

DIVERSITY ACTION PLAN

President's Commission on Diversity and Inclusion

Indiana University of Pennsylvania

March 2018



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INTRODUCTION

This Diversity Action Plan presents 34 recommendations for action on issues of diversity and inclusion at IUP.

In particular, the President's Commission on Diversity and Inclusion urges IUP leadership to move quickly on two key recommendations:

- First, to ***develop a mechanism for reporting and responding to incidents and resolving disputes that arise***. The commission views this as the most basic and critical step in addressing the immediate needs of our faculty, staff, and especially our students.
- Second, to provide leadership to the university on matters of diversity and inclusion, we must ***restructure and centralize existing units and personnel, and add the human and financial resources necessary to create one centralized office***.

These two priorities should be swiftly addressed. The other recommendations are of great importance and will be advanced through the leadership that will be established by a new office, with the expectation that the broader IUP community will be fully engaged.

Several themes emerge from the actions recommended in this plan, including the need to:

1. Develop and implement a protocol for early response or intervention in the university community when discriminatory incidents arise.
2. Establish multiple ways to report incidents that test the university community's resolve to enhance diversity and inclusion.
3. Develop and implement clear mechanisms for resolving disputes related to diversity and inclusion issues.
4. Invest additional resources and restructure or centralize existing units to enhance the leadership, visibility, collaboration, efficiency of, and access to diversity and inclusion resources.
5. Demonstrate IUP's commitment to diversity and inclusion by establishing a stronger and better coordinated web presence, by developing statements of commitment, and by crafting an IUP Pledge.

6. Recruit and sustain a diverse faculty, staff, and student body (by providing academic and other support to students, as outlined by the IUP Task Force on Undergraduate Retention/Persistence).
7. Engage members of the IUP community in cross-cultural activities and provide ongoing training that promotes a climate of civility and celebrates IUP's commitment to diversity and inclusion.
8. Restructure functions and traditions that promote diversity and inclusion (for example, by enriching the whole student experience through a more intentional and bolder delivery of the Liberal Studies curriculum).

ORIGINS OF THE COMMISSION: THE CAMPUS CLIMATE STUDY

The President's Commission on Diversity and Inclusion was appointed in the fall of 2016 to develop recommendations for action on issues of diversity and inclusion at IUP.

The origins of this commission are noteworthy. In 2014, Dr. Driscoll commissioned IUP's Office of Social Equity to conduct a two-phase campus climate study to invite members of the university community to "weigh in on matters of inclusion and equity." The first phase of the study encouraged university constituents to complete an extensive electronic survey. The second phase of the study, led by two faculty members, was comprised of multiple focus groups and individual interviews with members of IUP's community. While the second phase of the campus climate study was underway, in December 2015, President Driscoll cited a growing sense of unease about "how we [i.e., the members of the IUP community] talk about and treat each other" and observed that "we have not risen to our shared values and have fallen short of being an inclusive, welcoming community of people who learn and grow together." President Driscoll expressed this concern about the university climate and exhorted us to transform the university into "the place and the people we know we should be and can be." The campus climate study was completed at the end of summer 2016 and the lessons from the study were widely disseminated across IUP in fall 2016.

The first recommendation of the authors of the campus climate study was to establish a task force to lead the effort to develop a Diversity Action Plan for the university. This recommendation reinforced the president's passion to challenge the university community to improve IUP's climate by reflecting on how to come together as a community, engage in the difficult discussions, and challenge ourselves to grow individually and as a collective.

It is within this context that, in October 2016, he announced the creation of the President's Commission on Diversity and Inclusion. Dr. Driscoll charged this commission with:

1. Examining IUP's diversity and inclusion practices and their impact in the university
2. Recommending a vision that demonstrates an institutionalized, sustainable commitment to embodying the principles of diversity and inclusion
3. Recommending action steps to achieve this vision articulated in a Diversity Action Plan

Springing as it did from the results of the campus climate study, the commission was informed by the findings and recommendations of the study.

