



Institutional Equity and Diversity Committee Summary Report 2014/15

Mission

The IEDC recommends and evaluates strategies and policies related to enhancing diversity and improving the campus climate at Penn State Behrend. It also provides advice and counsel on the college's Strategic Plan for Diversity as it relates to the seven-point University-wide framework for diversity which includes:

- developing a shared and inclusive understanding of diversity
- creating a welcoming campus climate
- recruiting and retaining a diverse workforce
- developing a curriculum that fosters intercultural and international competencies
- diversifying leadership and management
- coordinating organizational change to support diversity goals

This committee helps to strengthen the college's efforts to create a campus climate that promotes understanding, respect, and support for a diverse campus community through collaboration with the Office of Educational Equity and Diversity Programs, the Commission for Women Liaison Committee, the Multi-Cultural Council, and the Student Government Association Diversity Committee.

Committee Membership 2014/15

Academic Schools

HSS

- Angela Rood
- Carol Wilson

Science

- Grace Galinato
- Amos Ong

Engineering

- Ben Shadravan (never attended)
- Vacant

Business

- Randy Brown
- Val Vlad

Staff

- Faith Graham
- Margie Taylor
- Lindsey Hopkins Hall
- Lauri Enterline

Students

- Lola Soniregun – Multi-Cultural Council Representative
- Dimitri Fleuriot – SGA Diversity Committee Representative

Ex-Officio

- Dawn Blasko – Glenhill
- Sarah Whitney – Glenhill/Liaison Commission for Women
- Andy Herrera – Office of Educational Equity and Diversity Programs

The committee restructured various subcommittees it had from the previous year. These are the current subcommittees and projects/progress.

Climate Subcommittee

Worked with Glenhill Administration and the Office of Educational Equity Programs in organizing presentations by speakers in an array of diverse topics. Some of these included:

- *Penn State, Title IX and You*
- *Gender Identity: What's It All About?*
- *Gendered Spaces, Untied Laces: Transgender Children in Early Childhood Education*
- *Civility online discussion*

Some of the workshops were provided in collaboration with the University's Liaison Commission for Women, the Women's Studies Minor, and the School of Humanities & Social Sciences.

Diversity Subcommittee

Started the development of a number of posters to promote community and respect on campus (sample below). The posters feature a diverse number of students with the words "I AM Behrend" on them. These are currently in production and will be on



display throughout campus starting fall of 2015. It is possible that posters will feature faculty and staff many be developed in the future.

Mentoring Subcommittee

The issue of uniformity in faculty mentoring across the academic Schools at Behrend was brought to the committee. The subcommittee examined the prospects of establishing a coherent faculty mentorship process. The subcommittee recognized that the Schools differ in structure and even perhaps in “departmental culture.” Thus, it would be challenging to set up one particular process for all of the Schools. They concluded in proposing a one form procedure for the Schools and participants to complete in order to monitor and help manage the mentorship. The form includes a number of questions related to standard mentoring practices, but also provides various options for participants (School/Administrator/Mentor/Mentee) to fill in at their discretion. This allows for flexibility, yet consistency among the Schools. Form sample below:



