Last month marked the first Inclusion Bulletin. Readers sent me story ideas, praise, and thoughtful critique. We listened. A student observed that different ability status is often forgotten in conversations about diversity. This prompted the segment about our disability services and ensuring that ability status is part of creating an inclusive Allegheny. A faculty member shared important feedback about religious holidays. Reach out and let us know your ideas and suggestions. Your input matters.

In this issue of the bulletin we introduce CoDE and how the community can provide input on the Action Plan for Diversity & Inclusion. This bulletin also includes a call for proposals for Diversity Innovation Funds. This month we shine a spotlight on Ms. Andy Cooley. You may not know Andy, but she sure knows you... Lastly, we offer a sample of upcoming happenings with a link to an extensive list of religious holidays.

In a recent conversation with Bonner students, it was clear that positive community change benefits from both top down and bottom up leadership. One Bonner pointed out that we need to embody the changes we want to see and to be role models as we increase our intercultural awareness and choose our behaviors every day. Out of this conversation emerges the Inclusion Bulletin’s new motto. It is inspired by the call-to-action teachings of Mahatma Gandhi.* Allegheny now publishes Inclusion Bulletin: Be the Change!

A word from Dr. Diaz:

The Council on Diversity & Equity (CoDE) is a governance committee of Allegheny College. CoDE’s charge is to review progress on improving diversity, increase awareness, facilitate communication and discussion, and make policy recommendations. CoDE includes students, staff, and faculty from across campus. Professor Michael Mehler and Associate Provost Ande Diaz co-chair CoDE.

*Student representatives include: Sophie Dodge, Sydney Fernandez, Connor Racine, and Randy Violette.
*Staff representatives include: Andy Cooley (Human Resources), Darnell Epps (Admissions), Armenta Hinton (Associate Dean of the College/Director of CIASS/Black Studies), Jenny Kawata (Director, International Education), Jane Ellen Nickell (Spiritual & Religious Life/Chaplain), and Vanessa Shaffer (Office Coordinator Annual Giving)

*Faculty representatives include: Veronica Dantan (Modern & Classical Languages), John Christie-Searles (Meadville Community), Amara Geffen (Art), Jeff Hollerman (Psychology) and Younus Mirza (Philosophy & Religious Studies)

CoDE welcomes input from across campus. From attending an open ASG meeting each semester to the upcoming “Listening Tables” in the Campus Center, CoDE is the place to share your perspective and stay informed on diversity changes and progress. Contact any of the CoDE representatives listed above so we can all “be the change” we wish to see.

The Diversity Innovation Fund is in its second year. This fund is designed to accelerate campus climate improvements by encouraging cross-campus collaborations for sustainable community change. The DIF is coordinated by the Associate Provost for Diversity & Organizational Development. The selection committee is chaired by a member of the Council on Diversity and Equity (CoDE) and includes staff, faculty, and students. Deadline for proposals for Spring 2016 funding is October 30, 2015. For a list of previously funded initiatives and more info visit the Diversity Innovation Funds webpage.

*Mahatma Gandhi (1869-1948) led India to independence and inspired movements for civil rights and freedom across the world. His principles and practices of nonviolent civil disobedience were used by Dr. Martin Luther King and other U.S. Civil Rights activists. “If we could change ourselves, the tendencies in the world would also change,” Gandhi said, “As a man changes his own nature, so does the attitude of the world change towards him … We need not wait to see what others do.”
Spotlight on “Gators” making Allegheny inclusive:

Meet Ms. Andy Cooley, Payroll Manager. Each year she cuts over 22,000 checks to students and employees. She says, “People may not know my name, but they sure know when their pay check arrives... I truly love knowing that I am helping so many people.” We asked her the following questions:

Q: What do you think Allegheny does well in regard to Diversity and Inclusion?
A: Allegheny does a fantastic job of recruiting academically astute students locally, regionally, nationally and internationally as well as employees from diverse backgrounds and countries too. Our visible diversity and other kinds of diversity improve with each incoming class. Now those students are required to take workshops or participate in groups that are “of difference” on purpose... creating a wonderful learning experience. I want my two sons to have that experience!

Q: What could Allegheny do better?
A: Allegheny needs to continue to develop workshops, conversations, action seminars, college/community based leadership programs that offer Diversity and Inclusion at the fore-front.

Q: What will you do personally this year to make Allegheny more inclusive?
A: At the college, I sit on the CoDE committee and have been a part of important conversations about professional development and training. Allegheny has also given me the opportunity to be trained at the IDI Institute to help me focus on my own Intercultural Development. I feel able to get involved in group discussions that I may not have been comfortable with before. The more I learn, the more I can support and challenge others. That way we can all be responsive to education, societal changes and behavior.

Did you know?
Office of Disability Services: Building an inclusive Allegheny means welcoming everyone. Did you know? Allegheny’s Office of Disability Services serves over 160 students, or 8% of our student body, who have disclosed and documented some type of disability. The mission of the office is to ensure nondiscrimination and equal access to all programs, services, and activities for qualified students with disabilities. These include Learning Disabilities, AD/HD, Physical/Mobile Impairments, Mental Health, and other chronic health conditions. John Mangine directs the office and has a wealth of information, from what kinds of health issues are most common to where we can find the latest accessibility map of campus. “My experience at Allegheny has been that most students, faculty, and staff have been quite welcoming and inclusive to our students with disability related needs, but we can always strive for more awareness and acceptance.” -- John Mangine, Director of the Office of Disability Services. Our students have access and opportunities to engage in the full range of experiences available to all students at Allegheny including curricular, co-curricular, and extra-curricular activities. For more info, contact jmangine@allegheny.edu or (814) 332-2898 or visit the office in the Learning Commons on the main floor of Pelletier Library.

Upcoming happenings:
Religious pluralism is part of an inclusive community. For more on religious diversity, please check out the Office of Spiritual and Religious Life website and the link to a list of religious holidays for the year. October 11 also marks National Coming Out Day. Events below are just a sampling of educational opportunities. To learn more please visit the websites of offices such as: CIASS, International Education, the Center for Political Participation, and the Allegheny Gateway.

- Coming Out and Cooking Out- (A Cook Out) at the Queers and Allies house at 5pm October 14th
- Queers & Allies Intersectional Discussion with Union Latina- October 15, 7pm - GFC
- Coming Out Celebration- October 16, 12pm-2pm - Gator Quad
- Gator Safe Zone Level 2- October 18, 12pm-4:15pm (register with CIASS)
- Coming Out Discussion- October 20, 6pm-7pm - GFC
- Sister Circle- November 3, 5pm
- GLCA Students of Color Leadership Conference -- November 13-15 (appl. due October 14)
- International Education Week- November 16-20
- International Dinner- (a celebratory feast of cultures) -- November 22
- Martin Luther King Events- January 2016 (time TBD)
- Presidential Debate Watching Party- November 14 (time TBD)

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.