



**WAYNESBURG
UNIVERSITY**



2021-22 DIVERSITY & BELONGING REPORT

waynesburg.edu/diversity-belonging

PREPARED BY
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FALL 2021

CALENDAR

AUGUST

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

SEPTEMBER

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

OCTOBER

- 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
- 30: Halloween

NOVEMBER

- 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

DECEMBER

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

FALL 2021 EVENTS

CAMPUS EVENTS

- City of Asylum Speaker (RaMa) - Hosted in Partnership with the Writing Center
- Dress for Success - Partnership with Career Development
 - Information Shared About Equal Pay Day and Intersectional Feminism
- Privilege Walk - Hosted by Athletics for the Soccer Team
- Veterans Day: A Walk to Remember
 - Featuring Veterans from Afghanistan, Iraq, Vietnam, The Cold War, and Desert Storm
- International Student Orientation
 - Adjusted to Connect Students With Faculty Contact & Incorporate Additional Outreach

228 NUMBER OF PARTICIPANTS
IN FALL SEMESTER EVENTS
35.7% INCREASE IN ENGAGEMENT
(COMPARED TO FALL 2020)

WUBINARS (FOR ALUMNI, FACULTY, AND STAFF)

- Women in War
 - In Conjunction with Book Display in Eberly Library
- Thanksgiving Dilemma

DRESS FOR SUCCESS PHOTOS



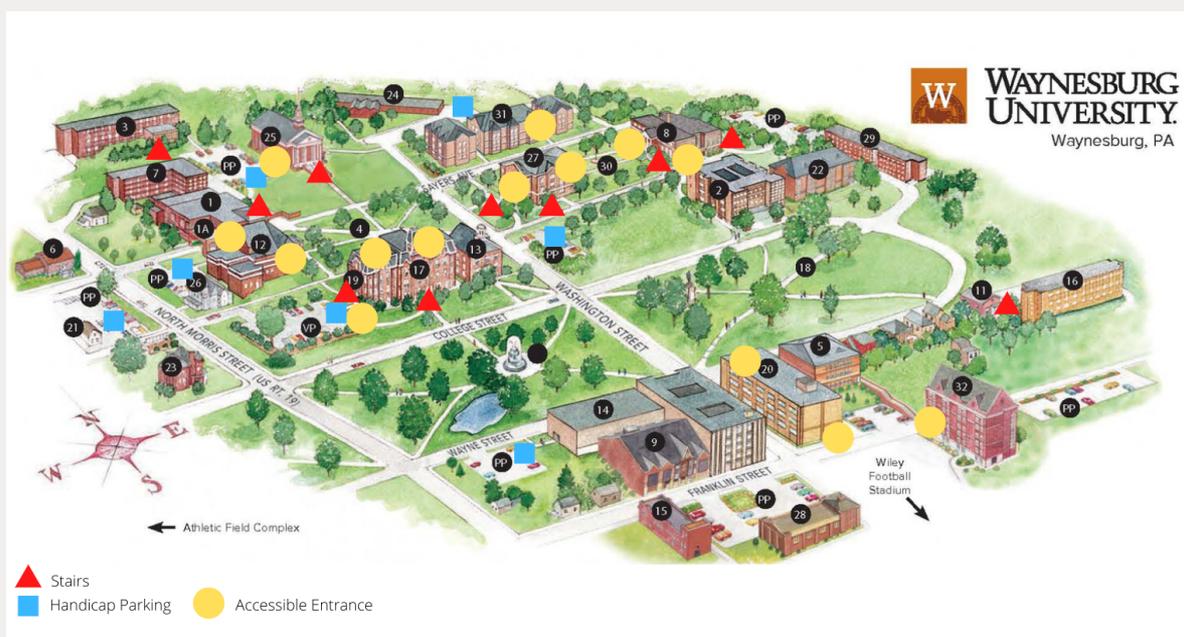
PROJECTS & PROGRAMS

ONGOING PROJECTS

- Diversity & Belonging Audit (Started in Graduate Counseling Program); President's Office Approved Plan to Move Forward One Department at a Time on Main Campus
 - Next Step: IRB Proposal
- Draft of Accessibility Map Complete (Below)
- Draft of Diversity Statement Complete
- Creation of Athletics Diversity & Inclusion Leadership Team
- Website Updates

WEEK-LONG INITIATIVES

- [NCAA Diversity & Inclusion Week Social Media Campaign \(Link\)](#)
- Global Diversity Table for International Education Week



INFORMATION & PROMOTION

Intersectional Feminism

What is it and why does it matter?

