

DEIB DEBRIEF

Welcome Back, November, 2023

A Note from Dr. Jones

I want to start our DEIB Debrief by giving updates on a few important topics that reflect our ongoing commitment to diversity, equity, inclusion, and belonging. This transparency is critical as we work towards building a more inclusive campus community.

First, I would like to provide you with some updates on our DEIB strategic plan. As you are aware, our strategic planning objectives play a pivotal role in guiding our efforts to establish a more equitable and inclusive institution. Collaborating closely with the DEIB Advising Team, we are currently in the process of refining our objectives to make them SMART and working through creating actionable steps to complete those objectives, which we will subsequently present to President Riley for review. I am eagerly anticipating the finalization of the DEIB strategic plan and to begin the pursuit to accomplish our goals.

Furthermore, it is my absolute pleasure to announce that our new office is now operational. We are conveniently situated on the second floor of Old Main, in room 208. This transition marks an exciting milestone for us, symbolizing our growth and the broader reach of our DEIB initiatives.

Warm regards,

Dr. Anthony E. Jones
Chief Diversity Officer



Homecoming 2023

SRU welcomed Alumni and friends back to campus for Homecoming events October 20th-22nd.

DEIB was excited to join the festivities and added two events to the homecoming schedule. We were honored to host these events in memory of Carl B. Madison who passed in 2023. Mr. Madison was influential in garnering alumni participation and his dedication to The Rock is evident in the lasting communal impact.

These events served as an opportunity to connect with alumni as well as assisted in fostering an inclusive community for all! Proceeds collected from our events will support the Belonging Fund as well as the Black Alumni Network (BAN) Scholarship.

We would like to offer our sincere thank you to, Aramark, Black Faculty Staff Association, Sports Locker, Mixtape Street Eats, University Advancement and those who celebrated with us along the way!

PASSHE DEIB Summit

The PASSHE Office of Diversity Equity and Inclusion has announced its 2023 DEI Summit, this year's theme is "The Power of Community: Uniting to Amplify Voices and Foster Well-Being". This year's summit will be hosted in a hybrid format with the in-person components occurring at Shippensburg University. Registration for online is free to all PASSHE employees and students. We look forward to the opportunities for professional growth and development this conference provides and hope to see you there either in person or zoom! Register online via QR below.



Land Acknowledgement

Slippery Rock University has developed an official land acknowledgement statement to build a better understanding of the relationship between the university, the indigenous peoples of this region, and the land on which Slippery Rock is situated.

Slippery Rock University recognizes and acknowledges the indigenous people of this land where we teach, learn and grow: the Seneca, Erie, Lenni Lenape and Susquehannock, among other unknown and forgotten communities. Today, the Seneca Nation of Indians, part of the Hodinöhsöñih – the Six Nations (Mohawk, Oneida, Onondaga, Cayuga, Seneca and Tuscarora) – is the only remaining Nation from this area to

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Diversifying Experiences

Within the Fall 2023 semester, DEIB has been working alongside SRU Athletics & the PSAC Social Justice Committee to moderate SAAC JEDI listening sessions. Our goal is to understand our student athletes connection to DEIB and promote diversity based education initiatives.

We are also excited to continue our engagement with FRYST Seminar students and professors. This opportunity has provided support to first year students in their transition to college. The FRYST presentations are an example of our hope to enhance cultural competence and promote diversity through training for all members of the campus community.



Consultations and Policy Reviews

Recently, Dr. Jones had the privilege of meeting with the deans from all five colleges to forge a path for future collaborations and support. During these meetings, the deans graciously allocated time for him to address their respective colleges during their college meetings. We are deeply inspired by the convergence of these academic leaders, each unwaveringly committed to nurturing innovation and advancing our institution. During the discussions, he had the opportunity to outline the resources and support that our office can offer. We also explored diverse avenues through which we can strengthen collaboration, share resources, and enrich the academic experience for our students. The potential that lies before us is truly exhilarating, and we are eagerly anticipating the positive, collective impact we can have on our campus community.

DEIB Strategic Goals

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- 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.

Keeper of the Flame, Dr. PH

SRU DEIB is pleased to recognize Dr. Christine Pease-Hernandez as a 2023 Keeper of the Flame PASSHE recipient. This award recognizes State System members who exemplify the mission of DEI. Dr. PH has built a legacy of serving as an advocate and empowering change that carries far and wide. Congratulations Dr. PH!



President's Commission's

The SRU President's Commissions Leadership Team met with Dr. Karen Riley in late September. Through robust conversation the team developed a unified path forward. The commissions will remain a recommending body to the Office of the President and will play role within the new university strategic plan. The commissions will continue to report to the CDO and DEIB for daily management needs