

Issue Highlights:

Awareness, Diversity and Inclusion Programming:

- ◆ Cejka Foundation Gift
- ◆ D2A2
- ◆ Frederick Douglass Institute Collaborative
- ◆ Haven Project and Green Dot
- ◆ Hispanic Heritage Council
- ◆ IUP Libraries Diversity Programming Series
- ◆ IUP Students Against Racism
- ◆ LGBTQIA+ Commission
- ◆ MCSLE
- ◆ Pan-African Studies Program
- ◆ Student Wellness/Engagement
- ◆ Walking Audit Action Steps

Congratulations, Graduates!



UPCOMING EVENTS:



Student Leadership Awards
Friday, April 23
More info:
MCSLE-Center@iup.edu

Lavender Graduation
Friday, April 30
More info:
LGBTQIA-Support@iup.edu



IUP Students Against Racism (IUPSAR)

is a newly formed student group under the umbrella of the Social Equity and Title IX Office. Nabiha Islam, IUPSAR President, writes, "Racism is an ongoing issue that exists within society. As students of IUP and as people, we are to stand against the hate that exists." Contact Nabiha at kfkv@iup.edu for further information and to join.



Notable Initiatives and Continued Good Work



Under the leadership of **Carol Asamoah** (left), the **IUP Libraries**

began a Diversity Programming Series this year, with all guest speakers sponsored by the **Cejka Foundation Gift**. **Tim and Debra Cejka**, 1973 graduates of IUP, generously provided funding to promote IUP's ongoing diversity and inclusion initiatives—including programming, research and training, academic and social student support, and scholarships. Through this funding, IUP Libraries hosted the following speakers, most of whom are IUP graduates, who shared their success stories and career expertise to inspire and assist our current students: Alexis Williams, Dominique Luster, Camillya Taylor, Joy Parham, and Bunchie Waritay. We thank Carol for her initiative and enthusiasm for this new series.



The Cejka Foundation Gift, through the Social Equity and Title IX Office and other account oversight office members, also provided financial support for the **Humanities Training for Law Enforcement initiative**, co-facilitated by **Veronica Watson** (above), professor in the Department of English and convener of the **Frederick Douglass Institute Collaborative (FDI)**. In her FDI role, Veronica also served as the liaison for the IUP community in the presentation of multiple virtual town halls through the **"Let Me Read You Your Rights"** series. In addition, she presented through the IUP Libraries and Indiana Free Library on her book, *The Short Stories of Frank Yerby*. We appreciate Veronica's continued partnership in her diversity, equity, and inclusion work.

See reverse side for more notable programming this semester!

Support and Reminders:

✓ Members of the IUP community have the right to be free from all forms of sex and gender based harassment, discrimination, and misconduct. Employees and university-related personnel are required to immediately report concerning incidents, regardless of how they learn of the alleged misconduct. **Report!**

✓ The **Incident of Concern Reporting link** can be found at the bottom of every IUP webpage. Reports submitted are addressed through a coordinated university approach and are for non-emergency incidents only. Anonymous reporting is available for certain University Police and sexual misconduct incidents.

✓ The 2020-21 employee and university affiliate training initiative is concluding, with new hires continuing to be assigned as their payroll paperwork is processed. The addition of a diversity and inclusion course was well received and will be continued in next year's annual required assignments.



✓ Need some help, but not sure where to find it? The **Where to Turn for Help** document is available online (iup.edu/social-equity) and lists resources.

Work Begins on Walking Audit Findings

Last fall, two small inclusion-focused groups of students took an observational walk around campus led by Social Equity/Title IX graduate students, Austin Marsico and Nabiha Islam, and accompanied by Dr. Driscoll and Elise

Glenn. The students provided insightful, valuable suggestions on what would make them feel included on campus, what reflects who they are—and who we are as IUP. Action steps are now being taken across campus to begin



Further information:
social-equity@iup.edu
or Mike Powers,
Committee Chair

implementing their ideas. A committee comprised of students and staff are working to be sure that our students are heard and seen.

