

## **Diversity to Inclusion Cultural Change at Millersville University**

Dear Faculty, Students, Staff, and Administrators,

In our role as co-chairs of the Diversity to Inclusion Leadership and Resource Teams at Millersville University, we would like to provide periodic updates about efforts to enhance inclusion on our campus. We acknowledge that we are in our infancy stage and that much work is yet to be done; however, we are pleased to share the steps that have been taken to date.

As a reminder, in Spring 2017, a group of key University stakeholders met to discuss dimensions of diversity (e.g., race, ethnicity, gender, sexual orientation, language, culture, religion, mental and physical ability), which led us to consult with Dr. Jaime Washington in Fall 2017. His visit enabled us to “jumpstart” our cultural change efforts as we recognized that in order to sustain our efforts, we needed to focus on a cultural change at the University that focused on inclusion and not just diversity.

In March 2018, President Anderson charged two teams with leading, facilitating, and supporting cultural change on our campus to increase capacity and create an inclusive University community. These two teams are the Diversity to Inclusion Leadership Team and the Diversity to Inclusion Resource Team. Additionally, a group of campus stakeholders were identified to provide feedback on progress of the above teams’ initiatives.

The immediate focus of the Leadership Team has been on completing an environmental scan of the University to identify current strengths, gaps, and challenges that exist both internally and externally. This has resulted in members of the team examining current and past policies and documents, as well as collection of additional data to assess what inclusion means to others and what that would look like at Millersville. Our purpose is to:

- Coordinate and organize action that creates opportunities for integration and collaboration
- Offer a strategic plan that identifies objectives, goals, timeline, and specific units responsible for implementation
- Provide a campus inventory of activities that promotes and fosters inclusion
- Improve the likelihood of sustainability
- Develop common language and focus to draw people back to a common understanding of goals
- Invite individual and collective responsibility for inclusion

Throughout the summer, the Leadership Team will use the data collected to inform and assess our progress on the diversity strategic plan, the goals of which were approved by Cabinet in December 2017. Further, the Leadership Team has already identified three areas to offer immediate input so that we begin the upcoming academic year promoting and fostering inclusion. These areas include new student orientation, new faculty orientation, and search processes.

As we value all members of the University community and welcome your ideas, we have set up an email that allows you an opportunity to send feedback, input, and suggestions to members of the Leadership and Resource Team. That email is [inclusion@millersville.edu](mailto:inclusion@millersville.edu)

Have a wonderful summer!

Dwight Horsey, Karen Rice (Co-Chairs, Leadership Team), & Kimberly Mahaffy (Chair, Resource Team)