

Dartmouth College Alumni Affiliated Groups

Affiliated Groups (AG) serve as the central pathway by which Dartmouth engages alumni of color/LGBTQIA¹ alumni around their identities. Although these groups are alumni organizations that engage their alumni outside of Hanover, they have also have a campus focus on championing diversity and inclusivity by supporting undergraduate admissions, assisting students, developing mentorship programs, aiding student organizations, and more.

This document provides an overview of the key avenues by which Dartmouth's AGs have engaged with the campus. It does not present information about myriad ways in which these groups facilitate alumni connections outside of Hanover.

There are five (5) Affiliated Groups:

BADA	Black Alumni of Dartmouth Association (founded in 1972)
DALA	Dartmouth Association of Latino Alumni (2005)
DAPAAA	Dartmouth Asian Pacific American Alumni Association (1998)
DGALA	Dartmouth Gay, Lesbian, Bisexual, and Transgender Alumni Association (1984)
NAAAD	Native American Alumni Association of Dartmouth (1979)

Affiliated Groups serve as important connection points for Dartmouth's diverse alumni who may have had challenging experiences as students due to prejudice, discrimination, racism, homophobia, transphobia, etc.. Equally important, these alumni organizations re-engage many alumni who left Hanover dissatisfied with their time on campus or simply don't feel connected to other alumni organizations, structures, programs, or initiatives. For some alumni their Affiliated Group is their only connection point to the College.

For many years, the Alumni Relations Office (AR) has supported these associations to foster engagement, and reengagement, of alumni from diverse backgrounds with the College. That said, some Affiliated Groups pre-date the AR term of "Affiliated Group" and corresponding staff support. The following were formed independent of Alumni Relations: BADA, NAAAD, and DGALA (initially, the College did not recognize the organization). DAPAAA and DALA were formed later, as those alumni populations grew in size and structure.

Like other alumni, Affiliated Group members are Dartmouth's ambassadors to the world. Specifically, they are Dartmouth's diverse ambassadors and can be important partners in the College's progress around diversity and inclusivity. Formal leadership, especially Affiliated Group presidents, remain crucial partners in engaging and communicating with these diverse alumni communities. Additionally Dartmouth's diverse alumni leaders engage with the College and AR in ways beyond AG leadership – e.g. as presidents of regional clubs or classes, Alumni Councilors, admissions interviewers, and District Enrollment Directors. In these forums, leaders also address diversity and inclusivity, with a prime example being the recent Alumni Council 2013 Ad Hoc report on Diversity & Inclusivity (which included current/past leaders of Affiliated Groups).

When at their best, Affiliated Groups function as enduring institutions (with succession planning, 3-5 year plans, etc.) that have the potential to exist long after a class ceases to exist. These organizations often grapple with how best to reach and support their alumni members; their efforts can support - and even mirror - the efforts of the Alumni Relations Office to build the alumni community and engage it with the College.

¹ LGBTQIA stands for Lesbian, Gay, Bisexual, Questioning, Intersex, and Asexual

While many alumni are concerned with student life issues, in comparison with other alumni and their organizations, the AGs feel a stronger responsibility (and interest) in supporting students to address campus efforts around diversity and inclusivity. This broader view of the organization's purpose is often reflected in the constitution of each group. For example, NAAAD's articulated purpose, in part is:

...to provide social, educational, and professional opportunities for Native American alumni and alumnae and Dartmouth College Native American students; to assist Dartmouth College in the recruitment and selection of outstanding Native American men and women to attend Dartmouth College; to solicit, receive and maintain gifts of money and property, and to distribute said money and property as scholarships to the Dartmouth College Native American students, or as other gifts to the Dartmouth College in order to enhance the academic and cultural profile of the Native American community at Dartmouth College; and to further the interests, welfare and educational purposes of Native American students at Dartmouth..."

This commitment is not only specified within their constitution but is often accentuated when issues pertaining to diversity and inclusivity are heightened either nationally or locally at Dartmouth.

This broad view of the purpose of the Affiliated Groups is reflected in the following examples of how the AGs support *campus* diversity and inclusivity, grouped into six categories:

1. Admissions
2. Individual student support and mentoring
3. Student organization support
4. Community building
5. Response to campus issues
6. Institutional memory

This list, while not exhaustive, is taken from AR staff members' recollections and previous Club and Group Activity Reports (CGAR) filed with AR.

1. Admissions

- A. BADA: Gary Love '76 helped to establish the fly-in program for students of color (Dartmouth Bound?)
- B. Since 2014, AG representatives identified to attend alumni-student Admitted Student Events in various geographic locations
- C. BADA and DALA working more closely with Admissions
 - a. alumni leaders calling parents of accepted students
- D. NAAAD: through Admissions requests, alumni with similar backgrounds/tribal affiliations reach out to prospective students
- E. Summer Send-off events with matriculating first-year students (e.g. BADA in Atlanta, NAAAD & Hawaii)
- F. DUSA*: Fly-in program for prospective veteran student

* Dartmouth Uniformed Service Alumni (DUSA) is a Shared Interest Group, not an Affiliated Group, however they also have a strong interest in campus life and student support.