HOW THE RECOMMENDATIONS WERE DEVELOPED

IUP has developed, over the past five years, a healthy history of using a collaborative, mutually consultative approach to launching institutional projects. For example, soon after his arrival as President at IUP in July 2012, Dr. Michael Driscoll launched the Vision Project, and exhorted the university community to articulate a vision for IUP. The resulting IUP Vision Statement won the unanimous endorsement of the University Senate and was then approved by the Council of Trustees in November 2013. Following the development and adoption of the Vision Statement, the community was charged with the creation of a new strategic plan, which was also developed in a participatory fashion and was very well received. IUP's recent Middle States Re-Accreditation Self-Study was also conducted in a similarly participatory manner. Because the process was so open and widely participatory, the university community welcomed with pride and self-assurance the Middle States Accreditation Visiting Team during its February 2015 site visit.

It is in the context of this new tradition for initiating projects of high significance across the university community that the President's Commission on Diversity and Inclusion adopted a similar method in the development of this Diversity Action Plan.

To assure that its work is inclusive and transparent, the commission adopted a structure under which commission members led six subcommittees in the discussion, analysis, and development of recommendations pertaining to specific areas of focus selected by the commission. IUP students, faculty, staff, and administrators were invited to serve on the sub-committees. This invitation was met with an overwhelming

response: over 100 volunteers offered to serve. Individuals who could not be assigned to any of the limited 60 sub-committee slots were urged to participate in the work of the commission by providing feedback directly to the commission. The commission and its sub-committees met regularly during the 2017 spring and fall semesters. The commission's immediate goals were:

1. To ignite progress around the issues of diversity and inclusion and to grapple with issues, and then propose and move IUP forward with recommendations in six identified areas
2. To acknowledge the contemporary accomplishments at IUP that advance diversity and inclusion (a list of these areas of progress, informed in part by the Director of Social Equity, LGBTQIA Support, and sister presidential commissions, is provided as an addendum to this document)

As the President's Commission on Diversity and Inclusion worked towards achieving these goals, it hosted representatives from IUP's Office of Social Equity, the LGBTQ Commission, the IUP Commission on the Status of Women at IUP, and IUP's Women's and Gender Studies program. Commission and subcommittee members also attended student forums and programs triggered by a racist incident during the fall 2017 semester to hear directly about the needs and concerns of our current students, particularly student members of under-represented populations.

In December 2017, a draft version of this report was published. Between December 2017 and March 2018, the commission invited comments from the IUP community regarding this draft Diversity Action Plan. Each subcommittee reviewed feedback on its recommendations and incorporated that feedback into this document.

The development of these recommendations was undertaken with great care and consideration for the current national climate around issues of diversity and inclusion and for recent incidents at IUP that have challenged our community's desire to foster a nurturing, welcoming environment. In addition, the commission was mindful of the increasingly diverse populations that constitute our student body, now and in the future.

Having completed this Diversity Action Plan, the President's Commission on Diversity and Inclusion will promote and monitor continued progress and cultural change in diversity and inclusion at IUP. This Diversity Action Plan is intended to be fluid and will evolve as new initiatives are identified.

RECOMMENDATIONS BY CATEGORY

EDUCATION AND TRAINING

- 1d. Develop and publish a statement whereby IUP constituents commit to adopting “The IUP Pledge” (similar to the “Pitt Promise”) and incorporate it into student and employee orientations/on-boarding as well as connect it to student conduct codes and expectations of employees.
- 3a. Commit funding to be used for diversity and inclusion training for the entire university. Develop a collaborative leadership group responsible for allocating these funds.
- 3b. Utilize funds to institute training for students violating the civil rights of diverse groups or violating the Code of Conduct; incorporate this consequence into the IUP Pledge statement.
- 4a. Include more interactive and intentional diversity education in orientation and first-year experience.
- 4b. Enhance and incentivize diversity components available in the Liberal Studies curriculum.
- 4f. Provide professional development for advisors and mentors around diversity and inclusion, identifying key issues for retention.
- 5c. Include diversity engagement as part of the employee evaluation process. Provide all employees, regardless of bargaining unit,

time to participate in diversity and inclusion events. Create internal rewards for participation.

- 6a. Offer all new employees tools to understand and support diversity and inclusion initiatives (for example, make available cross-cultural training opportunities and offer new employee workshops on diversity and inclusion issues as part of the on-boarding experience).

INFRASTRUCTURE/SYSTEMS/RESOURCES

- 1e. Develop a system that allows students to easily acquire academic, personal, and financial aid and career placement.
- 2c. Designate a variety of open areas around campus to post diversity and inclusion-related posters/ads.
- 3c. Examine existing spaces that support diversity and inclusion, including the fit with short-term and long-term plans and the need for expansion. Identify and communicate locations throughout campus for diverse groups in addition to MCSLE.
- 3d. Create a new office with the explicit goal of institutionalizing, leading, and coordinating all diversity and inclusion-related policy development, implementation, training, and intervention.

