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

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**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 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!

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.

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.

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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.

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).

Social Equity and Title IX Digest