

Office of the President
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Dear Colleagues, Students, Alumni and Friends of Millersville University,

I finish my interim appointment as Coordinator for the Office of Diversity and Social Justice on May 12. A search for my replacement is currently underway. I would like to thank President Anderson and Provost Prabhu for this opportunity. I am very grateful to Jas Whitlow, Director of the Intercultural Center for Student Engagement. Their collaboration made my job easier. I grew as a person and a leader because of their influence. As I prepare to return to my full-time faculty position, I would like to share a few reflections from the standpoint of my Coordinator's role.

Most of my efforts this year have been to support faculty, staff and administrators as they engage in diversity-to-inclusion work. This has included opening Washington House for affinity group meetings, sponsoring inter-group dialogue training, funding events that were under-resourced, hosting listening sessions with MU community members and local school guidance counselors as well as organizing student focus groups to identify supportive faculty, staff and administrators. I served as a liaison to the three President's Commissions. When Assistant Vice President Shibley and I presented aspects of the 2016 Campus Climate Survey results, I had a chance to respond to your questions and concerns.

My role also gave me the opportunity to participate in the four-day Green Dot training, a by-stander intervention program to eliminate power-based personal violence. We learned that no one has to do everything, but everyone has to do something to end power based personal violence. This is relevant not only to the Green Dot program, but also to creating an inclusive community. I have collaborated with the numerous individuals who are engaged in diversity-to-inclusion work. They care deeply about this campus and want to make it a more welcoming place for everyone. I would encourage you to visit this website <http://www.millersville.edu/dsj/inclusionstatement/index.php> and review the list of their formalized activities.

We still have work to do. The Diversity to Inclusion Leadership Team is at the forefront of these initiatives, but they will need everyone to do something. A welcoming community happens because of ALL of our efforts, not merely the staff in one office. Finally, I have developed a deeper appreciation for our year-round employees. Thank you for bringing consistency to our community and sustaining the message that we care about all who come to our campus.

Respectfully,



Kimberly A. Mahaffy, Ph.D. (pronouns: she/her) Coordinator, Office of Diversity and Social Justice (AY 17-18) Professor of Sociology and Director of Latina/o Studies