- 5a. Create a permanent committee that focuses on the recruitment and retention of diverse faculty and staff; identify ways by which campus units are empowered to increase diversity of faculty and staff hires. Schedule regular meetings with the president and assistant to the president for social equity. Encourage greater diversity on IUP governing boards such as the Council of Trustees and the Foundation for IUP Board.
- 5b. Design, implement and institutionalize a structure for leading and coordinating all diversity-and-inclusion-related entities at IUP.
- 6b. Develop a policy that emphasizes, supports and rewards ongoing professional development related to diversity and inclusion for all employees.

PROGRAMMING

- 1h. University programs and events should be scheduled in a way that recognizes and honors the needs of multicultural histories, norms, and celebrations.
- 4d. Create venues for regular dialogues about equity and inclusion for student voices to be heard.
- 5g. Create a committee to welcome new employees and their families by hosting semi-annual welcome receptions, introducing new members to colleagues and providing a welcome guide/packet of materials. Monitor employee experiences in the local community and provide support.

- 6d. Implement a sustainable, university-wide program that emphasizes diversity and inclusion across disciplines and throughout the greater community (similar to: Six O’Clock Series; examples are Courageous Conversations, Intergroup Dialogues).

SUPPORT

- 1b. Develop an easy online reporting form and designate a person/office to respond to reports of diversity/inclusion issues and widely publicize this resource to the university community.
- 1c. Develop a network of individuals for reporting concerns related to diversity and inclusion. Direct each college and division to designate an employee trained to serve in this capacity and share this information with the person/office from 1b.
- 1f. Create and train a university-wide team to develop and implement a protocol for timely responses to discriminatory incidents that occur. The president or his designee should be prepared to issue a statement immediately following an adverse event.
- 4c. Hire an independent ombuds to handle mediation and dispute resolution, including addressing instances of harassment and intimidation.
- 4e. Develop/enhance early academic warning reporting system to identify struggling students.

COMMUNICATIONS

- 1a. Provide a link on IUP's home page that makes diversity and inclusion information and resources easily accessible (see WVU's, VCU's, and Pitt's as examples).
- 1g. Review language in all university publications, websites, social media and change as needed to eliminate biases (example: replace freshman with first-year student).
- 2a. Showcase the many diverse groups at IUP through a variety of media.
- 2b. Publicize the fact that recognized student organizations are open to all students.
- 5e. Publicly recognize employees who demonstrate significant diversity and inclusion engagement at IUP.
- 6c. Create and publicize an inventory of currently available diversity and inclusion development resources.
- 4j. Examine the engagement of under-represented groups with university services and high-impact practices, including but not limited to: Career and Professional Development Center, Office of International Education, internship, and research experiences.
- 5d. Norm student evaluations of faculty to reflect the impact that race, gender, etc., may have on faculty seeking tenure and/or promotion. Recognize the increased mentoring load borne by faculty and staff who work with minority students from outside their department. Ensure that all faculty and staff members have equal access to professional development opportunities of all kinds (not only those related to diversity and inclusion).
- 5f. Include questions related to diversity and inclusion as part of employee exit interviews

RECRUITMENT, RETENTION, AND PERSISTENCE

- 4g. Examine D/F/W rates for courses by indicators-gender, minority status, etc., and work to improve completion rates.
- 4h. Collect and examine total university withdrawal data to identify reasons for leaving.
- 4i. Examine potential factors affecting retention, including: per-credit tuition model; admission of First-Year Experience group to Indiana campus; SAT-optional admission policy.

RECOMMENDATIONS BY SUBCOMMITTEE FOCUS AREA

FOCUS AREA 1: NURTURE AN ACCEPTING CLIMATE

Mission: To define intolerance and exclusion, investigate existing policies and reporting procedures for acts of intolerance and exclusion, and recommend best practices. To recommend a comprehensive education and outreach program to address these acts.