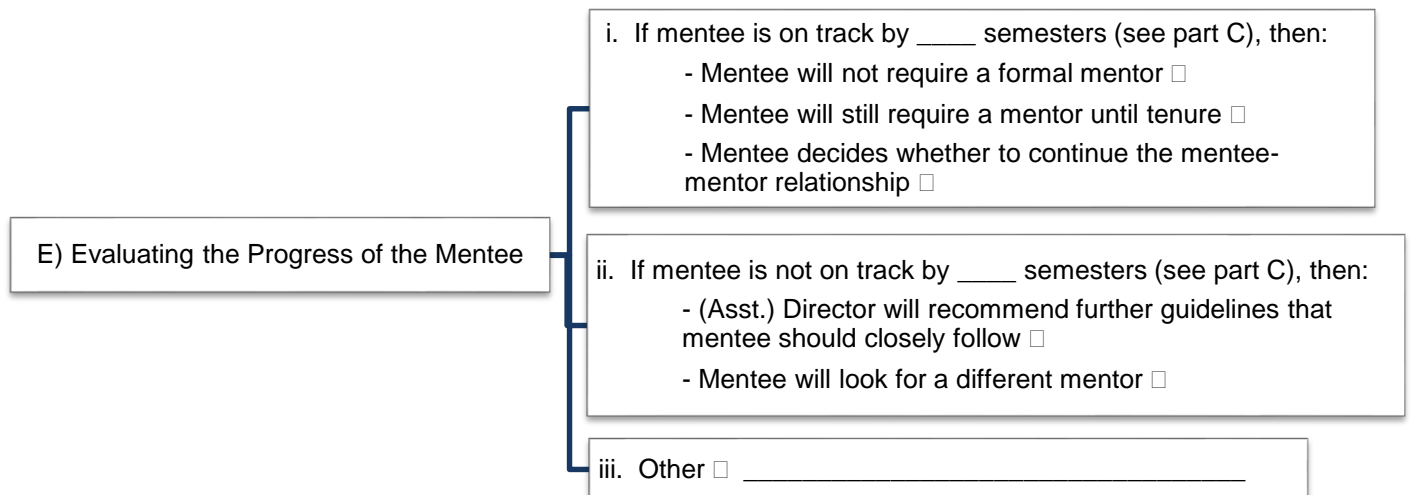
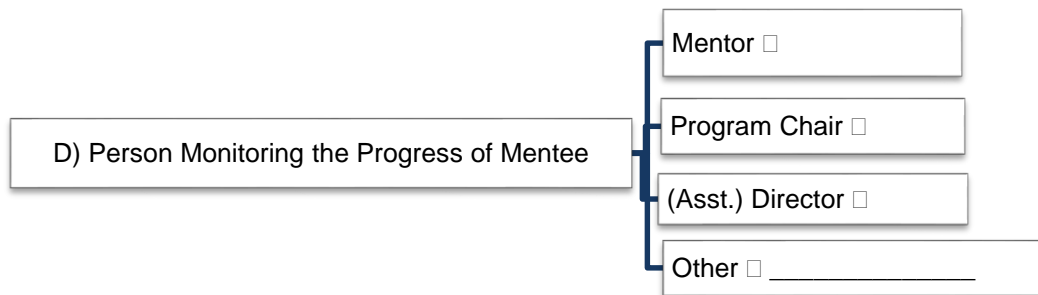
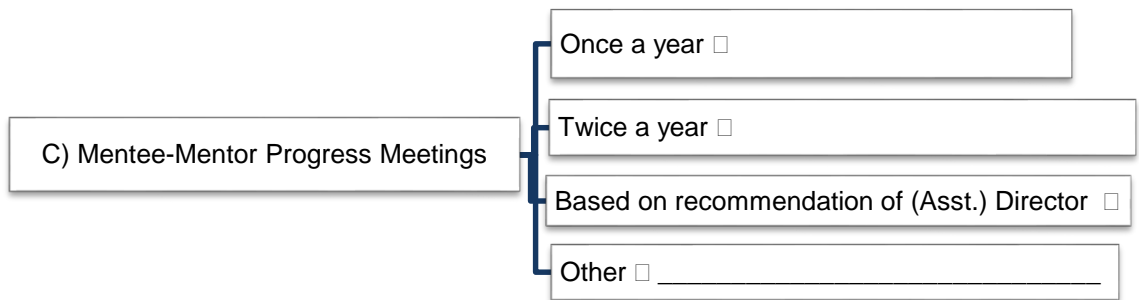
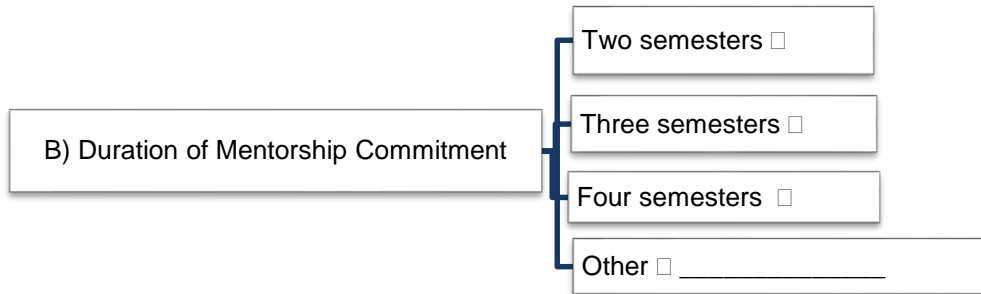
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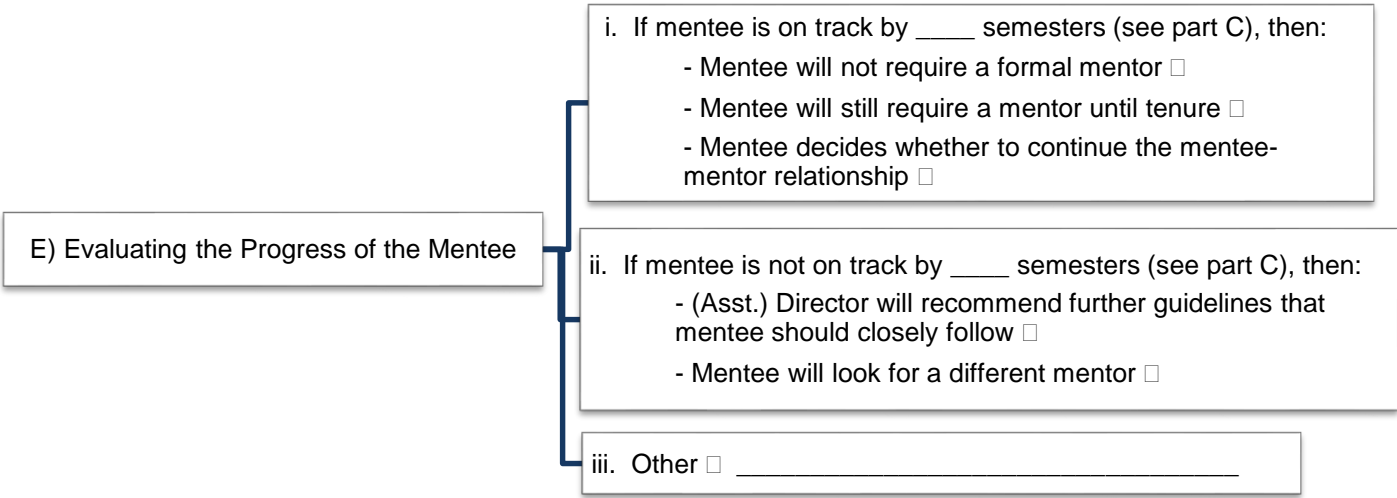
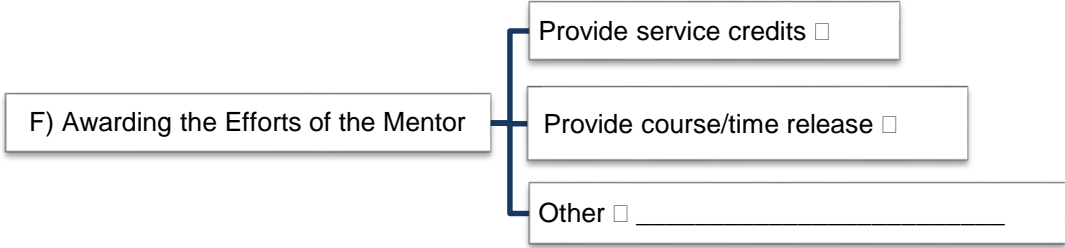
Date:

