

West Chester University
Diversity Plan

Division: **STUDENT AFFAIRS**

Year: **2009-2010**

Submitted by: **Matthew Bricketto**

| Goal | Objective | Action – Step | Timeline | Accountable Individual(s) |
|--|--|--|--|--|
| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 1. WCU Athletics will recruit, retain, and graduate multicultural student-athletes who will excel in the classroom and in their chosen sport at the Division II level. The overall goal is to exceed the first-year retention and six-year graduation “All University” average for WCU multicultural students.</p> | <p>1A. Coaching staff will work closely with Admissions Office staff to identify potential multicultural recruits, as well as to expand recruiting into diverse communities.</p> <p>1B. Coaches will invite Skip Hutson to meeting in order to learn more about the programs, services, and resources available for multicultural students.</p> <p>1C. Involve multicultural student athletes in the Academic Department Mentoring Program with careful monitoring of academic progress. Included in the monitoring phase will be attendance reports from faculty members.</p> | <p>Fall '09</p> <p>Fall '09</p> <p>Fall '09 & Spring '10</p> | <p>Edward Matejkovic, Admissions Staff,</p> <p>Skip Hutson</p> <p>Kellianne Milliner, Assistant Director of Athletics</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 2. To promote the hiring of a diverse athletics staff.</p> | <p>As coaching and staff positions open, actively encourage minority candidates to apply to all job advertisements. Utilize NCAA LISTSERVS for multicultural candidates to broaden the pool of applicants.</p> | <p>Fall '09 & Spring '10</p> | <p>Edward Matejkovic, Director of Athletics Head Coaches (when Assistant hire underway)</p> |
| | <p>Objective 3. The Counseling Center will work to increase the emotional well-being of students from typically under-represented populations, with a special emphasis on students with disabilities.</p> | <p>A group experience will be offered each semester for students who present with disabilities. This allows students to share unique or common problems with others, to receive feedback from peers and the leader(s), and to provide feedback to other students with special needs.</p> | <p>Fall '09 & Spring '10</p> | <p>Joan Polka, ADP Counselor</p> |
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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 4. To provide targeted counseling for ACT 101 students for early identification of problems and support.</p> | <p>Require each first-year ACT 101 student to meet with the ACT 101 counselor twice each semester for programmatic counseling. Measure: Data stored on Counseling software (Titanium) will indicate if students met this requirement.</p> | <p>Fall '09 & Spring '10</p> | <p>Elbert Saddler, ACT 101 Counselor</p> |
| | <p>Objective 5. To provide assessment and/or counseling for ADP students who are struggling academically.</p> | <p>Require ADP students who are not meeting academic requirements as identified by the ADP staff to visit the Counseling Center for assessment and/or counseling to determine if mental health issues are playing a role in their lack of success. Measure: Data reported on Counseling software (Titanium) will be retrieved to indicate if students complied with ADP staff directive, individual client names will not be released but summary information will be provided.</p> | <p>Fall '09 & Spring '10</p> | <p>Joan Polka, ADP Counselor</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 6. To sponsor special programs and activities for LGBTQ Students and Allies.</p> | <p>Continue to offer programs such as Ally Training and the Bayard Rustin Book Scholarship, as well as other LGBTQA Scholarships; complete at least ten Ally Trainings per academic year; hold two LGBTQA fundraisers per academic year. Offer Ally Refresher courses to include information on transgender issues.</p> | <p>Fall '09 & Spring '10</p> | <p>Jackie Hodes, Assistant to VPSA</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 7. To assist Board of Governors (BOG) and Office of Multicultural Affairs (OMA) mentoring students with their academic transition to university life.</p> | <p>Conduct Summer Institute designed to allow BOG students to arrive on campus days prior to the start of fall classes for academic skill enhancement and community building activities. Provide faculty/staff mentors to incoming OMA and BOG students. Complement this experience with peer mentors and on-going programs throughout the year.</p> | <p>Fall '09</p> | <p>Skip Hutson, Director of Multicultural Affairs; and Associate Director of Multicultural Affairs</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 8. Focus and commit service and support to OMA to multicultural students beyond their first-year experience.</p> | <p>Provide a retention program for upper-class multicultural students with a special emphasis on career exploration and decision making as well as alumni networking. Integrate post first-year retention programs and activities into the overall office workshops and sessions.</p> | <p>Fall '09 & Spring '10</p> | <p>Skip Hutson, Director of Multicultural Affairs; and Associate Director of Multicultural Affairs</p> |