- Formal Definition: "A prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other."
 - Different factors like race, class, and sexual orientation (among others) impact gender equity.
- According to Healthline, "Acknowledging your own privileges and intersections alongside others can help you recognize your own biases and how they affect your interactions."

Call to action

- Use whatever power you have in your different roles to acknowledge the ways gender, race, class, ability, immigration status, and all of these different identities, impact where we are.
- Scan the QR code to learn more and read the full Healthline article.
- Contact sbell@waynesburg.edu to discuss, share, or learn more.

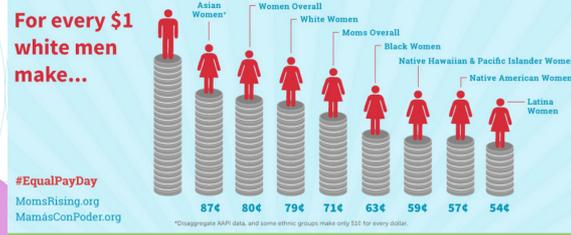


"Intersectional feminism is looking at not only the myriad aspects of our identity—our race, our gender, our sexual orientation, but how power and oppression play in those." Malika Sharma, MD

INTERNATIONAL
EQUAL PAY DAY
RECOGNIZED SEPTEMBER 2021

Scan the QR code, at left, to watch the U.S. Department of Labor's 2021 address on advancing equal pay at home and abroad.

Are all women paid equally? Short answer - no! When considering equal pay, we must consider diverse factors and intersections of identity which impact this issue.



Veterans Day: A Walk to Remember

Service Project & History Walk, Featuring Veterans From Several Conflicts, Including:

- Afghanistan
- Vietnam
- Iraq
- & More!
- Desert Storm

Johnson Commons, November 11 at 6 p.m.

Free Hot Chocolate Provided!

WAYNESBURG UNIVERSITY
Diversity & Belonging
Study Abroad



INTERNATIONAL EDUCATION WEEK

Learn more about study abroad opportunities and celebrate global diversity!

STUDENT GROUPS

DIVERSITY & BELONGING STUDENT ADVISORY BOARD

- Student Representatives (Pictured Below)

- Jacinda Devart**
- Cheyanne Forson**
- Tyler Funk*
- Ashley Gary*
- Sierra Medina*
- George O'Brien*
- Alicia Zottola***

*Returning members (served on advisory board during 2020-21)

**Joined student advisory board in Fall 2021

***Joined advisory board in Spring 2022



STUDENT CLUBS AND ORGANIZATIONS

- Black Student Union
- Gender and Sexuality Alliance
 - Approved Student Club as of Fall 2021
- Student Activities Board

SPRING 2022 CALENDAR

JANUARY

- 17: Martin Luther King Jr. Day
- 17: World Religion Day
- 27: Holocaust Day of Remembrance

FEBRUARY

- Black History Month
- 1: Chinese New Year
- 1: National Freedom Day
- 11: Asian-American Women's Equal Pay Day

MARCH

- Women's History Month
- National Developmental Disabilities Month
- 2: Ash Wednesday
- 8: International Women's Day
- 21: International Day for the Elimination of Racial Discrimination
- 25: International Day of Remembrance for the Victims of Slavery and the Transatlantic Slave Trade

APRIL

- Celebrate Diversity Month
- 2: World Autism Awareness Day
- 13: Equal Pay Day
- 15: Passover (Jewish)
- 17: Easter

SPRING 2022 WUBINARS & LIBRARY DISPLAYS

- How to Make an Empowered Ask to Achieve Success, Fulfillment, & Peace of Mind featuring author Elayne Fluker
- Awesome Human Project: How to Struggle Less & Thrive More in Work & Life
- Eberly Library Displays: Black History Month (February), Women's History Month (March), Celebration of Diversity Month (April)