Social Equity & Title IX News

The Social Equity and Title IX Office assists in fostering a campus environment that values individual differences and promotes diversity, equity, and inclusion. Reaching this goal across educational and employment opportunities at IUP is best accomplished if all are involved—and each member of the campus community can contribute to the mission.

The office defines avenues for reporting issues or problems, programming to support the message that moves us forward, and education and training to equip us all with the tools to contribute to positive change.

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 iup.edu/socialequity
 social-equity@iup.edu ♦ title-ix@iup.edu



Above:
 Elise
 Glenn



Left:
 Nabiha
 Islam and
 Austin
 Marsico,
 graduate
 assistants

Elise Glenn, Chief Diversity and Inclusion Officer/Title IX Coordinator, presented numerous civil rights overviews, group trainings, and specific-topic discussions with classrooms, departments, and organizations this semester. She also served as moderator for the community panel discussion, “Diversity, Equity, and Inclusion in a Professional Workplace,” held on March 17, and presented, “Lucretia Mott—How Her Work Applies Today,” for a MCSLE Lunch & Learn on March 3 to kick off Women’s History Month programming.



Follow us on Facebook & Instagram!



The weekly **Social Equity & Title IX Digest** will return in the fall! Hosting an event you’d like us to mention? Email social-equity@iup.edu with the details. **And be sure to enter your event in CMS** through the Diversity and Central Calendars (whether virtual or in-person)!

Noteworthy Programming and Events

The Social Equity and Title IX Office hosts and supports campus-wide programs, celebrations, dialogues and trainings. Funding is also provided to the diversity commissions and councils: the **President’s Commission on the Status of Women, LGBTQIA+ Commission, Hispanic Heritage Council**, and the **Native American Awareness Council**. All commissions were represented and involved in the April 9 “Intersectionality Works: Allyship, Coalition, Solidarity” mini conference featuring guest presenter, Melinda Quinn Brennan.

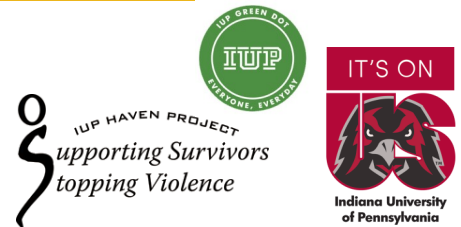
The three conference sessions received positive feedback and this effort will continue next year. Special thanks to Austin Marsico, Tedd Cogar, and Jonathan Warnock for coordinating the conference.

GOOD WORK

The **Hispanic Heritage Council** hosted informative sessions specific to Latinx issues and, along with the **LGBTQIA Support Office**, the **LGBTQIA+ Commission** assisted in the creation of a new LGBTQIA group for graduate students.

Many campus entities have offered outstanding and significant programs this semester. Of special note, the **Pan-African Studies Program** hosted several interesting sessions and presented at MCSLE Lunch & Learns. **Health and Wellness Promotion** and **Student Wellness and Engagement** presented engaging activities and awareness events related to marginalized groups.

The **Department for Disability Access and Advising (D2A2)** is accepting nominations for the **Coppler Disability Awareness Award**. The award honors and gives recognition to an IUP student who has displayed exemplary and creative contributions within the past year toward disability awareness, advocacy, accessibility, support, and/or education. For further information, please contact D2A2 at disability-access@iup.edu.



The **Haven Project** and **Green Dot** held weekly table events, volunteer trainings, and presentations regarding the It’s On Us campaign, bystander intervention, healthy relationships, and other topics related to preventing sexual misconduct, supporting survivors, and making IUP a safe and supportive campus.

On-going notable **weekly series programming** offered by the **Center for Multicultural Student Leadership and Engagement (MCSLE)** has included: Building Bridges, Student Leadership Toolkits, Leadership in a Multicultural Society, Six O’Clock presentations, J.E.D.I. discussions, Queer Conversations workshops, Diversity Peer Educator panels, and the Meet Up social opportunities.

