

Issue Highlights:

Awareness, Diversity and Inclusion Programming:

- ◆ Career and Professional Development Center
- ◆ College of Education and Communications
- ◆ D2A2
- ◆ Difficult Dialogues
- ◆ Employee Mediation Program
- ◆ Haven Project and Green Dot
- ◆ Hispanic Heritage Council and Latino Student Organization (LaSO)
- ◆ IUP Libraries
- ◆ IUP Votes
- ◆ LGBTQIA+ Support Office and Commission
- ◆ MCSLE
- ◆ Native American Awareness Council



The Office of International Education provided a full schedule of events for

International Education Week, held October 18th-22nd. This year, IUP has more than **400** international students from some **53** countries!

Congrats, December Graduates!



Awareness Months—Continued Good Work!

In support of several awareness month topics, multiple campus partners planned meaningful programming and events this semester.

HISPANIC HERITAGE

MONTH (September 15-October 15): **Queer Conversations** highlighted the topic, “The Intersectionality of Latinx and Queer;” **LaSo** and **MCSLE** held “Latin Dance Night!” and hosted a Latinx student, staff, and faculty Meet & Greet; **MCSLE** and the **Hispanic Heritage Council** held two Lunch & Learns (“The Importance of Latinx Students Pursuing Higher Education” and “The Undocumented Student Movement”); the **IUP Libraries Diversity Speaker Series** presented guest lecturer Nuria Diallo Padro; and the **LGBTQIA+ Support Office** discussed immigrant rights with guest speaker Jennicet Gutierrez. [Read more about each event.](#)

LGBT HISTORY MONTH

(October): See Hispanic Heritage (left) and events on back for National Coming Out Week.

NATIONAL DISABILITY AWARENESS

MONTH (October): Please visit the **Department for Disability Access and Advising (D2A2)** website for [resources](#) and learn more about the [“What can YOU do?” campaign](#).

NATIVE AMERICAN HERITAGE MONTH

(November): On November 17th at 11:30 a.m. in the Elkin Hall Great Room, the **Native American Awareness Council** and **MCSLE** will host a Lunch & Learn to **“Decolonize Your Thanksgiving”** - a way to counter the harmful stereotypes and racism perpetuated through stories of the first Thanksgiving. (See also the Carrie House collaborative event on back.)

See reverse side for more notable programming this semester!

Members of the IUP community have the right to be free from all forms of sex-, gender-, or identity-based harassment, discrimination, and misconduct. All are expected to maintain a tone of civility and respect in classes, activities, and work environments.

Employees and university-related personnel are required to immediately report concerning incidents, regardless of how they learn of the alleged misconduct.

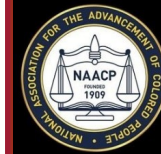
Report!t

[An Incident of Concern Reporting link](#) can be found at the bottom of every IUP webpage.

Reports submitted are addressed through a coordinated university approach and are for non-emergency incidents only.



The office is proud to support these dynamic student organizations. (Others to be highlighted in the next issue.) Follow their activities on social media: @iupsar and @iupnaacp



Employee Mediation Program & Difficult Dialogues



Before workplace conflict escalates, consider seeking help through mediation—an informal and confidential way to resolve disputes with the assistance of trained,

neutral mediators who will help disputing parties come to a mutual agreement. Visit the **Employee Mediation Program website** for details. **IUP Difficult Dialogues** is

an organization focused on showing you how to engage and react when faced with potentially uncomfortable topics of conversation. New workshops coming soon!

The Social Equity and Title IX Office assists in fostering a campus environment that values individual differences and promotes diversity, equity, and inclusion. Reaching this goal is best accomplished if all are involved—and each member of the campus community can contribute to the mission.

The office oversees the reporting of issues or problems, programming to support the message that moves us forward, and education and training to equip us all with the tools to contribute to positive change.

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Follow us!



Pictured above: Graduate Assistants Nina Minnelli and Austin Marsico. Absent from photo is Graduate Assistant Taniel Hurt.



The **Social Equity & Title IX Digest** is emailed every Monday morning. Hosting an event you'd like us to mention? Email social-equity@iup.edu with the details.

Social Equity & Title IX News

On Thursday, October 7th, the office hosted a multi-perspective panel discussion, "Reflections on Afghanistan," for IUP community members to better understand the history, politics, and current events of that region. Panelists included Christine Baker (History), Terilyn Huntington and Rachel Sternfeld (Political Science), Ali Sayed (Muslim Student Association), and Cory Shay (Military and Veterans Resource Center).

Pictured right: Elise Glenn with panelists.

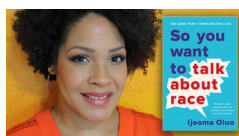


Notable Programming and Events

The office hosts and collaborates on campus-wide programs, celebrations, dialogues, and trainings. Support and funding are also provided to the President's diversity commissions (**DEI Commission**, **LGBTQIA+ Commission** and **Women's Commission**) and two IUP diversity councils (**Hispanic Heritage** and **Native American Awareness**).

Multiple events were held in celebration of **National Coming Out Week**, October 11th-15th, including a cross-over event by the LGBTQIA+ Commission and the Native American Awareness Council, and hosted by the **LGBTQIA+ Support Office** and the **Queer Conversations Workshop Series**. This presentation featured guest speaker Carrie House, a Two Spirit filmmaker from the Navajo Nation. Other events included the LGBTQIA+ flagpole dedication outside of Elkin Hall, a presentation on "The Importance of Using Intersectional Perspectives," by guest speaker Annemarie Vaccaro, **MCSLE's Six O'Clock Series** and **Breaking the Barrier Workshop Series** programming, and tabling in the Oak Grove.

Many campus entities offered significant programs this semester. Of special note, the **IUP Libraries Diversity Speaker Series** continued to host inspiring guests, and the **College of Education and Communications' Diversity and Inclusion Standing Committee (DISC)** and **SAHE Racial Justice Advisory** have developed a 15-minute "Hot Takes: Crash Course Social Justice Presentation Series." Email COEC-Diversity@iup.edu for further info!



So You Want to Talk About Race was featured in multiple book

clubs across university campuses this fall. The Social Equity and Title IX Office and the Division of Student Affairs hosted several coffee and conversation hours to discuss the book and related topics of interest. On October 22nd, a virtual discussion with the author, **Ijeoma Oluo**, was hosted simultaneously by each PASSHE school as part of the **2021 PASSHE Diversity, Equity and Inclusion Summit**, November 3rd-5th.

The IUP **Haven Project** and **Green Dot** hold weekly table events and volunteer trainings regarding bystander intervention, healthy relationships, domestic/dating violence awareness, and the It's On Us campaign.



On-going notable programming is also offered by the **Career and Professional Development Center** (Professional Panel Series) and **MCSLE** (Lunch & Learns, Emerging Leaders and Building Bridges series). **Student Involvement and Leadership Development** provided weekly



tabling and voter registration drives.