SPRING 2022 EVENTS

CAMPUS EVENTS

- Celebrating Martin Luther King Jr. Day
 - Martin Luther King Jr. Day of Service (Center for Service Leadership)
 - Martin Luther King, Jr. Convocation (President's Office)
- Unveiling of Plaque Commemorating Bethel African Methodist Episcopal Church
- [Black History Month \(Link\)](#)
 - Success in a Nutshell Leadership Series Launch
 - One Event Hosted Per Month After Launch
 - "Corporate Diversity" Presentation by Mr. Lance Hyde
 - [Watch the Event Recording \(Link\)](#)
 - Soul Food Dinner (Hosted by SAB)
 - Music and Conversation with Joy Ike (Hosted by SAB)
 - Black History Month Discussion (See Appendix 1)
- [Women's History Month \(Link\)](#)
 - Women in Gaming Panel (Hosted by the English Department)
 - [Women's History Month Discussion \(Link\)](#)
 - Women in Business Event (Co-Hosted by Business Club)
- Dress for Success Collaboration
- Celebration of Diversity Week
 - Table with Activity in Stover
 - Celebration of Diversity Month Scavenger Bingo (See Appendix 2)

639

**NUMBER OF PARTICIPANTS
IN SPRING SEMESTER EVENTS**
150.5% INCREASE IN ENGAGEMENT
(COMPARED TO SPRING 2021)

SPRING SNAPS



Women in Business Event

WEDNESDAY, MARCH 23, 2022
NOON | HANNA 103

FEATURING LAURYN DUDLEY AND BETHANY KIRKWOOD, NORTHWESTERN MUTUAL

IN ADDITION TO DISCUSSING WOMEN IN BUSINESS, LAURYN AND BETHANY WILL COVER TOPICS INCLUDING:

- PERSONAL BRANDING
- NETWORKING
- AND MORE!

TREATS MAY BE PROVIDED

THIS EVENT IS CO-SPONSORED BY THE BUSINESS CLUB & DIVERSITY & BELONGING TEAM

WOMEN'S history MONTH DISCUSSION

BLACK HISTORY MONTH

BLACK HISTORY MONTH DISCUSSION

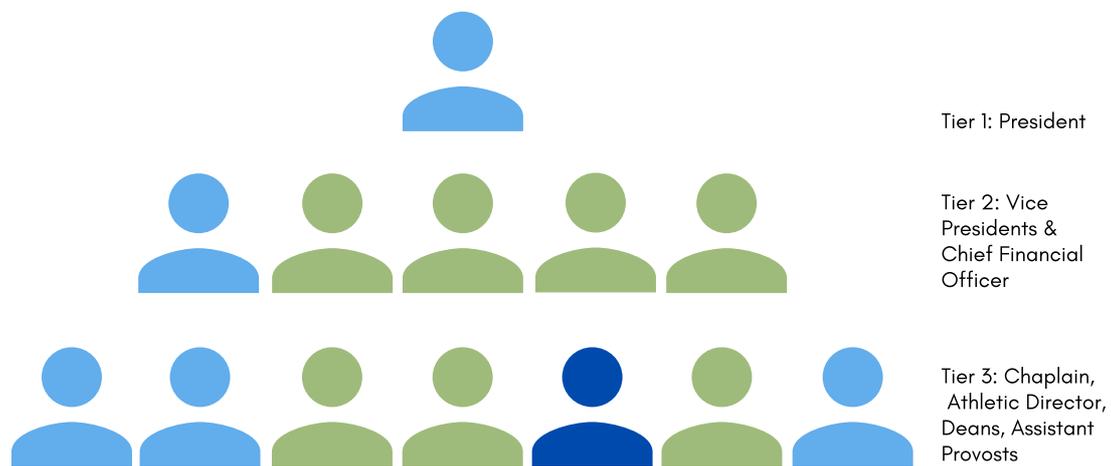
WEDNESDAY, FEBRUARY 23
NOON | EBERLY LIBRARY
TONY GLASS ROOM (MAIN FLOOR)



DIVERSITY SNAPSHOT

NOTEWORTHY STATISTICS

- Waynesburg University's student population consisted of 58% female and 42% male students in 2020.
- 85% of students were White (2020), a decrease of 7% from last reported data (2015).
- In athletics, 95% of athletes were White in 2019 and 5% of participants were Black.
 - Black students make up 3% of the overall student population at Waynesburg University, in comparison (2020).
- A snapshot of Waynesburg University's leadership diversity is portrayed in the below graphic.