Department and School:

For each category, choose from the following options:

A) Assignment of Mentor	At the request of the mentee <input type="checkbox"/>
	Based on recommendation by Program Chair <input type="checkbox"/>
	Based on recommendation by (Asst.) Director <input type="checkbox"/>
	As offered by senior faculty/staff member <input type="checkbox"/>
	Other <input type="checkbox"/> _____





To be submitted to: _____

Submitted by: _____

Student Life Subcommittee

Unity Week

Organized by the primarily by the Multi-Cultural Council in collaboration with the Student Government Association, the Lion Entertainment Board and other groups, the program featured a number of activities during the last week of classes with aims at promoting community, respect, cultural awareness, and unity on campus.

T-shirts were also distributed to students highlighting Penn State’s first principal, “I will respect the dignity of each individual within the Penn State Community.”

Other Items

IEDC Website

In order to be more transparent, a website was created for the IEDC to post information and reports about its progress. The page can be found on a link off of this website: www.behrend.psu.edu/diversity

Committee Leadership and Participation

Faculty participation became an elected process--as opposed to appointed as it has been in the past. Current faculty members will complete their two-year terms and new members will be elected in the future.

Staff will be invited to participate as current members complete their membership.

Students will be appointed by their individual student organizations (SGA and MCC).

There was discussion about the chairmanship of the committee. Exofficio member, Andy Herrera, has served as chairperson for the last three years. He would like to provide the opportunity for others to serve in this role. A co-chairmanship was suggested, but no resolution was reached this year. Andy will continue on this role into the new academic year (2015/16).