| | <p>Objective 9. To continue to support the Office of Admissions multicultural student recruitment efforts.</p> | <p>Meet with prospective multicultural students during the Office of Admissions summer on-campus visitation programs, as well as accepted students during New Student Orientation.</p> | <p>Summer '09</p> | <p>Skip Hutson, Director of Multicultural Affairs; Associate Director of Multicultural Affairs; and Shelley Siedzikowski, Director of New Student Programs</p> |
| | | <p>Meet with students on Check-Us-Out Day, Multicultural Open House and also represent Office of Admissions at College Fairs.</p> | <p>Fall '09</p> | <p>Skip Hutson, Director of Multicultural Affairs; Associate Director of Multicultural Affairs; and Shelley Siedzikowski, Director of New Student Programs</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 10. To recruit and hire an Orientation Leader staff that is diverse and representative of the student body.</p> | <p>(1) Actively promote and advertise the Orientation Leader position for Summer 2010, making special efforts to inform members of student organizations of under-represented populations of this leadership opportunity. The goal is to reflect the diversity of our student body by including five-seven (20%) multicultural students as part of the staff. (2) Seek referrals and recommendations from the Office of Multicultural Affairs staff. Major multicultural student groups will be targeted for recruiting.</p> | <p>Fall '09 & Spring '10</p> | <p>Shelley Siedzikowski, Director of New Student Programs</p> |
| | <p>Objective 11. To monitor the recruitment of paraprofessional staff so as to hire a diverse staff.</p> | <p>Assist paraprofessional supervisors in recruiting a diverse student body by discussing various strategies through the Paraprofessional Workgroup. Actively promote divisional paraprofessional opportunities among major multicultural student organizations (LGBTQA, BSU, LASO, BLGC, etc.) by attending meetings in the fall and spring. Work with current OMA peer mentors to promote opportunities to peers.</p> | <p>Fall '09 & Spring '10</p> | <p>Jackie Hodes, Assistant to VP/SA, as well as all paraprofessional supervisors</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 12. Recreational Sports Programs will work to hire a diverse student staff</p> | <p>Recreation staff will work with the Director of Multicultural Affairs to ensure that multicultural students are aware of the employment opportunities available in Recreation and Leisure programs. Staff will also attend several student organizational meetings (BSU, LGBTQA, LASO, BLGC, etc.) to explain employment opportunities and promote the recreation and leisure programs. The goal will be to have a diverse staff that reflects the diversity of the campus and is comprised of 20% multicultural students.</p> | <p>Fall '09 & Spring '10</p> | <p>Steve Gambino, Director of Recreation and Leisure Programs.</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 13. To develop and implement effective strategies of outreach and recruitment for a qualified, diverse applicant pool.</p> | <p>Resident Assistant selection process begins in the fall semester, with interest sessions held in each building, totaling 10 meetings for the semester. A special focus as always is to recruit students of color with a goal of achieving a 25% mix of paraprofessional staff who are multicultural students. Letters will be sent to all Greek organizations this year; an additional focus will be on recruiting men. Personal letters will be sent to potential applicants encouraging application. Recruit a diverse pool of graduate assistants, graduate hall directors and resident directors as vacancies become available.</p> | <p>Fall '09</p> | <p>Marion McKinney, Director of Residence Life</p> |