2. Individual student support and mentoring

- A. BADA currently establishing a new iteration of student mentoring (focused on STEM and finance professional connections, in particular)
- B. DGALA currently running a virtual student-alumni mentoring program
- C. NAAAD (in progress) – mentorship viewed as natural extension of alumni-provided internship opportunities
- D. Leadership (and general membership) are often in touch with OPAL deans and other relevant staff/faculty on campus re: opportunities to support students, needs, concerns, etc.
- E. Work closely with OPAL deans (on various efforts and initiatives)
- F. BADA (Atlanta) sent care packages to black students from the region during finals time
- G. All groups have held (and continue to hold) career panels and discussions with students
- H. NAAAD has, in the past, given an award to a rising junior or senior who demonstrates quiet leadership
- I. NAAAD: Created a database of NAAAD-alumni provided internship opportunities
 - o Designed to be an organic approach to alumni-student mentorship and to provide more opportunities rooted in Native communities
 - o Has been in conversation with the Center for Professional Development to include effort in existing infrastructures
- J. Future effort: Affiliated Group membership visibility in the Dartmouth Career Network (enables additional student connections with alumni)

3. Student Financial Support

- A. BADA: Has established a student scholarship
- B. DAPAAA is exploring creation of a student scholarship
- C. DALA has explored student scholarships in the past
- D. NAAAD: provides additional funds for the annual Pow Wow
- E. DGALA
 - a. Financially supports annual PRIDE Banquet, maintains the Bourne Fund for emergency student needs, partners with the Dartmouth College Fund to provide student scholarships for LGBTQIA students
 - i. As recently as June 2014, activated the [Bourne Fund](#) to provide a student with emergency funds in the amount of \$2000
 - b. Triangle House – huge involvement and financial support of alumni (\$500k raised)
 - i. Consistent and long-term conversations/advocacy over the years (students & alumni)
 - ii. Alumni participated in every stage, serving on committees, helping shape the House and program, and advocating for its creation. The effort has involved past-Presidents of DGALA, current leaders, and members of the Dartmouth Board of Trustees. In partnership with the Dartmouth College Fund staff, DGALA hosted regional events, helped generate print material, participated in webinars, and hosted on-site tours of the House.
 - c. DGALA has received many funding requests from students – to the point of alumni raising questions of adequate College support or students' awareness of College support

- d. Has helped co-sponsor student Ivy Q conference

4. Community building

- A. Commencement-weekend celebrations with graduating seniors/future members and their families
 - a. Lorna C. Hill '73 Celebration with black students and their families – BADA provides students with BADA class stoles to be worn at graduation and participate in the ceremony
 - b. PRIDE banquet and senior celebration/welcome (DGALA-provided tassels, t-shirts, etc.)
 - i. 2016: bought and donated LGBTQIA-related books written by alumni to the Triangle House library
 - ii. 2016: presenting a student with the inaugural Allison Smith '06 award (in memory of the alumna who recently passed away tragically)
 - c. DALA and DAPAA also supporting and participating in senior/graduation community celebrations
- B. Periodic all-class reunions
 - a. BADA: Hanover all-class reunions in 2012, 2010, 2008, etc. Next reunion to be held in 2017.
 - b. DGALA: 2014 all-class reunion – nearly 200 alumni and 40 student attendees (plus faculty and staff)
- C. Programs held during class June Reunions
- D. NAAAD: annual dinner with NAD students during Pow Wow (following NAAAD annual meeting)
- E. Send-off parties/dinners (BADA in Atlanta, NAAAD and Hawaii Club, etc.)
- F. DGALA: given the realities of community numbers/concentration on campus and in the Upper Valley, DGALA leaders remain conscious of connecting with LGBTQIA community members (students, staff and faculty). Often reach out to new faculty/staff on campus to welcome and form relationships. Also sponsor campus events to serve as social opportunities and the DGALA alumni community can serve as an extended community for faculty and staff.
- G. Active Facebook groups for community discussion and highlights
- H. BADA: In Spring 2015, partnered with the Black Caucus (a Dartmouth Employee Resource Network) to host a social during Green Key, in an effort to provide a space for alumni to socialize during the weekend, outside of student spaces. This partnership was at the request of the Black Caucus.

5. Response to campus issues

Affiliated Group leaders (and community leaders) remain invested in campus issues related to students of color and LGBTQIA students. Presidents, in particular, feel a responsibility to be aware of and plugged into issues of campus diversity and inclusivity, particularly when there is a lack or shortcoming of either. The memberships of Affiliated Groups often not only expect the president to have this awareness, but to communicate and take action. Most often, the leaders of these groups strive to work in partnership with the College leadership.

- A. Remain connected to OPAL deans, as feasible/appropriate
- B. Sponsor and plan programs related to diversity on campus
- C. NAAAD – Fall 2015 issue re: NAP Director
 - a. Very engaged. Presidents/board worked very hard (and in the face of alumni criticism) to act as partners with the College/administration, as the situation was navigated on campus

- i. Vice Provost Ameer and co-presidents spoke frequently (and remain in touch)
- D. BADA: has written and posted open letters regarding several campus issues in 2015
- E. DAPAAA: wrote an open letter in response to the Freedom Budget
- F. Faculty diversity
 - a. Alumni Council Ad Hoc Committee on Faculty Diversity & Inclusivity included 2 Affiliated Group presidents – Caroline Kerr '05 (co-chair) and Ellis Rowe '74
 - b. In 2015 and 2016 all Affiliated Groups have penned collaborative letters focused on faculty diversity, which were sent to senior administrators

6. Institutional memory

- A. 2014 BADA/AAM working conference entitled "History of Blacks @ Dartmouth"
 - a. Powerful and effective format, with discussion of alumni past experiences and students' current experiences
 - b. Explored historical materials – helpful to both alumni and current students
- B. BADA: led by Forrester "Woody" Lee '68 unearthed the very rich and unique history of Dartmouth's early black students
 - a. September 2015 Dartmouth on Location event in Boston and [video](#) documenting this remarkable history
- C. Very interested in College's 250th anniversary efforts, particularly in ensuring diverse histories and perspectives are included/celebrated
- D. Long view of Dartmouth's history, past efforts and its trajectory
- E. DGALA: establishing an oral history effort with Rauner to document LGBTQIA experiences at Dartmouth