• We would like to recognize the Native peoples of the lower Susquehanna River basin, those known and those unknown to us, who have stewarded the land upon which Millersville University sits, for thousands of years. We acknowledge that the land on which we gather, study, and work is the ancestral land of the Conestogas, Susquehannocks, Shawnee, and others. One group, the Shenks Ferry people, had a village adjacent to the campus. We pay our respects to the traditional occupants and caretakers of this land.
The Office of Diversity & Inclusion employs an Inclusive Excellence lens. This lens provides the infrastructure to:

* Review institutional structural issues.
* Recognize the importance and impact of the multiple dimensions of diversity.
* Pay attention to collaborative efforts of all aspects of the university including people, practices and policies.
* Address dynamics of hatred, and privilege.
* Recognize that every member of the university plays a vital role in advancing the goals of inclusive and academic excellence.

The Office of Diversity & Inclusion is committed to cultivating a vibrant learning, living, working environment so that belonging, and inclusion are recognized as essential to inclusive and academic excellence.

Our Team

Carlos Wiley
Chief Diversity and Inclusion Officer

Virginia W. Brooks
Office Manager

Denice Velez
Director

Rita Wade El-Smith
Intercultural Center for Student Engagement
Within this session, you will:

- learn of the progress Millersville University has made to date in fostering diversity, equity, and inclusion
- Understand the role you play as a member of our community in supporting those efforts and continuing our growth
- Understand the importance of these efforts and how we all benefit when we create an environment where we feel a sense of belonging
- Identify how you will foster diversity, equity, and inclusion as a member of the MU community

Objectives
What are DEI and SJ?

Exercise

• Write down how you define each term
MILLERSVILLE UNIVERSITY INCLUSION EXCELLENCE STATEMENT

- Inclusive Excellence encompasses the processes within Millersville University that purposefully values differences for the ultimate purpose of promoting the learning, critical thinking, and personal enrichment of students, faculty, and staff. It aims to build “a welcoming campus community” for all its students, faculty, and staff.

Diversity

- Diversity is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origins, religious commitments, age, ability status, political perspective, thought, and more.

Equity

- Equity is actively working to remove the systemic and oppressive forces that act as barriers for student success.

Inclusion

- Inclusion is creating a campus community where differences are welcomed and respectfully heard and where every individual feels a sense of belonging, and it requires intentional and deliberate strategies.

Social Justice

- Taking concrete steps to safeguard the physical and psychological safety and security of students, faculty, and staff.
Benefits of Inclusive Community

- Improved critical thinking and leadership skills
- Positive, collegial atmosphere
- Respectful discourse
- Mutual respect for comments and views of all
- Open to new ideas and expression of counter or conflicting ideas in civil and respectful manner
- Active discouraging bias and hurtful speech and behaviors
- Respectful disagreement
- Exploration of controversial issues through open dialogue
- Ability to disagree with person's ideas without attacking their humanity

(Obear, 2018)
Initiatives from ODI

- Creation of Inclusive Excellence definition
- 21-Day Inclusive Excellence Challenge (handout)
- Campus Climate Survey Report
- Inclusive Language Campaign
How you can get involved

Presidents Commissions
• Cultural Diversity and Inclusion
• Gender and Sexual Diversity
• The Status of Women
• Making Goals Attainable Practical and Possible (MGAPP) Committee
Thank you!