| | <p>Objective 14. To ensure that access to health care will be available for all students in order to retain students of multicultural populations.</p> | <p>Provide health care and educational programming to address the special needs of multicultural students. The Student Health and Wellness Center is accessible to students of all minority groups and the staff will implement a survey with multicultural students to identify the specific health and wellness needs of the diverse populations on campus.</p> | <p>Fall '09 & Spring '10</p> | <p>Robyn Spragins, and the Nurse Practitioner Staff</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 15. To recruit and hire a Leadership Consultant staff that is representative of the student body at WCU.</p> | <p>Actively advertise and intensify strategies to promote the Leadership Consultant positions to multicultural students. Information regarding these positions will be distributed to the multicultural student organizations. Additionally, the current Leadership Consultants will be charged with personally attending the Black & Latino Greek Council, Black Student Union, Asian Student Organization, and the Latino American Student Organization as they have the largest multicultural student population. Our goal is to have 20% of our Leadership Consultant cohorts be from multicultural groups.</p> | <p>Fall '09 & Spring '10</p> | <p>Charlie Warner, Director of Student Leadership and Involvement</p> |
| | <p>Objective 16. To target, recruit, and hire multicultural students for student employment in Sykes Student Union, representative of the campus population.</p> | <p>Conduct personal conversations with the leadership of the multicultural student organizations including BSU, BLGC, LASO, and ASA in addition to students in the Multicultural Affairs Mentoring Program. Utilize a variety of technology-based advertising resources including email, Facebook, digital media, and targeted building signage as a way to recruit students to apply for available positions. Our goal is to have 20% of the Sykes student staff be multicultural students.</p> | <p>Fall '09 & Spring '10</p> | <p>Dave Timmann, Director of Sykes Student Union</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 17. To increase visibility of multicultural students on the Twardowski Career Development Staff.</p> | <p>When hiring for a student wage position (undergraduate or graduate) or the graduate assistant for the Internship program, seek to obtain at least 10% of applications from multicultural students. When recruiting student volunteers for career fairs, attempt to have multicultural students represent 15-20% of the total number of volunteers. Conduct outreach to large student organizations (e.g. LASO, BSU, GSA) and seek referrals from campus colleagues (e.g. Multicultural Affairs, academic departments, and other offices serving diverse students) to cultivate applications. At the conclusion of any recruiting process, the percentage of multicultural applicants out of the total number of staff/volunteers will be calculated.</p> | <p>Fall '09 & Spring '10</p> | <p>Becky Ross, Director of the Twardowski Career Development Center</p> |

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| <p>To develop effective strategies for recruiting and retaining a diverse community of students, staff, faculty, and Administrators. (WCU Plan for Excellence D.1)</p> | <p>Objective 18. To maintain a student staff at the Women’s Center that is prepared to interface with our diverse student body.</p> | <p>Increase diversity of student staff with a goal of 20%. Solicit applications from multicultural women and other minorities through OMA, Sisters United, LASO, LGBTQA Services, among other sources.</p> | <p>Fall '09 & Spring '10</p> | <p>Adale Sholock, Director of Women’s Center</p> |
| | <p>Objective 19. To increase the use of the Women’s Center by multicultural women and other minorities.</p> | <p>Offer at least four programs at the Women’s Center that focus upon racial diversity, sexual orientation, and/or other multicultural identities. Require diversity training for Women’s Center staff.</p> | <p>Fall '09 & Spring '10</p> | <p>Adale Sholock, Director of Women’s Center</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 1. To ensure that the Judicial Board is comprised of a diverse student population.</p> | <p>Attend meeting of specific student organizations: LASO, BSU, SGA, IGC to recruit students to serve as Judicial Board members and send announcements to Department Chairs about faculty positions as well as open student positions. Follow-up with any interested faculty member or student by October 30. Proposed outcome: Composition of the Judicial Board will include representatives from the above referenced student organizations, with a composition of males (50%), females (50%), and students of color (30%).</p> | <p>Fall 2009</p> | <p>Lynn Klingensmith, Director of Judicial Affairs and Student Assistance</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 2. To develop programming specific to the needs and concerns of multicultural student-athletes.</p> | <p>Through the CHAMPS/Life Skills program, work with the Wellness Center to develop programs tailored to women (underrepresented in athletics) and multicultural students. Host program where at least 25% of the female student-athletes are present. In addition, hold a mandatory diversity program.</p> | <p>Fall '09 & Spring '10</p> | <p>Kellianne Milliner, Assistant Athletic Director</p> |
