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MEMORANDUM

To: Campus Community
From: John M. Anderson, President
Date: June 19, 2017
Subject: Addressing Diversity/Intercultural Issues at Millersville University

As you are probably aware, two working groups at Millersville University have been discussing all of the dimensions of diversity on our campus; race, ethnicity, gender, sexual orientation, language, culture, religion, mental and physical ability. The main goal of both groups was to discuss how we can create an inclusive campus environment, where we support one another through all types of critical incidents, and encourage and expect courageous conversations.

One group explored diversity education for students and one focused on diversity education for employees. Together they recommend a year of reflection and conversations around the theme of intercultural dialogue.

Here are highlights of the action items proposed by the two groups:

- Bring a national speaker to campus
 - The Reverend Dr. Jamie Washington, who has a multicultural organizational development firm in Baltimore, will come to campus on August 18 to meet with the two groups and Cabinet to discuss the current climate on campus and will then develop a program for Millersville. He will return to campus in September for a kick-off event to launch a year-long themed reflection on diversity.
- Establish an Intercultural Center on campus
- Provide diversity education for incoming students, Resident Assistants and Orientation Leaders during Orientation and provide diversity training for all student leaders
- Coordinate diversity programming and offer workshops, speakers and events on topics of campus relevance, the First Amendment, etc.
- Launch new site on free speech: <http://www.millersville.edu/saem/student-resources/free-speech-issues.php>
- Consider an academic diversity requirement
- Design a four-year rubric centered on diversity education
- Design an institutional diversity plan
- Hold brainstorming sessions with small groups to gain insight into campus needs

I'd like to thank the members of the two working groups:

Student group: Brian Hazlett (Chair), Michelle Pérez, John Hearn, Jasmine Whitlow, Tchet Dorman, and Steven Knepp

Employee group: Roger Bruszewski (Chair), Dwight Horsey, Jasmine Whitlow, Karen Rice, Kathleen Walsh, Melanie DeSantis, Tchet Dorman, Wendy Bowersox, and Michelle Pérez

Together we will create a more inclusive campus environment for our students, faculty and staff.