Tier 4 (Directors, Department Chairs, Associate Dean, Registrar): 16 White Males, 13 White Females



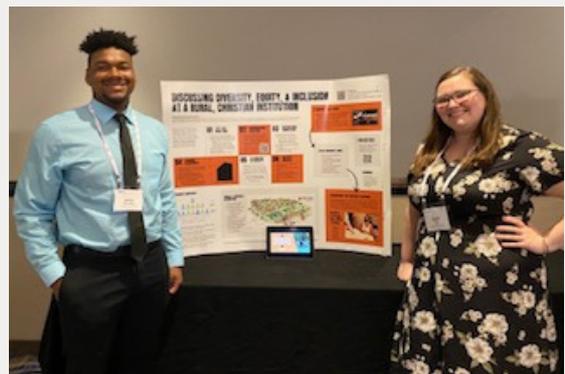
Review more statistics at waynesburg.edu/diversity

DIVERSITY & BELONGING TEAM MEMBERS

- Alexa Baily, Pathways Center
- Sarah Bell, Pathways Center
- David Floyd, Alumni Office
- Chris Hardie, Athletics
- Chaley Knight, Counseling Center
- Anne Maxwell, Residence Life
- Faith Musko, Chemistry & Forensic Science
- Ezekiel Olagoke, Criminal Justice & Social Services
- James Roundtree, Athletics
- Jaime Stanny, Pathways Center*
- Michelle Steimer, Graduate Counseling
- Essence Suggs, Student Services*
- Josh Sunday, Campus Ministry/Humanities
- Jill Sunday, English/Writing Center
- Adrienne Tharp, Service Leadership
- Gordon Truesdale, Residence Life
- Melinda Walls, eHIVE

**SARAH BELL & JAMES ROUNDTREE
PRESENTED A POSTER SESSION AT
THE AAC&U CONFERENCE ON
DIVERSITY, EQUITY, AND
STUDENT SUCCESS**

*The session was titled, "Discussing
Diversity, Equity, & Inclusion at a
Rural, Christian Institution"*



APPENDIX 1

Your Name: _____

CELEBRATION OF DIVERSITY MONTH

scavenger bingo . . . find someone who . . .

Is from the same hometown or region as you _____	Speaks more than one language _____	Identifies differently than you do (in at least one way) _____	Has the same favorite color as you _____	Drives the same car as you _____
Has the same English 101 professor that you did _____	Is willing to share a secret with you _____	Has the same favorite food as you _____	Has to work while they're in college _____	Has the same favorite animal as you _____
Likes the same type of music that you do _____	Has the same favorite movie as you do _____	FREE SPACE	Has the same number of siblings that you do _____	Has the same favorite professor as you _____
Has a different major than you _____	Has a style that you really like _____	Is from a different state than you are _____	Is from a different country than you are _____	Has changed their major at least once _____
Is the first person in their family to go to college _____	Is an athlete (or plays a different sport than you) _____	Has ancestors from Africa _____	You've never talked to before _____	Has ancestors from Europe _____

got bingo?

Bring your completed card to Eberly Library (Eberly 112 or the circulation desk) by Friday, April 15.

Win a prize for getting Bingo | Complete the entire card & be entered to win more WU swag!

Email sbell@waynesburg.edu with any questions.



BLACK HISTORY MONTH DISCUSSION

26 LITTLE-KNOWN BLACK HISTORY FACTS YOU MAY NOT HAVE LEARNED IN SCHOOL *(SCAN QR CODE AT RIGHT)*

- PLUS: 6 HEROES TO HONOR THIS BLACK HISTORY MONTH (VIDEO)



BLACK HISTORY IS AMERICAN HISTORY | OKALANI DAWKINS | TEDXYOUTH@MVHS (VIDEO) *(SCAN QR CODE AT LEFT)*

WHY DO WE STILL NEED BLACK HISTORY MONTH? | PARKWAY WEST PATHFINDER (VIDEO) *(SCAN QR CODE AT RIGHT)*