| | <p>Objective 3. To reach out to the local community through volunteerism and community outreach in such a way as to expose student-athletes to multicultural people and persons with disabilities.</p> | <p>Through the CHAMPS/Life Skills program, work to establish an ongoing community service/engagement project with children in special situations (special ed, etc). Work with the SAAC in getting volunteers from all teams to participate. Communicate with the Office of Service Learning to determine how to volunteer to help others in areas in or around West Chester where there is need. Develop an ongoing relationship with a local group where student-athletes volunteer/visit 1-2 times per semester.</p> | <p>Fall '09 & Spring '10</p> | <p>Kellianne Milliner, Assistant Athletic Director</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 4. To provide Counseling outreach to multicultural students on campus.</p> | <p>Develop outreach programs that target multicultural students. This might be coordinated with other programs and departments, such as OMA, LGBTQA, OSSD, the Women’s Center, etc. Measure: A count of outreach programs devoted to special populations can be tabulated at the end of the academic year.</p> | <p>Fall '09 & Spring '10</p> | <p>All faculty members and trainees working in the Counseling Center.</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 5. To have Counseling Center faculty and trainees participate in and receive training in programs that target marginalized groups.</p> | <p>Have every member of the faculty in the Counseling Center as well as trainees participate in training given by various groups on campus: e.g., become an LGBTQA Ally become an OMA Mentor, etc. Measure: Faculty members and trainees will account for their involvement at the end of the year with the Chair.</p> | <p>Fall '09 & Spring '10</p> | <p>Julie Perone, Director of the Counseling Center</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 6. To collaborate with the Office of Multicultural Affairs to create training programs to build a stronger Greek community and Greek governing groups.</p> | <p>Develop a four council retreat in the next year.</p> <ul style="list-style-type: none"> • Work collaboratively with the Office of Multicultural Affairs to develop a four council (IFC, PHC, BLGC, IGC) retreat in the next year. • Incorporate historical perspective of all of the different councils (Panhellenic, Interfraternity, The Black and Latino Greek Council, and The Inter-Greek Council). • Review constitutions, goal setting, leadership development, and collaboration between the different organizations. • Have 90% attendance from the Executive Boards participate. | <p>Fall '09 & Spring '10</p> | <p>Jared Brown, Director of Greek Life Programs</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 7. Greek Life will work to complete Ally training among the chapters in order to increase knowledge and awareness of the LGBTQA community at WCU.</p> | <p>Promote the Ally training opportunities to each chapter member at the beginning of the semester to encourage members/chapters to participate in Ally Training.</p> <ul style="list-style-type: none"> • Promote the Ally training opportunities to each chapter member at the beginning of the semester to encourage members/chapters to participate in Ally Training. • Work with the students involved with LGBTQA to collaborate with the Greek community on an educational program. • Set a goal of 80% for Greek community participation in an LGBTQA sponsored event and/or be trained as an Ally. | <p>Fall '09 & Spring '10</p> | <p>Jared Brown, Director of Greek Life Programs</p> |

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| Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2) | Objective 8. The Office of Multicultural Affairs to provide special multicultural leadership training and development by identifying appropriate regional/national conferences for BSU, LASO, and ASA student leaders. | Review options of available conferences, consider expenses during these difficult economic times, and secure funding from multiple offices as appropriate. | Fall '09 & Spring '10 | Skip Hutson, Director of Multicultural Affairs |
| | Objective 9. To promote diversity awareness collaboratively with academic and/or other University departments. | Provide diversity training opportunities by making ten presentations in various undergraduate and graduate level classes, or at student organizational meetings, or in the residence halls. | Fall '09 & Spring '10 | Skip Hutson, Director of Multicultural Affairs; and Associate Director of Multicultural Affairs |