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Focus on access, support, and opportunity for students from traditionally underrepresented and underserved student populations	1a. Provide a link on IUP's home page that makes diversity and inclusion information and resources easily accessible (see WVU's, VCU's, and Pitt's as examples).	A 20% increase in the use of this resource by the end of the academic year	2.1.6 2.2	2, 3, 4, 5
Improve access to mediation for all constituents	1b. Develop an easy online reporting form and designate a person/office to respond to reports of diversity/inclusion issues and widely publicize this resource to the university community.	Increased awareness or understanding of this facility, documented through focus-group interviews	2.2	3, 4, 5
Improve institutional response to incidents of intolerance	1c. Develop a network of individuals for reporting concerns related to diversity and inclusion. Direct each college and division to designate an employee trained to serve in this capacity and share this information with the person/office from 1b.	An increased count of said personnel	2.1.6 2.2	4, 5, 6

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Affirm institutional commitment to diversity and inclusion at IUP	1d. Develop and publish a statement whereby IUP constituents commit to adopting “The IUP Pledge” (similar to the “Pitt Promise”) and incorporate it into student and employee orientations/on-boarding as well as connect it to student conduct codes and expectations of employees.	Review of IUP’s Diversity and Inclusion web pages	2.1 2.2.2 2.3 4.2 4.7	4, 5
Improve university support and inclusion for all students, especially those from traditionally underrepresented and underserved student populations	1e. Develop a system that allows students to easily acquire academic, personal, and financial aid and career placement.	An increased awareness of this initiative, documented through focus-group interviews	2.2 2.3 4.2	4, 5, 6
Improve institutional response to incidents of intolerance	1f. Create and train a university-wide team to develop and implement a protocol for timely responses to discriminatory incidents that occur. The president or his designee should be prepared to issue a statement immediately following an adverse event.	An increased awareness of this initiative, documented through focus-group interviews	2.1 2.2 2.2.2 2.3 4.2 4.7	4, 5
Demonstrate openness to the IUP community	1g. Review language in all university publications, websites, social media and change as needed to eliminate biases (example: replace <i>freshman</i> with <i>first-year student</i>).	An increased awareness of this initiative, documented through focus-group interviews	2.2 2.3 4.2	4, 5

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Improve student participation in programs and events due to decreased conflicts between cultural celebrations and scheduled activities	1h. University programs and events should be scheduled in a way that recognizes and honors the needs of multicultural histories, norms, and celebrations.	Data reports	2.1 2.2 2.2.2	2, 3, 4, 5

FOCUS AREA 2: PROMOTE INTERGROUP COMMUNICATION AND COORDINATION

Mission: To encourage students, faculty and staff to engage with those from diverse backgrounds through both formal and informal interactions.

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Increase the visibility of diversity-and-inclusion-related activities and subgroups on IUP's campus	2a. Showcase the many diverse groups at IUP through a variety of media.	Outcomes data from Educational Benchmarking, Inc.	2.1 2.1.2 2.1.6	1, 3, 4
Increase student participation in events arranged by recognized student organizations	2b. Publicize the fact that recognized student organizations are open to all students.	An increased awareness or understanding of this initiative, documented through focus-group interviews	2.1 2.3.4 2.3.5 4.2.1 4.2.4	1, 4
Increase student awareness of and involvement in diversity-and-inclusion-related events	2c. Designate a variety of open areas around campus to post diversity and inclusion-related posters/ads.	Data reports	2.2.2 2.3 4.2.1 4.2.4 4.3	1, 4

FOCUS AREA 3: EXAMINE FINANCIAL RESOURCES COMMITTED TO DIVERSITY AND INCLUSION

Mission: To examine the existing state of financial, spatial, and human resources committed to diversity and inclusion. To recommend best practices in these areas.

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Increase the cross-cultural competency of IUP faculty, staff, administration and students, as well as knowledge and awareness of diversity and inclusion principles and tactics	3a. Commit funding to be used for diversity and inclusion training for the entire university. Develop a collaborative leadership group responsible for allocating these funds.	Reviews of budget line items for campus-wide diversity and inclusion initiatives	2.2.2 2.3.4 4.2.1	1, 4, 5, 6
Improve institutional response to incidents of intolerance	3b. Utilize funds to institute training for students violating the civil rights of diverse groups or violating the Code of Conduct; incorporate this consequence into the IUP Pledge statement.	Diversity and inclusion training data; feedback from trainers and participants	2.2 2.3.4 4.2.1	1, 4, 5, 6
Provide accommodations for and improve the visibility of groups that work to enhance diversity and inclusion on campus	3c. Examine existing spaces that support diversity and inclusion, including the fit with short-term and long-term plans and the need for expansion. Identify and communicate locations throughout campus for diverse groups in addition to MCSLE.	Space allocation and utilization data; Reviews of Crimson Connect, Hawk Talk, and university signage.	2.2.2	1, 4, 5
Restructure and reorganize the resources devoted to diversity and inclusion into one centralized office	3d. Create a new office with the explicit goal of institutionalizing, leading, and coordinating all diversity and inclusion-related policy development, implementation, training, and intervention.	Include the new office in the IUP organizational chart.	2.2.3	1, 2, 4, 5, 6

