

ALLEGHENY'S INCLUSION BULLETIN: BE THE CHANGE!

Associate Provost for Diversity & Organizational Development



A word from Dr. Ande Diaz:

Most people have strong feelings about Change. I have heard people say, "Change is great. You go first." Yet change is one thing we can all count on. A change in seasons is a great time to take stock of other changes around us. Changing a culture takes everyone. But it takes informed citizens to create community change that lasts. As Bonner Leaders have identified, Step One is getting educated about what changes are already in the works. Step Two is building on that momentum. Have you taken a good look lately? To get up to speed, visit the Action Plan for Diversity & Inclusion – Phase 1.

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Although the words above were written before we learned of Dr. Armenta Hinton's departure from Allegheny, they are a reminder that one person can have a significant impact on a community and on a culture. Dr. Hinton's time at the college illustrates that. As diversity and inclusion at Allegheny advance, the campus benefits from foundations set by those who come before us. We send our best wishes to Dr. Hinton. Her many contributions will be part of Allegheny's future.

The Council on Diversity & Equity (CoDE) held an open workshop on Gator Day. Attending were 29 faculty, staff and students who discussed the progress on the action plan for Diversity & Inclusion and worked in small groups to offer input. Participants used a strategic framework used on campuses to sustain change over time. Groups are talking about ways to strengthen recruitment and retention, education, and campus climate with intergroup relations. CoDE members invite community input and ideas to inform their review of the college's Action Plan for Diversity & Inclusion.

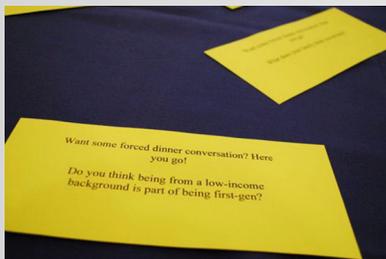


In addition, CoDE is hosting Listening Tables in the Campus Center for the rest of the fall. These are spaces to share your perspective and stay informed on diversity changes and progress. Listening Tables are scheduled from 12 noon to 1:20 p.m. in the Campus Center.

Upcoming dates are: ***11/13 Friday** ***11/23 Monday** ***12/8 Tuesday**

Questions on CoDE can be directed to Professor Michael Mehler (mmehler@allegheny.edu) or Associate Provost Ande Diaz.

The Diversity Innovation Fund is one of the ways Allegheny can "walk the walk" about our Statement of Community. By awarding funds for student, staff, or faculty collaborative ideas, the DIF rewards community-generated ideas to strengthen our campus culture. Just in its second year, the DIF has supported 10 initiatives to date and additional proposals are under review. For a list of [previously funded initiatives](#) and more info visit our Diversity & Inclusion website. Awards for spring 2016 funds will be announced later this fall. Proposals for DIF initiatives for fall 2016 will be due in February.



Questions can be directed to adiaz@allegheny.edu.

The Sustained Dialogue Institute will return to campus to provide a series of workshops for members of the Allegheny community. The focus will be on inclusive educational practices and developing intercultural skills for use inside and outside the classroom. Dates are January 14-16. Details to come. Contact adiaz@allegheny.edu or lhigby@allegheny.edu with questions.

Spotlight on “Gators” making Allegheny inclusive:

Meet Ms. Gilly Ford, Chief of Staff, Interim Title IX Coordinator. Trained in social work, Gilly worked for fifteen years at the Women’s Services, Inc., a dual center that served victims of sexual assault and domestic violence, where she had been executive director since 1998. From 1998-2008 she served on the boards of the Pennsylvania Coalition Against Sexual Assault (PCAR) and the Pennsylvania Coalition Against Domestic Violence (PCADV). We asked her the following questions:

Gilly Ford



Chief of Staff
Interim Title IX Coordinator

Q: What do you think Allegheny does well in regard to Diversity and Inclusion?

A: I think the Allegheny community is comprised of individuals who truly care about diversity and inclusion. Because of that I feel empowered and encouraged to ask challenging questions and engage in what can sometimes be difficult conversations.

Q: What could Allegheny do better?

A: I think one of Allegheny’s strengths is recognizing that we have room to grow in terms of making a more welcoming community for everyone. I think we should continue to engage in important conversations related to these topics and offer more opportunities to participate in workshops and trainings that will encourage personal growth and development in these areas.

Q: What will you do personally this year to make Allegheny more inclusive?

A: In addition to serving as the Interim Title IX Coordinator, I have become a member of CoDE. Specifically I am a part of the Diversity Working Group on Campus Climate and Intergroup Relations. It gives me a special role in helping make our campus community a safer and more welcoming place for everyone.

Did you know?

Allegheny College has 63 Bonner students who have received funding from the Bonner Foundation to serve at a wide range of local community organizations. Their projects range from coordinating youth programs to writing policy, all with the aim of effecting change and creating impact. Recently, Bonners were invited to become involved with the college’s Action Plan for Diversity & Inclusion, which is helping to create a more



inclusive Allegheny. Ideas ranged from increasing their own cultural knowledge, to outreach to support college adjustments for first-year students, to advocating for students with disabilities. In fact, it was a Bonner student who asked for a greater Inclusion Bulletin focus on supporting students with disabilities, which prompted last month’s focus on the Office of Disability Services.

Bonners are also exploring intergroup dialogues. Each semester the Bonner Program focuses leadership trainings on one core commitment of the program; this semester their special focus is social justice. Recently Bonners participated in a workshop to discuss the key components and issues surrounding a particular area of social justice (e.g. racial, environmental, economic, etc.). Then as a whole,

they debriefed and determined, through reflection and discussion, a unifying concept of what the term social justice means. Through large and small campus conversations inside and outside the classroom, Bonners help bring these important topics into Allegheny’s culture of learning. Questions about the Bonner program can be directed to Ellen Bach at ebach@allegheny.edu.

Happenings: Last month’s events included Coming Out Day programs. From cook-outs to coming out to chalking sidewalks, the LGBTQ community and many allies came together.

Upcoming Events:

- [GLCA Students of Color Leadership Conference](#) – Nov. 13-15
- [“The Post-Rhetorical Campaign and the 2016 Presidential Election,”](#) by Prof Justin Vaughn, Tuesday, Nov. 17 at 7 p.m. (CPP)
- [International Education Week](#) -- Nov. 16-20. Sponsored by the Office for International Education and co-sponsored by student groups and offices across campus. ■ 11/13 [Chinese Dumpling making](#) in North Village at 4pm. ■ 11/16 [International Coffee Hour](#) Campus Center 11:30-12:30pm. ■ 11/19 [Bubble Tea & Henna Night](#), Campus Center 8-9pm. ■ 11/20 [Carnival Night Mask Making](#) Campus Center 7-8:30pm. ■ 11/22 [Annual International Dinner](#), Schultz Banquet Hall.
- [Transgender Day of Remembrance](#) -- LGBTQ and allies come together as part of a national celebration of transgender people’s lives. Vigil on November 20 in Ford Chapel. Time TBA. (CIASS)
- [Martin Luther King Events](#) -- Jan. 2016 (CIASS)

To learn more please visit the websites of offices including:

[CIASS](#), [International Education](#), the [Center for Political Participation](#) (CPP), and the [Allegheny Gateway](#).



An ally shows support as “straight but not narrow” on the Gator Quad.

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.