

2020-2021

DIVERSITY & BELONGING



**WAYNESBURG
UNIVERSITY**

THE FOUNDATION



1

JULY 2020

Diversity & Belonging Initiative approved for Fall 2020 semester start by Waynesburg University administrators

2

AUGUST 2020

Diversity & Belonging **Leadership Team**, comprised of 15 faculty and staff from across campus, established; planning for fall semester begins

3

SEPTEMBER 2020

Diversity & Belonging **student advisory board** established; fall semester program plan approved; **programming begins** and is offered monthly throughout the semester

4

NOVEMBER 2020

Diversity & inclusion **program evaluation approved** by Institutional Review Board; pilot of evaluation launched in graduate program

FALL 2020 PROGRAMS

63

people participated in Fall 2020 semester trainings. The trainings included "**Let's Talk About Race**," a workshop for students; "**Making It Personal: The Power of Storytelling for Building Inclusive Environments**," a WUbinar for faculty and staff; and a **Veterans Day Panel**, which was open to all!

5

students participated in **open forum discussions** about Diversity & Belonging.

25

students participated in the "**Just Mercy**" **book group** (10 active). The group read and discussed the book, met with WU's **alumni book club** for a related conversation, and concluded the semester by watching the movie (based on the book).

75

Waynesburg University students were partnered with international pen pals. The **international pal program** encouraged multicultural conversation in a time when travel is not possible. For this program, WU worked with partners Spain, Italy, Romania, Guatemala, and New Zealand.

CREATIVE ADDITIONS



Waynesburg University Athletics participated in **NCAA Diversity & Inclusion Week** by sharing student stories on social media and creating a video with coaches demonstrating their commitment to diversity and equity in athletics. [The video is available at https://youtu.be/3t1N914144o](https://youtu.be/3t1N914144o)

Banned Books Week - Diverse Selection of Books Included in Resource List

Navigating the Workforce for Individuals with Disabilities - Guide Created

Diversity in the Workplace Graphic Shared in All-Access Career Course

SPRING '21 CALENDAR



JAN

SEMESTER STARTS

- 4: World Braille Day
- 17: World Religion Day
- **18-19: Martin Luther King Jr. Day of Service and Convocation**
- 27: Holocaust Day of Remembrance



FEB

BLACK HISTORY MONTH

- **Black History Month**
- 1: National Freedom Day
- 11: Asian-American Women's Equal Pay Day
- 15: President's Day
- 17: Ash Wednesday



MAR

NOTEWORTHY MARCH HOLIDAYS

- **Women's History Month**
 - 8: International Women's Day
- **National Developmental Disabilities Awareness Month**
- 13: Start of Deaf History Month
- 21: International Day for the Elimination of Racial Discrimination
- 25: International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade



APR

A CELEBRATION OF DIVERSITY

- **Celebration of Diversity Month**
- Autism Awareness Month
- Good Friday & Easter!
- 13: Equal Pay Day
- 22: Earth Day

SPRING 2021 PROGRAMS

239

students, faculty, & staff participated in Black History Month programming, including:

FACULTY WORKSHOPS & WEBINARS

- How to Talk About Race with Students
- WUbinar: Empathy Edge
- WUbinar: Unconscious Bias in the Workplace

CAMPUSWIDE EVENTS

- Fences (Movie & Discussion)
- Soul of American Music Presentation
- Of Ebony Embers Harlem Renaissance Performance & Discussion
- Black History Month Trivia
- Dr. Nicholas Pearce DeVito Lecture & Professional Development Class Discussion
- Just Mercy (Movie & Discussion)

9

**Additional
programs,
discussions,
or displays**

- Talking with Strangers Book Group & Alumni Discussion
- WUbinars (2): Living Lively, Good Guys
- Greene County Veterans Expo (Off Campus)
- Policing in America Discussion
- Diversity, Equity, and Inclusion in the Workplace Speaker
- International Pen Pal Program (Continued)
- Waynesburg U. named PNGAS Guard-Friendly School
- Black History Month, Women's History Month, & Celebration of Diversity Book Displays in Eberly Library

5

opportunities were offered for the Celebration of Diversity week at the beginning of April.

- Table in Stover hosted by Sierra Medina, Student Advisory Board Member
- Dr. Michele Harper Crosby and b. f. maiz Lecture
- WU Go Girl: Challenging Biases and Encouraging Belonging
- American Sign Language Workshop
- Service Office Recommendations

2

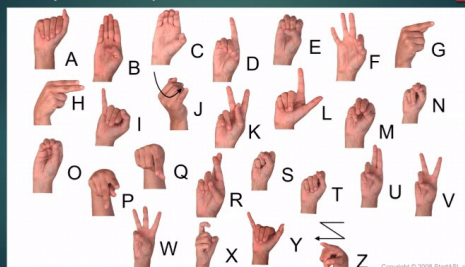
Students submitted a series of poems in celebration of National Poetry Month. The focus of the poetry submissions was "exploring identity." The poems are published on [The Buzz \(click here\).](#)

SPRING SNAPSHOT



At top at left, Dr. Nicholas Pearce speaks with a group of students in advance of his DeVito Lecture. Above, at bottom left, Dr. Michele Harper listens to a student question during her Crosby and b. f. maiz lecture. At top right, Student Advisory Board Member Sierra Medina talks with a fellow student about diversity & belonging during "A Celebration of Diversity Week" in Stover Campus Center. At right, American Sign Language Instructor Kinna Smith reviews the alphabet during the American Sign Language Workshop. Below, Dr. Tak Suyama laughs during the "How to Talk About Race with Students" panel that he participated in with fellow panelists Ezekiel Olagoke and Jill Moyer Sunday.