FOCUS AREA 4: EXAMINE RETENTION, RECRUITMENT, AND SUPPORT SERVICES FOR STUDENTS

Mission: To investigate the factors that affect recruitment and retention of a diverse student population. To survey existing efforts and resources at IUP that contribute to a diverse student body, and to investigate best practices in this area. To identify gaps in our current practices and to make recommendations for action.

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Improve student appreciation for diversity. Reduce incidents of intolerance	4a. Include more interactive and intentional diversity education in orientation and first-year experience.	Assess through Hawks 101 onboarding	2.3.4 4.2.1	1, 2
Improve student appreciation for diversity. Reduce incidents of intolerance	4b. Enhance and incentivize diversity components available in the Liberal Studies curriculum.	Assess through NSSE and a campus climate study	4.2.1	1, 2
Offer clearer reporting structure for incidents of intolerance	4c. Hire an independent ombuds to handle mediation and dispute resolution, including addressing instances of harassment and intimidation.	Increased awareness-as assessed by survey; data from new office (if created)	2.2	1, 3
Improve student satisfaction in response to incidents of intolerance	4d. Create venues for regular dialogues about equity and inclusion for student voices to be heard.	Climate survey	4.2	1
Improve first-year student retention rates	4e. Develop/enhance early academic warning reporting system to identify struggling students.	Retention data; advising survey	2.1 2.2	
Improve retention and persistence rates of all students	4f. Provide professional development for advisors and mentors around diversity and inclusion, identifying key issues for retention.	Retention data, advising survey	2.1.5 2.2.2	6

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Improve persistence rates of all students	4g. Examine D/F/W rates for courses by indicators-gender, minority status, etc., and work to improve completion rates.	Retention data, graduation rate data	2.1.2 2.1.4.2.2	
Improve persistence rates of all students	4h. Collect and examine total university withdrawal data to identify reasons for leaving.	Withdrawal reports	2.2	
Determine impact of recent tuition and admission policy changes	4i. Examine potential factors affecting retention, including: per-credit tuition model; admission of First-Year Experience group to Indiana campus; SAT-optional admission policy.	Retention data, financial hold data; GPA and progress-to-degree data	2.1 2.2.3.3	3
Increase participation in high-impact practices	4j. Examine the engagement of under-represented groups with university services and high-impact practices, including but not limited to: Career and Professional Development Center, Office of International Education, internship, and research experiences.	Department/Office reports	2.1.3	3

FOCUS AREA 5: EXAMINE RETENTION, RECRUITMENT, AND SUPPORT SERVICES FOR FACULTY/STAFF

Mission: To identify current recruitment, retention and support services in place for diverse IUP faculty and staff. To identify challenges associated with recruiting, retaining and supporting diverse faculty and staff. To develop recommendations for improving recruitment, retention and support.

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Increase the diversity of faculty and staff hires	5a. Create a permanent committee that focuses on the recruitment and retention of diverse faculty and staff; identify ways by which campus units are empowered to increase diversity of faculty and staff hires. Schedule regular meetings with the president and assistant to the president for social equity. Encourage greater diversity on IUP governing boards such as the Council of Trustees and the Foundation for IUP Board.	Employee census data	2.2 2.2.2 2.2.3	
Improve the coordination, efficiency and effectiveness in Diversity and Inclusion initiatives	5b. Design, implement and institutionalize a structure for leading and coordinating all diversity-and-inclusion-related entities at IUP.	Focus-group interviews	2.1 2.2 2.3 2.3.4 4.2 4.3 4.7	

