**Update on Diversity to Inclusion Cultural Change at Millersville University**

As we continue our journey from Diversity to Inclusion we wanted to provide an update for the campus community. Our work began last spring and included multiple stakeholder discussions about all of the dimensions of diversity on our campus; race, ethnicity, gender, sexual orientation, language, culture, religion, mental and physical ability. In addition, we have taken the following steps to begin to secure the cultural change we seek: we have engaged with Dr. Jamie Washington, a multicultural organizational development consultant to work with the University on our short and long term diversity to inclusion cultural transformation, we recently opened the new Intercultural Center, and Cabinet has approved a University Diversity Plan. We are also continue to share the results of the 2017 Climate survey.

Based on the campus wide discussions with Dr. Washington, the fact finding done by the working groups and the work of Dr. Kimberly Mahaffey, Interim Director of Diversity and Social Justice we are also embarking on a more formal cultural change process.

In coordination with the Office of Diversity and Social Justice and Cabinet we are forming two new teams who will be charged with leading, facilitating and supporting a cultural change to increase our capacity to create an inclusive university community: The **Diversity to Inclusion Leadership Team** and the **Diversity to Inclusion Resource Team.** The charges and members of each team are listed below. And, we will maintain the **ComMUnity Symposium** group of campus stakeholders, who will provide long term feedback on the progress of these initiatives.

The Diversity to Inclusion Teams will provide regular updates in the Ville Daily.

**Diversity to Inclusion Leadership Team**

Charge

The Millersville University Diversity to Inclusion Leadership Team is charged with researching, developing and facilitating a university wide cultural change which will build our capacity to move from diversity to inclusion. Leadership team members will look at all aspects of the university community including but not limited to: policies, programming and training. Members will also assist in creating working definitions for the university when it comes to diversity, inclusion, multiculturalism and social justice that will aid in driving the cultural change at MU.

Parameters:

Leadership team members will be appointed by the President and will serve a two year term. The leadership team is designed to accomplish and facilitate the charge above by January 2020. Understanding that cultural change is a 5 to 7 year process, the leadership team is only responsible for the research, development and initial facilitation. The leadership team will utilize the Diversity to Inclusion Resource Team and the Diversity to Inclusion ComMUnity Symposium stakeholder group to accomplish their charge. The leadership team is not designed to be a permanent group as cultural change must be integrated into the community.

Diversity to Inclusion Leadership Team

* Dr. Karen Rice, Associate Professor/Chair Social Work - Co-Chair
* Dwight Horsey, Director Office of Financial Aid – Co-Chair
* Dr. Kat Walsh, Associate Professor, Social Work
* Melanie DeSantis, Executive Director of Human Resources
* Dr. Justin Garcia, Assistant Professor, Sociology/Anthropology
* Tom Richardson, Associate Vice President for Student Affairs & Enrollment Management
* Dr. Kim Mahaffy, Interim Director of Diversity and Social Justice – Ex-officio

**Diversity to Inclusion Resource Team**

Charge

The Millersville University Diversity to Inclusion Resource Team is charged with providing support, feedback, data and advice to the Diversity to Inclusion Leadership Team. Resource team members will connect and utilize members of the campus community to gather feedback and data for the leadership team. The Resource Team will assist in all aspects of the implementation of the plans for a university cultural change which will build our capacity to move from diversity to inclusion.

Parameters:

Resource team members will be appointed by the President and are appointed by the roles listed below. The resource team is designed to support the leadership team in accomplishing the university cultural change. The resource team will support both the cultural change and Diversity Plan. Resource Team members serve three year terms. The resource team is not designed to be a permanent group as cultural change must be integrated into the community.

* Director of Diversity & Social Justice (Chairperson)
* **Director of the Intercultural Center for Student Engagement**
* Chair, President’s Commission on the Status of Women
* Chair, President’s Commission on Cultural Diversity and Inclusion
* Chair, President’s Commission on Gender and Sexual Diversity
* 4-6 Student Representatives

**Diversity to Inclusion Resource Group**

* Dr. Kim Mahaffy, Interim Director of Diversity and Social Justice – Chair
* Jas Whitlow, Director Intercultural Center
* Dr. Elizabeth Powers-Costello, President’s Commission on the State of Women
* Dr. Leonora Foels, President’s Commission on Cultural Diversity and Inclusion
* Dr. Tiffany Wright, President’s Commission on Gender and Sexual Diversity
* Brittnay K Goranson (Student Government Association)
* Evelyn Dais (Student Government Association)
* Levi Moyer (Gender and Sexuality Alliance)
* Rawan Alemari (Global Education)

**ComMUnity Symposium** (Campus Stakeholders)

* Peter Anders, Chief of Police
* Dr. Nivedita Bagchi, Associate Professor/Director of Women’s Studies
* Jan Bechtel, Program Director of Career & Life Studies
* Charmayne Brubaker, Director of Personnel Services, Human Resources
* Dr. Patrice Campbell, Director of International Programs
* Dr. Jill Craven, Professor/Chair, English
* Dr. Dominique Didier, Professor, Biology
* Dr. Justin Garcia, Assistant Professor, Sociology/Anthropology
* Dr. Duane Hagelgans, Assistant Professor, Earth Sciences
* Dr. Renardo Hall, Associate Vice President for Student Affairs & Enrollment Management
* Dr. Scott Helfrich, Director, HARP
* Cheryl Hodges, Diversity Management Specialist
* Dr. Kimberly Mahaffy, Professor/Director of Latino Studies
* Rita Miller, Associate Director HARP
* Dr. Erin Moss, Associate Professor, Mathematics
* Darlene Newman, Director Student Success Programs
* Dr. Michele Santamaria, Assistant Professor, Library Department
* Dr. Frederika Schmitt, Associate Professor, Sociology/Anthropology
* Dr. Rita Smith-Wade-El, Professor/Director of African American Studies
* Elizabeth Swantak, Title IX Coordinator
* Jayme Trogus, Director, **The Center for Health Education and Promotion**
* Christina Williams, Assistant Director, Student Success Programs
* Dr. Sepi Yalda, Director, Center for Disaster Research & Education
* John Hearn, Director, Center for Student Involvement and Leadership
* Izzy Mailen, SSI Operations Student Memorial Center
* Jazmin Wiiliams, Student Manager, Intercultural Center
* Aunjel Van Brakle, Graduate Assistant, Office of Diversity and Social Justice/Intercultural Center
* Cassian LeJeuene, 2017-2018 Black Student Union at Millersville President
* Monica Rush, 2017-2018 Gender and Sexuality Alliance at Millersville President
* Angel Robinson, 2017-2018 Society on Latino Affairs(SOLA) at Millersville President
* Brittney Brown, 2017-2018 N.A.A.C.P at Millersville President
* Tabatha Smith, 2017-2018 Friends of Advocates for Native Nations(F.A.N.N.) President
* Amy Koss, 2017-2018 Hillel at Millersville President
* Zainabou Dabo, 2017-2018 African and Caribbean Student Association President