Finally, the Alphabet!



Kinna (



Kinna2



FEATURED FLYERS



Veterans Day Panel

THURSDAY, NOVEMBER 12
11 a.m. | Microsoft Teams

[Click here to join](#)



LET'S TALK ABOUT RACE

Monday, September 28 | 4 p.m. | In-Person Workshop!


Diversity & Belonging
National Poetry Month

EXPLORING IDENTITY

THROUGH POETRY & OTHER FORMS OF CREATIVE WRITING

[Click here to submit your work!](#)

c o r e e n s e m b l e



of Ebony Embers

VIGNETTES OF THE HARLEM RENAISSANCE

A chamber music theatre work for actor and trio celebrating the lives of the great African American

JUST MERCY

BLACK HISTORY MONTH

"JUST MERCY" MOVIE AND DISCUSSION

Stover Campus Center
3rd Floor Conference Rooms
8:30 p.m. | Wednesday, February 17

Hosted by the Fall 2020 "Just Mercy" Book Group in partnership with the Diversity & Belonging Team

A VIRTUAL CONVERSATION WITH JOSHUA HEAD




THE HISTORY & SOUL OF AMERICAN MUSIC: HOW BLACK CULTURE & HISTORY BIRTHED HIP HOP & POPULAR MUSIC GENRES

FEB 12, 2021
12:00 PM EST
VIA ZOOM




Waynesburg University Professional Development Workshop

FOSTERING DIVERSITY, EQUITY & INCLUSION IN THE WORKPLACE



CHANDRIA LUCIOUS HARRIS
Executive Consultant, Founder,
CEO HireCultures

HIRECULTURES



A LOOK AHEAD

PROPOSED BY THE DIVERSITY TEAM

- Formal approval of The Everything Alliance on Campus
- Identify on-campus meeting space for diverse groups (whether they are approved student activities or not)
- More LGBTQ+/Gender Identity Programming
- Work more with SAB and Peer Leaders
- Social Media Presence
- Testimony Nights in Beehive
- Poetry Slam or Cultural Talent Show
- Service - Letters to Inmates
- Outline policies/procedures for reporting harassment
- Hire or select someone to focus on diversity & belonging as a part of role
- Secure funding
- Put initial audit recommendations in place

Learn more about **Waynesburg University's Diversity & Belonging Program** by reading the [feature published in The Yellow Jacket](#) or through the [Pathways Center's Initiative Announcement](#).

CONTINUATION FROM 2020-21

- Program Evaluation/Audit (Expand to Main Campus)
- Accessibility Mapping (Initial Mapping Complete!)
- Adding Focus Statement and Indigenous Land Statement to [Page on Website](#)
- Book Group
- Workshops, programs, reflections, and discussions
- Faculty training opportunities
- Mixed Media Contest
- Work with Athletics
- Podcast
- Military Connections and Conversations

DIVERSITY TEAM PROFESSIONAL DEVELOPMENT

- Advancing Equity for Marginalized Students
- Embracing Allyship
- Leading Inclusively
- Race in Rural Spaces
- Communities of Belonging: Racial Justice Lens
- Pitt Diversity Forum: 5th Annual Symposium
- Student Affairs Commitment to Racial Justice Day of Action
- How to Talk About Race (Six-Week Course)
- Racially-Inclusive Practices and Title VI
- Does Civility Still Matter?
- NetVUE: Vocation & Belonging in Racial America

FALL '21 CALENDAR

AUG

SEMESTER STARTS

- 23: First Day of Class
- 23: International Day for the Remembrance of the Slave Trade and its Abolition
- 26: Women's Equality Day

SEP

HISPANIC HERITAGE MONTH

- 6: Labor Day
- 6-8: Jewish New Year
- 15-16: Yom Kippur
- 18: International Equal Pay Day
- 24: Native American Day

OCT

LGBT+ HISTORY MONTH

- National Diversity Employment Awareness Month
- Global Diversity Awareness Month
- 1: Native American Women's Equal Pay Day
- 10: World Mental Health Day
- 11: National Coming Out Day
- 11: National Indigenous Peoples Day
- 20: International Pronouns Day
- 29: Latinx Women's Equal Pay Day
- 31: Halloween

NOV

NATIVE AMERICAN HERITAGE MONTH

- Family Caregivers Month
- 11: Veterans Day
- 19: International Men's Day
- 20: Transgender Day of Remembrance
- 25: Thanksgiving
- 26: Native American Heritage Day
- 28: Hanukkah Begins

DEC

SEMESTER ENDS

- 1: World AIDS Day
- 3: International Day of Persons with Disabilities
- 6: End of Hanukkah
- 10: International Human Rights Day
- 25: Christmas