

DEIB DEBRIEF

Spring, Feb 2024

A Note from Dr. Jones

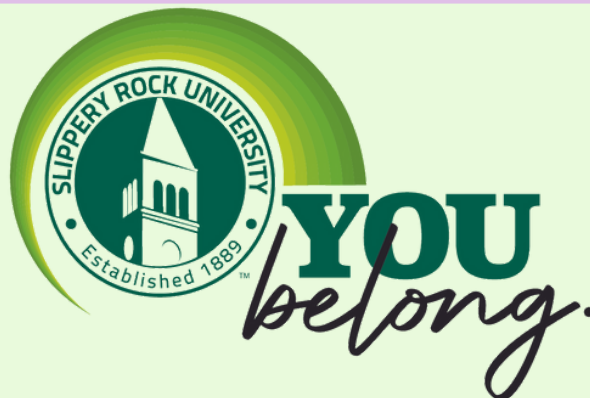
In our continuous pursuit of Diversity, Equity, Inclusion and Belonging (DEIB) initiatives, we are thrilled to provide you with updates on our impactful projects and endeavors.

We are also excited to formally introduce the newest addition to our DEIB space, the Frederick Douglass Institute (FDI). The FDI is focused on expanding its reach and impact within our university community, aiming to provide enhanced resources and support for DEIB initiatives on campus and within the PASSHE system.

Additionally, our consultation services continue to serve as a vital connection point across campus, as departments and organizations seek collaboration on DEIB-related matters. Through these consultations, we empower individuals and groups to effect meaningful change and create more inclusive environments. We also, remain dedicated to delivering campus-wide diversity trainings, equipping individuals with the tools and knowledge to promote DEIB within their respective spheres of influence. Aligned with our DEIB strategic goals, we are steadfast in our efforts to recruit and retain underrepresented minority (URM) faculty and staff. Collaborating with APSCUF and the Social Justice Committee of APSCUF along with Human Resources, we are enhancing our approach to position searches and hires.

Looking ahead, we are excited to announce that our DEIB Strategic Plan is nearing completion and is on track to be publicly shared before the end of this semester. This comprehensive roadmap will steer our future efforts in advancing DEIB initiatives across the university.

As we press forward, let us continue to work collaboratively toward our shared vision of a more diverse, equitable and inclusive campus community where a sense of belonging is engrained in our culture.



Community Highlights

The Institute for Nonprofit Leadership



QR code :
The Institute for
Nonprofit
Leadership's
website

Through skills and efforts of SRU faculty and students, the Institute for Nonprofit Leadership at SRU enhances the capacity of individuals and organizations in the nonprofit sector through education, research, service and networking activities. A sample of our current initiatives include:

- Facilitating the Black Male/Black Female Leadership Development Institutes (BM/FLDI) in partnership with the Urban League of Greater Pittsburgh, which engages with teens to become changemakers through civic engagement.
- Sponsoring two AmeriCorps VISTA members who lead multiple initiatives surrounding social health and community resources.
- Facilitating a K-12 “homeless youth” tutoring program
- Offering Nonprofit Management and DEIB workshops for regional nonprofit board and staff.
- Organizing a joint celebration of nonprofit professionals and community engaged students and faculty, called Building Bridges: Connecting University and Nonprofit Communities (in partnership with OCEL, Smith Center Ballroom, April 19, 2024).

If you would like to learn more or get involved with the Institute, please contact Melissa Swauger at melissa.swauger@sru.edu.

Image Description : Students from the BM/FLDI visit the Black History Month Mobile Museum during a visit hosted by the Institute for Nonprofit Leadership.



Community Highlights

The Frederick Douglass Institute at SRU

The Slippery Rock University chapter of the Frederick Douglass Institute is an organization that supports underrepresented, minority, and first-generation students and faculty at a predominantly white institution. Our mission is to implement a community of inclusivity and diversity. The current executive board includes Dr. Charles Franklyn (Director), Akita Donald (Scholar), Amaya Faulkner, and Giovanni Clark (Student Ambassadors). Our goal is to encourage inclusive excellence and promote the advancement of knowledge of students and faculty by :

- Engaging with underrepresented minority students, faculty and staff by creating informative, educational, entertaining and inclusive events
- Creating campus presence via social media and word of mouth
- Support and collaborate with other DEIB-focused organizations to promote diversity and academic excellence
- Increase the number of student ambassadors to broaden campus outreach
- Maintain a consistent number of general body members that attend events
- Support faculty, staff and students financially through funding opportunities (i.e., faculty research and student travel awards)



QR code :
The Frederick
Douglass Institute at
SRU's webpage

Image Description : UNO! Students, faculty, and staff gathered to play card games and bond at a FDI and BFSA Black History Month event.



