

DEIB DEBRIEF

December, 2023



DEIB Winter Wrap Up

As the semester comes to a close, DEIB would like to provide an overview of our division's initiatives and accomplishments for Fall 2023. Our office served as a resource to around **2,175 SRU affiliates** this was done through training and development, recruitment and retention efforts, and programming and events detailed breakdowns can be seen displayed below.

27 Training and Development Sessions

6 Recruitment and Retention Initiatives

9 Programs and Events

Training and Development

With over **750 participants served in training and development**, DEIB is grateful to have presented to approximately

- **430 Students**
- **200 Faculty and Staff**
- **120 Community Members**

Recruitment and Retention

- **Discover SRU Bus Visits (150)**
 - General McClane High School
 - New Castle Jr/Sr High School
 - McKeesport Area Highschool
 - Sharon High School
 - Farrell Area High School
- **SAAC JEDI Listening Sessions (400)**
 - Hosted in collaboration with:
 - Slippery Rock University Athletics
 - PSAC Social Justice Committee
- **Black Male Leadership Development Institute (45)**
 - Hosted in Collaboration with:
 - Urban League of Greater Pittsburgh
 - Institute for Nonprofit Leadership

Student Education

Faculty and Staff Development

Community Outreach



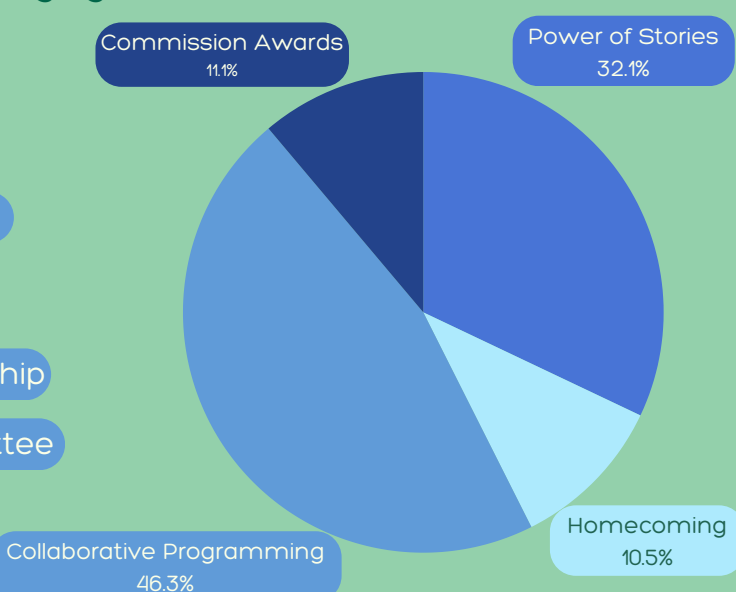
Image Description : Four General McClane High School students pose in SRU hats in the SGA bookstore while exploring our campus.

Programming and Events

DEIB gives thanks to the over **800 participants** that attended programming throughout the fall semester. In the attached graphic is the attendance data from our fall semester. We hope that from the different types of events displayed here, you were able to experience the difference of belonging.

Collaborators for Fall 23 :

- Institute for Nonprofit Leadership
- ROCK Athletics
- Jumpstart
- FMLA
- SRU Advancement
- HOPE
- SOL
- ROCK OUT
- Student Engagement and Leadership
- Hispanic Latino Cultural Series Committee



Community Highlights

The Community Highlights feature is a new addition to provide updates and share diversity, equity, inclusion and belonging initiatives from SRU departments and organizations. See below for updates and reports from our first two featured groups, the Gender Studies Department and BFSA. (Black Faculty and Staff Association)

Gender Studies Department

As a part of their departmental goals, Gender Studies:

- Maintains the Gender Studies Committee
 - This group meets three times a semester to discuss ongoing topics relating to gender studies and as it relates to the university.
- Celebrated "Let Freedom Read" Banned Book Week by holding a excerpt reading in Bailey Library.
- Hosted Poetry and Prose and Drag Bingo events that have an underlying theme relating back to gender.
- Explores the intersectionality across curriculum and support SRU's LGBTQIA+ Community

For more information or to join the committee, email genderstudies@sru.edu



Image Description : Gender Studies Director and Graduate Assistant pose next to informational poster at an Open House, Fall 2023.