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Intensify diversity engagement among faculty and staff	5c. Include diversity engagement as part of the employee evaluation process. Provide all employees, regardless of bargaining unit, time to participate in diversity and inclusion events. Create internal rewards for participation.	Focus-group interviews	2.1 2.2 2.3 2.3.4 4.2 4.3 4.7	
Promote equity in faculty evaluation, promotion and tenure processes	5d. Norm student evaluations of faculty to reflect the impact that race, gender, etc., may have on faculty seeking tenure and/or promotion. Recognize the increased mentoring load borne by faculty and staff who work with minority students from outside their department. Ensure that all faculty and staff members have equal access to professional development opportunities of all kinds (not only those related to diversity and inclusion).	Focus-group interviews	1.5.2 1.5.7 2.1 2.2 4.3	
Foster greater faculty and staff involvement in Diversity and Inclusion initiatives	5e. Publicly recognize employees who demonstrate significant diversity and inclusion engagement at IUP.	Increase the number of employees thus recognized by the end of academic year	2.1 2.2 2.2.3 2.3 2.3.4 3.5 4.2	

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Improve the university climate related to Diversity and Inclusion for employees	5f. Include questions related to diversity and inclusion as part of employee exit interviews	Diversity and inclusion data will be obtained from exiting employees	2.2 4.2.4 4.3 4.7	6
Strengthen new employee connection with the IUP community	5g. Create a committee to welcome new employees and their families by hosting semi-annual welcome receptions, introducing new members to colleagues and providing a welcome guide/packet of materials. Monitor employee experiences in the local community and provide support.	Focus-group interviews	1.3.3 2.1 2.2 2.2.3 4.2 4.2.4 4.7	

FOCUS AREA 6: ENHANCE/SUPPORT PROFESSIONAL DEVELOPMENT AND DIVERSITY AWARENESS FOR FACULTY/STAFF

Mission: To identify and evaluate existing campus sponsored professional development for faculty, staff and students. To identify ways to improve professional development opportunities available for faculty, staff and students. To identify best practices and make recommendations to enhance inclusion through greater understanding and knowledge of our diverse populations.

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Strengthen employee commitment to IUP's diversity and inclusion initiatives	6a. Offer all new employees tools to understand and support diversity and inclusion initiatives (for example, make available cross-cultural training opportunities and offer new employee workshops on diversity and inclusion issues as part of the on-boarding experience).	A recorded number of sessions organized within new employees' first 30 days at IUP	2.2.3 3.5.2 4.2 4.2.1 4.2.4 4.7	1, 3, 4, 5
Foster employee commitment to IUP's initiatives on diversity and inclusion	6b. Develop a policy that emphasizes, supports and rewards ongoing professional development related to diversity and inclusion for all employees.	IUP's Diversity and Inclusion web page contents; focus-group interviews	1.5.2 1.5.7 2.1 2.2 2.2.3 4.2 4.2.4 4.7	1, 3, 4, 5

Goal	Recommended Actions to Achieve Goal	Assessment Mechanism and Target Goal	Links with IUP Strategic Plan	Links with Other Focus Areas
Improve employee access to and use of diversity and inclusion resources	6c. Create and publicize an inventory of currently available diversity and inclusion development resources.	An increased number of IUP employees who use this resource	2.1 2.2 2.2.2 2.2.3 2.3 3.5 4.2.4 4.7	1, 3, 4, 5
Improve campus communication around diversity and inclusion issues	6d. Implement a sustainable, university-wide program that emphasizes diversity and inclusion across disciplines and throughout the greater community (similar to: Six O’Clock Series; examples are Courageous Conversations, Intergroup Dialogues).	An increased awareness, by the end of the academic year, documented through a focus-group interview	2.3.4 2.3.5 3.5 4.2 4.2.4 4.7	1, 3, 4, 5

ADDENDUM: LIST OF ACTIVITIES THAT ADVANCE DIVERSITY AND INCLUSION AT IUP

OFFICE OF SOCIAL EQUITY, SPRING 2017

Pilot Projects

- College of Education and Communications: Multicultural Organization Developmental Checklist and College Diversity Action Plan (Grieger Instrument)
- College of Natural Sciences and Mathematics: Diversity Search Advocate Trainings (Oregon State University and University of Wisconsin Women in Science and Engineering Leadership Institute)
- College of Humanities and Social Sciences: Diversity Class with Social Justice Living Learning Community (Social Equity Diversity Peer Educator Books loaned to the faculty)
- College of Health and Human Services: Diversity Training Analysis (Examination of ten different cross-cultural training models)
- Department Chair as Transformative Diversity Change Agent

Working Groups

- Transgender working group: Student services based ad hoc committee that is analyzing support for this student population. (Preferred First Name Policy)
- Latino/a/x Services working group: Faculty/Staff committee examining support services for this student population.
- The Amish Project: Examination of feasibility of academic outreach to this community
- College Diversity Discussion Days: Project to regularize diversity discussions in the colleges.

