

# DEIB DEBRIEF

Spring, May 2024

## Spring Farewell

As we reflect on the past academic year, we are filled with appreciation for the collaborative spirit throughout the Slippery Rock community. Our achievements would not have been possible without the dedication of individuals like you. Your commitment to diversity, equity, inclusion and belonging has not only propelled our initiatives forward but has also fostered a culture of belonging on our campus.

Looking ahead, we are eagerly anticipating the launch of our DEIB Strategic Plan in the upcoming fall semester. Your continued engagement will be vital in ensuring its success. Together, we can cultivate an environment where all we feel valued, respected, and empowered to thrive.

Again, we extend our deepest gratitude to each member of our campus community. We wish you a safe, rejuvenating, and peaceful summer.

Go Rock!

SlipperyRock<sup>SM</sup>  
University

Diversity, Equity,  
Inclusion and Belonging



## FYRST Seminar Sign Ups

As we continue our journey towards building inclusive communities, we urge you to consider integrating DEIB into your Fyrst-Year Seminar. If you are interested in a one of our offered or a customized presentation for your FYRST Seminar Class, please sign up at the QR code linked to the right. Currently we offer FYRST Steps with DEIB, introducing foundational DEIB concepts that focus on fostering an inclusive campus community. As well as Allyship in Action, which provides strategies for improving and diversifying allyship.

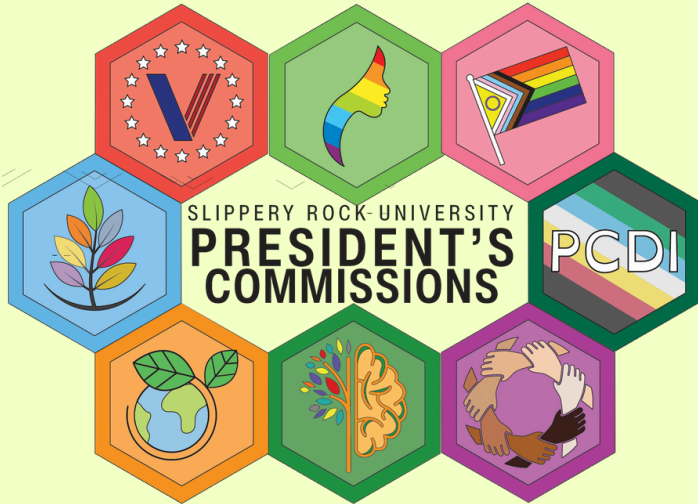


## Student Conference

DEIB in collaboration with Student Engagement and Leadership travelled to Orlando, Florida with eight undergraduate students to participate in and attend the National Student Leadership Diversity Convention. Through experiential workshops, keynote sessions, and round table discussions, student and campus professionals explored various facets of diversity and how they reflect on their campuses. One student shared the following regarding their experiences: "NSLDC was extremely informative and interactive. Getting to know not only the perspective of student leaders at SRU but also the perspective of leaders all over the world was extremely valuable and I would recommend it to anyone who is interested in DEI."

## Spring Acknowledgements

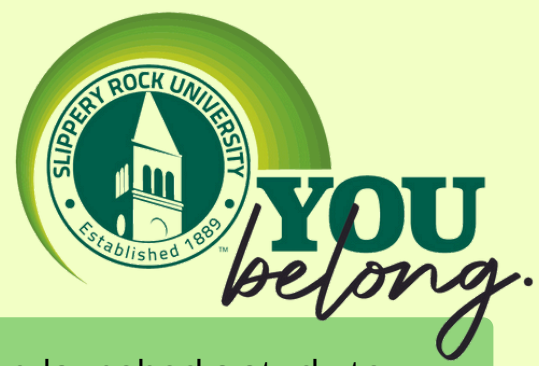
A special acknowledgment is due to the President's Commissions for their leadership in advancing our DEIB agenda. We know the work you do and it is vastly appreciated. Your fervent efforts have been essential driving positive change across our institution.



## Academic Life Coaches

Slippery Rock University has hired two Academic Life Coaches to our professional staff. Within the Success Coaching program, these positions will provide transformational coaching to students, especially historically underrepresented and underserved students, that promotes progress to degree completion, and increased self-efficacy as students address their academic experience. The Academic Life Coaches will connect with and empower underrepresented students in their adjustment to college academic life, by establishing trust, addressing knowledge gaps, and bridging students to various campus resources. The coaches will use best practice coaching skills and processes and work proactively to coach students toward their individual academic success goals and college persistence. Join the Center for Career and Academic Progress, the Success Coaching team and the SRU community in welcoming Melissa Murray and Hannah Runas to campus.

# DEIB Internships



## Faculty & Staff Retention

DEIB, with the help of IUP doctoral Student Amber Hamilton, launched a study to examine the factors that influence faculty and staff retention at SRU. Additionally, the study examined the sense of belonging among university employees. The study garnered participation from 127 employees across varying bargaining units and non-represented employees. The investigators will analyze the findings from the questionnaire and interviews to determine reoccurring themes and make recommendations on improving the overall sense of belonging at SRU. We would like to thank Amber Hamilton, the IRB protocol Board and all who participated in the questionnaire. If you have questions about this research, you may contact the investigators at [deib@sru.edu](mailto:deib@sru.edu). The investigators for this research study are Amber Hamilton, M.Ed., [amber.hamilton@sru.edu](mailto:amber.hamilton@sru.edu), 724-738-4097, and Keshia Booker, M.A., [keshia.booker@sru.edu](mailto:keshia.booker@sru.edu), 724-738-4440

## Factors of URM Student Success

Elysse Rogers is a third year OTD student who completed her internship and capstone project with DEIB and was able to distribute a survey investigating factors of collegiate success for students from marginalized communities. She had qualitative findings related to the student experience regarding resources, mentoring, and involvement. With results from graduating seniors and alumnus, her survey used a formula to calculate correlations between social factors and belonging. The study discovered a strong connection between safety and belonging as well as how access to basic needs contributes to the student experience. Thank you to Elysse for her hard work this semester. We look forward to incorporating her impactful survey into our future initiatives.



# Diversifying Experiences

## Building Bridges



Slippery Rock University's Institute for Nonprofit Leadership and Office for Community-Engaged Learning hosted "Building Bridges" an evening of awards and activities to honor local nonprofit organizations, as well as students and faculty for their civic action.

The event's namesake and theme was based around the keynote speaker, Ebtehal Badawi. She is the founder of Pittsburgh Builds Bridges, an initiative promoting diversity and unity in Pittsburgh through art.

## Letters to Leaders

DEIB was proud to participate in Greek Week's first ever "Letters to Leaders" volleyball game. Nine campus professionals who are fraternity and sorority alumnus went head to head with a team of the Greek Week Chairs and WON!! Thank you to SRU Greek Life for bringing us all together and celebrating the community we are proud to represent.



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