

**East Stroudsburg University
Diversity and Inclusion Committee
Annual Report
2018-2019**

**Submitted by:
Doreen M. Tobin, D.Ed.
William Bajor, Ph.D.**

Diversity and Inclusion Committee

Goals for 2018-19

- Creation of faculty/staff diversity certificate
- Complete the first round of campus climate survey
- Promotion of the committee
- Implement student conference and retreat
- Build relationships with community based organizations

Committee make-up:

Membership in D&I was open to all members of the University Community. In 2018-19, active membership (3 or more meetings in a semester) consisted of 7 faculty, 18 administrators or staff and 4 students.

Subcommittees:

The Diversity and Inclusion committee established four sub-committees to drive completion of committee goals for the year. Subcommittees were:

- Campus Community Engagement Committee
- Student Resources
- Campus Climate and Emerging Issues
- Faculty/Staff Resources

End of the year reports for each are attached in the addendum.

Key Accomplishments in 2018-19

- Administration of Campus Climate Survey in April 2019
Selected HEDS Consortium – Campus Climate Survey for base-line data collection. Approximately 1200 surveys were completed. Results will be received the later part of June 2019 and results analyzed for identification of university strategic priorities and committee goals in 2019-20.
- Implementation of a Diversity and Inclusion Website with University Calendar integration
Many faculty indicated that they assigned participation in campus-sponsored diversity programming as a part of course requirements or for special credit. The D&I website was designed to offer broad resources to the University community but also included an integrated calendar function which allowed faculty members to publish a single URL in their syllabi knowing that when a student accessed it, all diversity related programming being conducted on the campus during that semester would appear. The website had 684 visits to the homepage over the year. In addition, the content pages had nearly 450 visits.
- Secured \$40,000 in funding from the Student Activities Association for attendance/participation in diversity related student leadership development activities. The committee will develop criteria for applications, awards and use in the 2019-20 year and begin to market the program.
- Way of the Warrior Campus Signage

Created signage to promote the Way of the Warrior principles throughout the year. Signage is available in downloadable format so members of the community can print and display messages in their offices or rooms, etc.

- Adoption and promotion of a “Culturally Relevant Teaching” Initiative. Provided professional development program on Culturally Relevant Teaching for faculty and staff on 3/21/19-3/22/19. Sponsored attendance at “5th Annual Culturally Responsive Teaching and Learning Conference” in Baltimore, Maryland by six faculty. Faculty conducted a session at the conference and gathered materials for possible implementation at ESU in 2019-20 and beyond. It has been proposed that grant opportunities for course redesign be offered in 2019-20 to incentivize faculty to adopt culturally relevant teaching practices.

Other Key Initiatives in Progress

- Diversity Certificate Program was considered by the curriculum committee and returned to the sponsoring department for more specific information. The initiating department declined further action. The History Department has since taken the proposed and completed the materials for resubmission and consideration in 2019-20. The goal is to initiate the program in 2019-20.
- Sponsor the “Do it for the Culture” conference. This Student Initiatives subcommittee conference was developed in 2018-19, but time of year and short turn around prevented it from being conducted before the end of the academic year. Conference is scheduled to occur in late October 2019.
- Institute Project Lemonade
Project Lemonade was established to offset impact of hate groups that come to campus to demonstrate or disrupt. Project Lemonade accepts the financial pledges of faculty, staff, students, or others who wish to show tangible support for ESU as a diverse, accepting and inclusive community.
- Pursue development of a Warrior Closet
Efforts to establish a Warrior Closet stem from the awareness that ESU has students who are in need of professional clothing, winter wear, etc. The purpose is to establish a location on campus where new or gently used clothing may be donated and made available to students in need.

Areas of Opportunity for Future Development

- Dr. Stephanie French is pursuing certification in conducting “Theatre of the Oppressed” – Her goal is to integrate this theatrical form into the Theatre Department’s curricular offerings. In addition, there may be the opportunity to develop a student theatre group that could offer diversity and inclusion programs and workshops based upon the theoretical constructs of the theatre of the oppressed.
- Dr. Stephanie McCall has been named the new SITE fellow and has focused her on “Doing Diversity: Rethinking Difference and Innovative Engagements Through Critical Pedagogies”.
- The size of the underrepresented minority groups on campus lends credence to the concept of establishing more formal affinity groups on campus for the purpose of greater student support for retention and success.

Areas of Concern

- Makeup of committee and consistency of attendance
It is recommended that a more formal model of appointment and terms be adopted so that the priorities of the group can be expedited.
- Lack of Budgetary resources
The Divisions of Academic and Student Affairs shared the financial burden of initiatives accomplished to date. It is strongly recommended that a budget administered by the Assistant Vice President for Inclusive Excellence be established in 2019-20. A proposed budget is attached in the addendum.
- There needs to be a greater student engagement around issues of diversity and inclusion and it is recommended that this be an area of deeper consideration in 2019-20.

Transition in 2019-20

Leadership for Diversity and Inclusion

Dr. Cornelia Sewell-Allen

Dr. William Bajor

Proposed Major Goals

- Address committee constitution and participation and promote D&I as a university wide committee with ties to the University Strategic Initiatives. Adopt “Inclusive Excellence Model” for subcommittees.
- Build a common language around issues of diversity and inclusion. Develop more high impact training for faculty and staff.
- Establish and promote BIAS Response Team. Sensitize community to issues of population level bias while ensuring that proper education and response mechanisms are in place to address bias incidents.
- Secure budgetary resources for diversity and inclusion work at ESU
- Identify and develop means to address the key issues identified in the Campus Climate Survey. Publish survey results in a way to build trust and confidence in University commitment to improvement.
- Propose that each academic program at ESU include curricular content that incorporates diversity and inclusion/culturally relevant teaching.
- Embed Diversity Dialogue Project into FYE courses.

Attachments:

2018-19 Subcommittee Reports

Proposed budget 2019-20

2018-19 Membership

Diversity and Inclusion Committee Membership

Staff/Administration

Doreen Tobin
Agnes Brannan
Cornelia Sewell-Allen
David Campbell
Elizabeth Hall
Fernando Alcantar
Jahaira Stoute
Jeffrey Weber
Juanita Jenkins
Kathy Perrine
Kelly O'Donnell
Kim Roselli
Leon John
Ly'Esha Fleming
Sandy Shaika
Stacey Hoyt
Teresa Fritsche
William Bajor

Faculty

Eugene Kelly
Heon Kim
Margaret Ball
Shannon Frystak
Stephanie French
Stephanie McCall
Storm Heter

Students

Brandon Teel
Naomie Pierre-Louis
Philip Andujar
Eli Johnson