregationist bureaucrats and advocates:** Compulsory or optional social justice training programs offered by multicultural centers, diversity offices, or college administrations. Examples include Columbia University's "Under1Roof" program in which students "increase understanding regarding issues of diversity" and Duke's "Training and Workshops" diversity training which is devoted to "help Duke staff tap into the power of diversity, avoid and resolve conflicts, and comply with university regulations related to equal opportunity, harassment, and discrimination."

Florida State University offers "Diversity and Inclusion Certificates," an "opportunity for faculty and staff to explore strategic areas around diversity and to learn more about the ways in which they can assist in creating a welcoming and inclusive campus for all."

<b>KEY</b>
<b>SRH:</b> Segregated Residence Halls
<b>BRH:</b> Black Residence Hall
<b>LRH:</b> Latino Residence Hall
<b>AARH:</b> Asian American Residence Hall
<b>MCH/O:</b> Multicultural House Residence/Other
<b>SGC:</b> Segregated Commencement Ceremonies
<b>BG:</b> Black Graduation
<b>LG:</b> Latino Graduation
<b>AAG:</b> Asian American Graduation
<b>LAVG:</b> Lavender Graduation
<b>MG:</b> Multicultural Graduation
<b>SO:</b> Segregated Orientation
<b>SMP:</b> Segregated Mentorship Program
<b>DFI:</b> Diversity Fly In
<b>MC:</b> Multicultural Center
<b>BCC:</b> Black Cultural Center
<b>AACC:</b> Asian American Cultural Center
<b>LCC:</b> Latino Cultural Center
<b>NACC:</b> Native American Cultural Center
<b>RTS:</b> Race Targeted Scholarships
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<b>RESC:</b> Race and Ethnic Studies Curriculum