Welcome back to campus, and special greetings to the incoming class of 2019! This bulletin provides regular info on campus happenings pertaining to diversity and inclusion. Like “inclusion” itself, the bulletin will evolve. Each month we will provide updates and invitations, as well as shine a spotlight on individuals engaged in creating a more inclusive campus. People sometimes ask, “What do you mean by diversity and inclusion?” I often share a simple way to think about each term. “Diversity” is the broad range of social and group identities. “Inclusion” is the active and intentional engagement with diversity in all ways that serve our educational mission. Diversity just helps us do what we do even better. Full inclusion means every voice matters. Are you in?

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A word from Dr. Diaz:

Community achievements and next steps: Are you up to speed? Read on!

Last winter a Diversity & Inclusion Action Planning process began. Progress highlights include:

• The Equal Opportunity Employment non-discrimination clause has been expanded to include gender identity, gender expression, and age.
• Safe Zone Training is now strongly encouraged as part of leadership development for Department Chairs.
• Title IX training is now part of Freshman Orientation and employee training.
• The Diversity Innovation Fund has been launched and awarded for community initiatives on topics ranging from cross-cultural communication to First Generation college student experience.
• The Intercultural Development Inventory is now available for campus training and development.
• The Bias Response Protocol has been strengthened.
• All Gender Restrooms are located in 12 buildings (not including residence halls).
• 15 employee workshops trained over 360 participants in 2014-15.

See the Diversity & Inclusion website for a full progress report.

Next steps: There are two ways that groups on campus can provide input into the Diversity & Inclusion Action Plan. First, the governance group CoDE is charged with reviewing the development of the action plan and providing campus input. Please contact one of your CoDE faculty, staff or student representatives or contact CoDE’s co-chair Associate Provost Ande Diaz with any suggestions or concerns on how to make Allegheny more inclusive. Second, several departments have conducted input sessions since July. Fall sessions are still available. Email adiaz@allegheny.edu to share your interests. Your input matters.

Special invitation: Becoming a diverse community alone does not increase learning. It is the engagement across multiple perspectives that yields the learning. Difficult dialogues and complex conversations are more important than ever. Any students, staff or faculty who have experience with or the desire to learn dialogue facilitation skills are invited to send an email of interest to adiaz@allegheny.edu.

What’s new: This semester’s recipients of Diversity Innovation Funds offer an exciting array of opportunities for inclusion and intercultural learning. Projects range from a new digital media collection on social movements from alternative press-es, to a reading group exploring concepts of intercultural competencies through science fiction short stories, to a workshop series on Cross Cultural Communication. Check out the Diversity Innovations site, which includes contact information.
Spotlight on “Gators” making Allegheny inclusive:

This past summer Jesse worked with Dr. Diaz conducting research, working on metrics, creating reports, and even helping shape our action plan. We asked him the following questions:

Q: What do you think Allegheny does well in regard to Diversity and Inclusion?
A: Allegheny is good at listening to its students. Since last fall, there has been a major effort by the administration to address the issues that students raised.

Q: What could Allegheny do better?
A: Allegheny needs to work on its transparency. I feel as though the students don’t always get a clear picture of what’s going on inside the administrative offices. That isn’t to say that administration isn’t doing a great job, it just doesn’t seem very visible to the students. I also feel that we as a community should take it upon ourselves to improve inclusion as well.

Q: What will you do personally this year to make Allegheny more inclusive?
A: This year I plan to help organize some events. As a member of several College Choirs, I’ve asked myself what I can do to make Allegheny more inclusive, as both an individual and as a member of the choirs. I’m also going to encourage the members of my various clubs and extracurricular activities to work together to make a difference on campus.

Upcoming events:

Many departments and groups offer diversity and democracy related programming and events. From discussions such as last week’s program “Second Line,” a film screening and interdisciplinary panel on the 10th anniversary of Hurricane Katrina, to next month’s National Coming Out Day coordinated by CIASS to International Education Week this fall, to next spring’s conference for First Generation students, inclusion at Allegheny is on the move. Details of upcoming events pertaining to diversity and democracy, as well as a list of religious holidays for the year, can be found on the websites of the following offices: Office of Spiritual and Religious Life, CIASS, International Education, the Center for Political Participation, and the Allegheny Gateway.

A sample of upcoming events and holidays includes:

- **Quigley Town Hall** - Sept. 10. The QTH is focused on Populism regarding Trump and Sanders and will be moderated by Professor John Weibel.
- **Rosh Hashanah** (Jewish New Year) - Sept. 13-15
- **National Constitution Day** - Sept. 17 - a time for us to continue developing habits of citizenship in a new generation. [Contact the CPP for details.]
- **Yom Kippur** (Jewish Day of Atonement) -- Sept. 22-23
- **Eid Al-Fitr** (Islamic Feast of the Sacrifice) -- Sept. 24
- **National Coming Out Day** -- Oct. 11 (more info from CIASS soon)
- **International Education Week** -- Nov. 16-20
- **International Dinner** (a celebratory feast of cultures) -- Nov. 22
- **Martin Luther King Day Speaker with Rev. Irene Monroe** -- Jan. 2016 (more info this fall)
- **Sustained Dialogue Institute** -- professional development workshops in Jan. 2016

Full inclusion does not happen overnight. It is created in small ways every day. Be part of the movement. Visit Diversity & Inclusion and get involved.