Campus Climate

- Library Display from the Archives: Historical Diversity at IUP

UNIVERSITY AND LGBTQIA SUPPORT

Longstanding Traditions

- SafeZone Training (25+ years)
- Pride Alliance (student organization for LGBTQIA and allies)
- University Commission on Gay, Lesbian, Bisexual, and Transgender Issues
- Annual Glitz and Glamour Drag Show
- LGBT Film Festival (14 years)
- Six O’Clock Series with a LGBTQIA focus each October
- SafeZone, ICC, and PRIDE participation in IUP Homecoming parades
- Annual Vigils for Bullying and Harassment victims
- Participation in the LGBT Consortium of PASSHE institutions
- Annual LGBTQIA Visibility Week programming
- Support for National Coming Out Week
- Lavender Graduation

Advancements 2009–17

- Gender and Sexuality Conference at IUP (2009–12)
- Transition from “Homecoming King and Queen” to gender-neutral “Crimson Court” (2010)
- Allocation of 25 percent of a current staff position to LGBTQIA support (2012–present)
- Gender neutral housing policy enacted (2012)
- Private, all-gender restrooms designated throughout campus
- LGBTQIA Resource Room created in Delaney Hall (2014)
- Preferred name policy passed by University Senate (2017)

UNIVERSITY AND INTERNATIONAL EDUCATION/SUPPORT

- International Education Week (October)
 - International Lunch Hour
 - International Ovations! Performance
 - Greek Abroad Night
 - Education Abroad Fair
 - International Tea Time
 - International Fashion Show
 - US Citizenship Naturalization Ceremony
- Unity Day
- Muslim Student Association/Saudi Student Association “United Against Islamophobia” prayer and coffee hour events
- Spring Festival/Lunar New Year events (sponsored by student organizations)

ADDITIONAL DIVERSITY-AND-INCLUSION-RELATED ADVANCEMENTS, 2015–17

- Campus Climate Study and presentations of results (2015–16)
- LGBTQIA Ally Trainings (beginning in 2015)
- Formation of the Racial Justice Coalition for Change (RJCC) by faculty and staff (Spring 2016)
- IUP Diversity Symposium (April 2016)
- IUP-hosted Pennsylvania State System Conference, “Inclusive Excellence Summit” (Nov. 2016)
- Creation of the President’s Commission on Diversity and Inclusion (Fall 2016)
- Creation of the Center for Multicultural Student Leadership and Engagement (MCSLE) (Fall 2016)
- Elkin First Floor renovation project to house MCSLE (opened January 2018)

- Formation of the Ad Hoc Policy Review Committee – inclusion/free speech (2016)
- “We are proud to present...” play and author visit at IUP (Fall 2016)
- Diversity Training Analysis Project, Social Equity (begun Dec. 2016)
- Annual Take Back the Night March
- A “Beyond Binaries: Identity and Sexuality” Presentation (March 2017)
- A Series of 2017 Women’s History Month Events (March 2017)
- A Series of International Unity Day Events
- The Stackpole-Hall Foundation Diversity Grant received by The Frederick Douglas Institute for Intercultural Research (2017)
- A Women’s Consortium Conference hosted by the IUP Commission on Status of Women (Sept. 2017)
- Open Forum in response to racist snapchat (Coordinated by Black student leaders, Sept. 6, 2017)
- “A Collective Letter to Our Students” from Your IUP Faculty (Sept. 2017)
- IUP Anthropology Department Statement on Race and Diversity (Oct. 2017)
- “Racism in the United States: The Aftermath of Charlottesville, A Cross-Curricular Discussion” (Coordinated by the Office of Social Equity, Nov. 7, 2017)
- Social Justice and Inclusivity Teaching Circles (Center for Teaching Excellence)

This list is far from exhaustive and represents information that has been shared with the President’s Commission on Diversity and Inclusion during the 2017 spring and fall semesters. One of the challenges facing IUP is the decentralization of information regarding diversity-and-inclusion-related events, programs, and activities at the university.