Diversifying Experiences

DEI Designated Student Courses

From DEI Faculty Fellows:

Dr. Emily Keener, Dr. Christine Pease-Hernandez

Since 2021, 85 faculty members have completed the DEI certification program to obtain DEI designation for 116 courses. As of fall 2022, all undergraduate students enrolling at SRU are required to take a three-credit course that meets the Diversity, Equity and Inclusion designation (DEI). Although many courses at SRU are related to DEI, only courses taught by faculty who have earned a DEI certification count toward the requirement.

Considering the DEI course requirement was effective in Fall 2022 for all incoming students, current course offerings are keeping pace with the needs of students. For example, 86.1 % of the starting cohort (Fall 2022) have already completed the requirement.

To continue providing opportunities for students to take DEI-designated courses, the 8-week training will be offered again this summer to faculty interested in earning the DEI designation for their courses.



Image Description:
Student receives feedback during class.

Black History Month 2024



Image Description : BHM Speaker, Sunn m'Cheaux met with students before his keynote speech.

SRU hosted more than 15 events and programs to recognize Black History Month. (BHM) With a 2024 theme of Celebrating African American's in the Arts, some highlights of the month included : Rock Climbing for the BIPOC Community, BAS's Ebony Ball, Visual Art Recitals, Academic Panels, a Mobile History Museum, Black Owned Business Pop-Up Shop, and a speaker event featuring artist, advocate and educator Sunn m'Cheaux.

Diversifying Experiences

Women & Allies of Distinction Award Ceremony

The annual Women and Allies of Distinction Awards Ceremony will take place on Thursday, March 28th, 2024. This event is hosted by the President's Commission on Women and cosponsored by SRU's Gender Studies Program.

Awards are given to women and allies who are SRU students, faculty and staff. We recognize them for their focus on inclusion and respect for all; for serving as role models through their creativity, leadership, compassion and dedication; and for making campus or their communities a better place with their talents, vision and determination.

At this event, the President's Commission on Women will introduce a new scholarship for the student recipient, The Cindy Lacom Impact Award.

All are invited to the event. Tickets for the event are free, but you must register through the SRU ticket office to attend.



Image Description :

Above, the 2023 Women & Allies of Distinction Award Recipients pose with their plaques.



QR Code : Women & Allies of Distinction Awards Ceremony

Diversifying Experiences

A Night Out

A Night Out is Wednesday, April 10th 5pm–7pm in the Smith Student Center Ballroom. This year's theme is United We Stand to highlight and underscore our union against the onslaught of threats the LGBTQIA+ community is currently enduring.

This annual event is designed to recognize and celebrate the accomplishments of our LGBTQIA+ graduates in addition to recognizing members of our community who work towards bettering our campus and surrounding culture. We are thrilled to welcome keynote speaker, Diane Price Herndl! Dr. Price Herndl is a faculty member at University of South Florida, Professor of Women's, Gender, and Sexuality Studies & Professor of English. Link to CV: [Price Herndl | Department of Women's, Gender, and Sexuality Studies | College of Arts & Sciences | University of South Florida \(usf.edu\)](#)

GIESO Night Out Awards nominations due March 8

The SRU President's Commission on Gender Identity & Expression and Sexual Orientation is seeking nominations for its Breaking the Silence Award and Student Leadership Award, both of which recognize people from the campus community who advocate for and contribute to the LGBTQIA+ community at SRU. More information is available on the submission form online. The deadline to nominate is 5 p.m., March 8. The recipients will be recognized at the Night Out celebration, April 10. For more information contact, Julie Naviaux at julie.naviaux@sru.edu.



Image Description :
A Night Out : United We Stand Graphic.



**QR Code : A Night Out :
United We Stand**

Diversifying Experiences

Power of Stories

THE POWER OF STORIES



Aaron Harris
Executive Director
Keeping My Promise
Keeping My Promise Inc.

Power of Stories Series:
**Never Quitting,
The Power of Moving Forward**

February 26, 2024 5 PM TO 6 PM
Presenting on Zoom

Register on CORE:



Image Description:

Graphic for the February Power of Stories event.

The Power of Stories shares narratives of diverse perspectives and highlights underrepresented success through the transformative power of true storytelling. The events are hosted via zoom and are recorded to further access.

Check out previous sessions on our website!

Executive Director of Keeping My Promise Inc., Aaron Harris shared with us his passion for empowerment of youth and young adults and transforming adversity into power. Thank you to agent of dynamic change, Mr. Aaron Harris, for your inspiring message of resiliency and dedication!!

Inclusive Education

DEIB is thrilled to be a part of 5 different professional development trainings as a part of the Spring 2024 Workshop Catalog.

The remaining sessions are listed below:

- **Navigating Difficult Conversations**
 - March 6th, 11am 320 SSC
- **Glancing into the Student Employment Policy and How to Equitably Manage Student Employees**
 - April 2nd, 11am 322 SSC
- **Digital Accessibility**
 - April 3rd, 11am 320 SSC



Image Description : CDO, Dr. Jones gestures during an inclusive education training.

SlipperyRock UniversitySM

**Diversity, Equity,
Inclusion and Belonging**

@SRUDEIB

