

Issue Highlights:

Awareness, Diversity and Inclusion Programming:

- ◆ Department of Anthropology
- ◆ Crimson Common Hour
- ◆ Difficult Dialogues
- ◆ Elephant in the Room
- ◆ Haven Project and Green Dot
- ◆ Health & Wellness Promotion
- ◆ Hispanic Heritage Council
- ◆ IUP Forum for Building Social Understanding
- ◆ IUP Libraries
- ◆ LGBTQIA Support, GLBT Commission, Pride Alliance
- ◆ Multicultural Student Leadership and Engagement (MCSLE)
- ◆ President's Commission on Diversity and Inclusion



All semester, the **Student Involvement and Leadership Development Office** stressed the importance of participating in the 2020 Census and provided multiple opportunities for the IUP community to make a plan to vote.



Congrats, December Graduates!

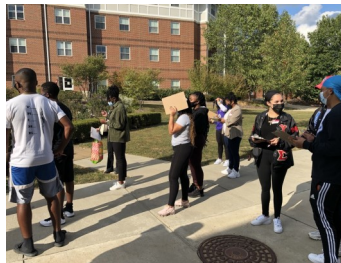


Campus Walking Audits Conducted by Students

On September 28 and 29, 2020, two small groups of students took an observational walk around campus with President Driscoll and Elise Glenn, Chief Diversity and Inclusion Officer/Title IX Coordinator. The groups were comprised of Black, Brown, Latinx, LGBTQIA, and other inclusion-focused students. A questionnaire was provided and conversations were prompted by such questions as: “What objects do you notice and who is represented?” “Who do you notice on pictures, plaques, and posters?” and “Which buildings or areas of campus do you feel are most welcoming? Which are not?” The students provided remarkable, valuable information and suggestions on what would make them feel that the campus is theirs and truly reflects who they are as students—and who we are as IUP. Details on action/next steps are forthcoming!



Above/Below: Students discuss their observations of campus spaces.



Check out the **Social Equity & Title IX website** and follow us on **Facebook** and **Instagram!**



See reverse side for notable programming this semester!

Members of the IUP community have the right to be free from all forms of sex- and gender-based harassment, discrimination, and misconduct. All are expected to maintain a tone of civility and respect in classes, activities, and work environments.

Employees and university-related personnel are required to immediately report concerning incidents, regardless of how they learn of the alleged misconduct.

Report!t

An Incident of Concern Reporting site 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.

Solidarity statements/statements on Race and Diversity have been developed by the Department of Anthropology, Cook Honors College, Department of Criminology and Criminal Justice, and the Department of Theater, Dance, and Performance. Share yours too!

2020-2021 Annual Trainings

All university related personnel must complete annual training on the Sexual Discrimination and Sexual Misconduct (Title IX) Policy and the Protection of Minors

Policy. Given the scope and number of changes to the revised 2020 Title IX federal regulations, all personnel will complete an EverFi (updated) online training.



Individual emails will be sent from PASSHE at the start of second semester. Look for further details in the coming months!

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 is best accomplished if all are involved—and each member of the campus community can contribute to the mission.

The office oversees the reporting of 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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Through an email blast and newscast at the beginning of the semester, Elise Glenn shared “What’s Going on at IUP” in regard to diversity, equity, and inclusion initiatives—and the list keeps growing!

Left: Office staff includes Elise Glenn, Karen Mathe, and students Nabaha Islam, Austin Marsico, Michelle Puerta, and Kamrynn Wantz.

On September 23rd, Elise presented “Choosing Anti-Racism” through the MCSLE Lunch & Learn series. Her presentation was well attended by students, staff, and faculty and focused on how each of us can choose to be anti-racist and bring about real change.



The **Social Equity & Title IX Digest** is emailed every Monday morning. Hosting an event you’d like us to mention? Email social-equity@iup.edu with the details.

Notable Programming and Events

The 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**, **GLBT Commission**, **Hispanic Heritage Council (HHC)**, and the **Native American Awareness Council (NAAC)**.



Above: Members of the HHC served as panelists for “What it means to be Hispanic/Latinx at IUP” on October 12th; the NAAC will present “Decolonize Your Thanksgiving” on November 18th.

Below: Multiple events were held in celebration of National Coming Out Week, October 5th-9th, hosted by LGBTQIA Support, GLBT Commission, Queer Colors, and Pride Alliance.



Many campus entities have offered outstanding and significant programs this semester. Of special note, the **Difficult Dialogues Working Group** led workshops during the first week of classes, “Stopping the Moment: Responding to Upsetting Remarks;” and the **Department of Anthropology** presented a panel discussion, “Is Race Real?” on October 7th, with Elise Glenn serving as moderator.

Sponsored by the **President’s Commission on Diversity and Inclusion**, guest presenter **Justin Brown** held interactive student workshops on September 30th and October 14th (“Ugh—Not Another Diversity Presentation!”) and one for faculty and programming staff on October 23rd (“Creating Inclusive Spaces”). Brown is an IUP alumnus and has a unique perspective on life as an IUP student. All three workshops were well attended and focused on inclusive, diverse classroom dynamics. Brown states, *“We can no longer be the change we want to see—we have to teach the change we want to see.”*

The IUP **Haven Project** and **Green Dot** held weekly table events and volunteer trainings regarding the beginning of semester “Red Zone,” annual RAINN Day, Domestic/Dating Violence awareness, and the It’s On Us campaign.



On-going notable programming is also offered by the **University College (Crimson Common Hours)**, **Elephant in the Room Series** (Accessibility and Pandemic Self-Care sessions), **IUP Libraries**, **IUP Forum for Building Social Understanding** (Department of English), **MCSLE** (Lunch & Learns, Emerging Leaders and Executive Leadership series, Six O’Clock programs, Building Bridges and Breaking the Barrier presentations), **Health and Wellness Promotion**, and many more campus partners.

