

# DEIB DEBRIEF

## Welcome Back, September, 2023

### Welcome from Dr. Jones

Slippery Rock University Community,

I'm excited to welcome you all back to campus and I am thrilled to share our upcoming initiatives through the Diversity, Equity, Inclusion, and Belonging (DEIB) Debrief.

This debrief will keep you updated on developments, events, and achievements from the Office for DEIB. Expect strategic planning updates, insightful articles, workshop updates, engaging discussion topics, spotlights on diversity celebrations, cultural awareness efforts, and creating a sense of belonging in our campus community.

Your involvement is vital. Read, share, and provide feedback – let's build an environment embracing every unique perspective.

Thank you for your support as we cultivate a diverse campus culture, and we wish you a fantastic start to the academic year!



### Mission, Vision, Strategic Goals

**DEIB Mission:** Our mission is to create an inclusive university environment that promotes a sense of belonging while celebrating diverse identities through engagement, training, and policy assessment.

**DEIB Vision:** We envision a future where all individuals feel a sense of belonging, value, respect, and empowerment.

**DEIB Strategic Goals :**

- Our goal is to enhance the recruitment and retention of both faculty and staff who belong to historically marginalized and underrepresented demographic groups, with a focus on equity and inclusion.
- Our goal is to enhance the recruitment and retention of students who belong to historically marginalized and underrepresented demographic groups, with a focus on equity and inclusion.
- Our goal is to promote a diverse and inclusive environment by recommending, revising, creating, and implementing equitable policies and procedures through shared governance.
- Our goal is to create an organizational structure that cultivates empathy, fosters a sense of belonging, and promotes understanding among all members of the campus and community.
- Our goal is to enhance cultural competence and promote diversity through training for all members of the campus community.

### Welcome to President Riley!

The Office for Diversity, Equity, Inclusion and Belonging extends a warm welcome to SRU's 18th president Dr. Karen Riley. The DEIB team thanks you for attending our week of welcome event and looks forward to what we can accomplish under your leadership. To catch up with our new president, check out the office of the president webpage.



### Consultations and Policy Reviews

DEIB partnered with the Bonner Leader Program to review their policies and procedures as well as infuse DEIB concepts into the student's core curriculum. This partnership included a 3 part training series, and serving on the DEIB Scorecard working group!

"The Bonner Leader Program values the ongoing partnership with and support from the DEIB team. The staff has been instrumental in educating Bonners on DEIB topics and issues, helping them to address unconscious biases and grow in both their professional and personal lives"

-Tori Kapopoulos  
Assistant Director, Bonner Leader Program

### Training and Development

DEIB will be hosting a 5 part training and development series for faculty and staff. Details and descriptions can be found in the SRU Human Resources Professional Development Fall 2023 Virtual Catalog.

Session titles are as follows:

- Understanding Bias
- Microaggression
- Privilege
- Belonging as a Mindset
- Diversity in Real Time



### Search Advocate Program

The search advocate program had a soft rollout in Spring 2023. During that time, the search advocate administrators served as advocates on two searches as identified by Cabinet. There were also three training sessions for campus members interested in becoming advocates.

The pilot program is continuing into its second semester with search advocates serving on 3 cabinet level searches this fall. The Search advocate administrators will also be partnering with Oregon State University to host additional training sessions that focus on a comprehensive overview of search advocacy policies and procedures. Trainings are open to the campus community but space is limited, contact Keshia Booker for more information. The session dates are as follows : September 29, October 6; 20; 27.

## THE POWER OF STORIES

You are destined to become everything they said you can't.

September 11, 2023 5 PM TO 6 PM  
Presenting on Zoom

Register on CORE



Jordan Pierre  
Syracuse University Alum & Motivational Speaker

### The Power of Stories

DEIB has launched its power of Stories Series, through the transformative power of storytelling, our office hopes to bring diverse perspectives, truth, perseverance, and resiliency to Slippery Rock's campus. Sessions will take place via zoom periodically throughout the semester and be recorded for further access, read about our first session below!

### Your Are Destined to Become Everything They Said You Cant.

Our first installment of The Power of Stories series will be conducted by Jordan Pierre, Syracuse University Alum & Motivational Speaker. Jordan will share conversation centered around reaching "unattainable dreams" and navigating life without forsaking pride, passion, and purpose. As he says, "Your zip code is not a determining factor of your destiny."

### Diversifying Experiences

Over the last academic year DEIB was able to provide additional funding to student organizations and departments for the purpose of campus wide diversity programming. We were able to enhance initiatives around Heritage Months, NPHC Fraternity and Sorority Life, and cultural immersion trips. We also provided funds for conference attendance by both students and staff. For funding and sponsorship requests, please visit our webpage.



Scan for DEIB Website



### President's Commissions

DEIB has focused on updating policy and procedure pertaining to the commissions as well as creating a more unified presence across campus. We have created, new logos, Leadership Team Meetings, a universal commission constitution, and each commission is in the process of updating individual bylaws. Please visit the webpage for continued updates.

# SlipperyRock University

Diversity, Equity, Inclusion and Belonging