BFSA

The mission of the Black Faculty and Staff Association is to provide leadership, educational programs, and resources that enrich the SRU community perspective of diversity, as well as make evidence-based recommendations to SRU administration. We voice and advance issues affecting African American administrators, faculty, staff, and students. The current executive leadership team includes Ms. Keshia Booker, Dr. Jennifer Culver, Ms. Amber Hamilton, Dr. Enoch Nkana. Our goals for the current academic year are as follows:

- Engage general members in developmental and social experiences
- Reestablish committees for our general body members
- Raise funds and awareness for the Dr. Michelle McCollin Memorial Scholarship
- Establish and maintain communications around upcoming diversity events and the accomplishments of faculty and staff
- If you have any questions, concerns or would like to get involved with the association please contact at bfsa@sru.edu or 724-738-4440.

Veteran and Military Affairs

- **PCVMA Accomplishments 2023-2024:**
 - Supported the Student Veterans of America fundraiser at the SRU military appreciation football game in Sept. by renting a dunk tank.
 - Military Appreciation 9/11 Pittsburgh Pirates Game with 35 attending.
 - Promoted Philadelphia College of Medicine survey about Women's Health in the military.
 - Connected a student organization to 171st Air Refueling Wing in Pittsburgh to facilitate a holiday letter writing campaign.
 - Purchased stoles for all veteran and military affiliated December graduates.
 - The VMA currently is supporting SVA in their participation in the Mercer County memorial project. Our students work with Veteran Affairs to identify graves of military veterans in Mercer country, make sure they are clean and marked and decorated for holidays.
 - Began discussion around the Veteran Resource Center with community partners.

Commission Highlights

The Commission Highlights feature of the debrief was created to share the accomplishments and initiatives of our President's Commissions. See to the right and below for updates from the first two commissions PCVMA (Veteran and Military Affairs) and GIESO (Gender Identity Expression Sexual Orientation)



Image Description : During the 2023 Veteran's Day Ceremony, military personnel salute the flag

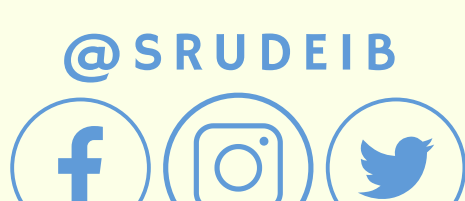
GIESO

- **GIESO Goals and Accomplishments 2023-2024:**
 - Develop a statement in Athletics that expresses a commitment to DEIB concepts.
 - Return the Silent Witness program to SRU and ensure annual Safe Zone training is offered
 - The Pride Center within the Office for Inclusive Excellence (OIE) held Safe Zone training on November 13th. Next opportunity for Safe Zone training will be spring semester 2024, so stay tuned!
 - Working with the Office of Admissions to actively address recruitment of students from marginalized states.
- A Night Out is Wednesday, March 27th 5pm-7pm. This event recognizes and celebrates the accomplishments of our LGBTQIA+ graduates in addition to the members of our community who work towards bettering our campus and surrounding community.
- GIESO is also collaborating with OIE and DEIB on updating our SRU Campus Pride Index score through upcoming data collection. The Campus Pride Index is an LGBTQ national benchmarking tool used to rate campuses on overall inclusivity in order to better the institution's climate. To see SRU's current 4/5-star score breakdown, scan the QR seen below.



Image Description : During the 2023 Stride for Pride, SRU community members marched around campus celebrating LGBTQIA+ History Month and carried the rainbow Silent Witness umbrellas.

@SRUDEIB



SlipperyRock UniversitySM

Diversity, Equity, Inclusion and Belonging