Millersville University Supervisory Training Certificate Program

Diversity to Inclusion Initiative

December 12, 2018
Environmental Scan

- Data
  - Literature Review
    - Published articles on diversity, equity, and inclusion
  - University Webpages
    - Review of diversity strategic plans from other universities
  - MU Reports
    - Climate Survey
    - HEED Report
    - Inclusion Questions
    - Focus Groups/Town Halls
    - Individual interviews with students, faculty, and staff
Environmental Scan Results

- **University Strengths**
  - Intercultural Center for Student Engagement
  - Color of Teaching Program
  - Integrated Studies Program
  - Disability Film Series
  - Latino/a Studies Program (transition workshops, Latino Student Leadership Institute, Rosario Caminero Latino Celebration Committee, Latina/o Studies Minor)
  - African American Studies Program (Teenage Girls Empowerment Summit, African American Studies Minor)
  - Frederick Douglass Black Culture Celebration
  - Women and Gender Studies Minor
  - Biology Mentoring Program
  - Holocaust Conference
  - School of Social Work (Ubuntu Leaders of Lancaster, Leadership Summit, Courageous Conversations, Intergroup Dialogue Trainings, Learning Institute, Social Justice Minor)
  - Steering Committee to Close the Graduation Gap (Diversity Champions Initiative)
  - MU-Milton Hershey School Partnership
  - Office of Student Success--Millersville Scholars Program (Supplemental Instruction for Summer Bridge Program)
  - Lancaster Partnership Program
  - ELCM (NextSteps Americorps Program, Tornado Career Corps)
  - College Assistance Migrant Program
  - Living Learning Communities
Environmental Scan Results

• University Strengths
  ▪ President’s Commission on Cultural Diversity and Inclusion (Undergraduate Research Mentoring Initiative for African American, Latino/a, and First Generation Students)
  ▪ Early Alert, Free Tutoring
  ▪ McNairy Library’s Research Fellows
  ▪ Center for Academic Excellence (faculty professional development)
  ▪ Multicultural Clubs and Organizations (BSU, NAACP, Allies, MCM, MCW, American Association of University Women, Friends for Advocates for Native Nations, Global Marauders, Middle Eastern Studies Organization, SOLA)
  ▪ President’s Commission on Status of Women (CodeRED, International Women’s Conference, Affinity Group for Female Faculty and Staff)
  ▪ President’s Commission on Gender and Sexual Diversity (Affinity Group for Faculty/Staff/Students, Preferred Name Policy, Safe Zone Training)
  ▪ Mentor Program for Faculty
  ▪ Mandatory Sexual Harassment Training
  ▪ Health Education Promotion (Green Dot Training)
  ▪ Office of Diversity and Social Justice
  ▪ Veteran’s Office
  ▪ Global Education/International Student Office
  ▪ Religious Services Office
  ▪ Counseling Services
  ▪ Lactation Room
Environmental Scan Results

• University Challenges

  • Lack of Diversity Strategic Plan
    ▪ Lack of consistent language and framework
    ▪ Lack of guidance and purpose
    ▪ Lack of accountability and transparency
    ▪ Lack of institutionalization of inclusive community
    ▪ Lack of monitoring of implementation efforts

  • Limited Coordination across Offices, Commissions, Divisions, and Departments
    ▪ Duplication of efforts
    ▪ Lack of consistent language and framework
    ▪ Decentralized allocation of funding
    ▪ Uncertainty on where and to whom to report concerns

• Ongoing Incidences of Bias, Bullying, Discrimination, Harassment, and Microaggression
  ▪ Results in lack of sense of belonging, sense of safety, sense of trust, and sense of job security
Actions To Date

- Recommendation of Chief Diversity Officer
- Recommendation of Inclusion as MU Core Value
- Provide Definitions for Common Language
- Promotional Material
- Training of Student Leaders and Other Student Groups
- Creation of Multicultural Organizations Committee
- Creation of New Student Events/Activities
- Unconscious Bias Training for Search Committee Members
- Recommendation of Inclusion Questions on Interview Guide for all Searches
- Individual Meetings with Divisions/Departments
- Creation of Resource Guide
- Development of Train the Trainer Workshop
- Development of Webpage
Definitions

• **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, and more.

• **Equity**
  Equity is working actively to challenge and respond to bias, harassment, discrimination, and oppression. We are committed to an environment of equal opportunity for all persons, and do not discriminate on the basis of race or ethnicity, gender, sexual orientation, gender identity, gender expression, campus status (e.g., student, faculty, staff), marital status, parental status, pregnancy, descriptive linguistics, age, religion or belief system, political beliefs, ability status, socioeconomic status, national background or origin, appearance, veteran status, and more.
Definitions Con’t

• **Inclusion**
  Inclusion is creating a campus community where differences are welcomed and respectfully heard and where every individual feels a sense of belonging.

• **Social Justice**
  Taking concrete steps to ensure greater diversity, equity, and inclusion at the university.
Diversity, Equity, and Inclusion Strategic Plan

• Goal 1: Foster Innovative and Inclusive Campus Climate

• In order to engage learners to contribute positively to contemporary and future workplaces and communities, Millersville University is committed to ensuring that diversity, equity, and inclusion are foundational aspects to our educational programming and teaching.
Diversity, Equity, and Inclusion Strategic Plan

• **Goal 2: Recruit, Retain, and Develop a Diverse and Inclusive Community**

• In order to *ensure* long-term *success* of the University, Millersville University is committed to increasing diversity in its myriad forms and to pursuing an equitable policy to access and opportunity, which gives students, faculty, and staff the chance to excel.
Diversity, Equity, and Inclusion Strategic Plan

• Goal 3: Ensure Inclusive and Equitable Policies and Practices

• In order to engage learners to contribute positively to contemporary and future workplaces and embrace agility within our culture of excellence, Millersville University is committed to ensuring that our campus is a welcoming place for all individuals regardless of race, ethnicity, culture, religion, socioeconomic status, ability, political views, and more. We aspire to create an environment where differing perspectives are respectfully heard and where every individual experiences a sense of belonging and inclusion. We know that to create an inclusive campus community, it will take individual and collective action to challenge and respond to bias, harassment, discrimination, and oppression.
What Can You DO?

• Becoming Inclusive and Fostering Engagement
  ▪ Challenge Stereotypes
  ▪ Bias Interrupters/Microaffirmations
  ▪ Inclusive Decision-Making
  ▪ Fair and Transparent Practices and Policies

(Diversity and Inclusion, Cornell University)
Divers of Engagement

- Psychological Meaningfulness
- Psychological Safety
- Psychological Availability

(Diversity and Inclusion, Cornell University)
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
QUESTIONS?