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| Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2) | Objective 10. LGBTQA Services will plan and implement campus activities on LGBTQA issues or with LGBTQA speakers. | Work with the LGBTQA to host at least three-four calendar of LGBTQA related events. | Fall '09 & Spring '10 | Jackie Hodes, Assistant to the VPSA |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 11. To raise multicultural student-athlete understanding of the Office of Multicultural Affairs (OMA).</p> <p>Objective 12. To train Orientation Leader staff on issues related to diversity and student transition to the University.</p> | <p>Each year, schedule joint meeting with Athletics and OMA staff to explain services to coaches and athletes.</p> <p>Training will be designed to include information, discussion, and self-reflection on issues of diversity, so as to sensitize staff to the challenges multicultural student populations may face as they transition to WCU.</p> | <p>Fall '09 & Spring '10</p> <p>Fall '09 & Spring '10</p> | <p>Skip Hutson, Director of Multicultural Affairs</p> <p>Shelley Siedzikowski, Director of New Student Programs</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 13. To incorporate into staff training issues on transition to the University, accountability/responsibility, civility, equality, and diversity.</p> | <p>Resident Assistants are required to enroll and pass EDC 462, Essentials of the Helping Relationship. Initial training in fall and subsequent training opportunities throughout the academic year will include a focus on diversity and equity related issues.</p> | <p>Fall '09 & Spring '10</p> | <p>Marion McKinney, Director of Residence Life</p> |
| | <p>Objective 14. To market all leadership programming to multicultural students to invite them to participate.</p> | <p>Send invitations to student groups that are predominantly comprised of students of color informing them of leadership opportunities. Track multicultural student participation throughout the year in order to establish “baseline” data for the future.</p> | <p>Fall '09 & Spring '10</p> | <p>Charlie Warner, Director of Student Leadership and Involvement</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 15. To work with the SSHE Women’s Leadership Student Conference attendees to create educational and advocacy activities on campus.</p> | <p>Meet periodically with the students who attended the conference to assist them in planning activities. Work with the students to implement the WCU Women Leading Up Series. We are advocating that the graduates from the PASSHE Women’s Leadership Institute complete during the 2009-2010 academic year, at least three individual events that reflect women’s leadership issues.</p> | <p>Fall '09 & Spring '10</p> | <p>Charlie Warner, Director of Student Leadership and Involvement</p> |
| | <p>Objective 16. Sykes Union leadership will notify and require student staff to attend workshops and hear speakers that cover social equity areas.</p> | <p>Staff are required to attend at least one workshop/program each semester that covers the issue of diversity. Students are routinely notified of campus diversity-related programs and attendance is monitored through email communication and the honor system. An assessment will be developed and incorporated into this requirement to include a self reflection/reporting piece of what the student learned, as well as their overall satisfaction with the experience. A completion rate of 85% will be the goal.</p> | <p>Fall '09 & Spring '10</p> | <p>Dave Timmann, Director of Sykes Student Union</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 17. The Twardowski Career Development staff will collaborate with targeted student organizations, University departments, and employers to provide topical workshops/programs that serve and address the needs of diverse constituent groups.</p> | <p>Develop and deliver three workshops, programs, or special events each semester to focus on topics of relevance and/or addressing the needs of multicultural and other under-represented student groups. Offer programs in collaboration with University offices and/or student organizations to maximize student participation through promotional and advertising strategies and reach out to other students through Multicultural Affairs, diverse student groups, and through targeted academic departments as well as academic advisors. Administer assessment surveys to workshop participants to measure satisfaction with content/delivery as well as students' self-reporting of learning new information as a result of the program.</p> | <p>Fall '09 & Spring '10</p> | <p>Preeti Singh, Associate Director and Phil Tripp, Assistant Director, Twardowski Career Development Center</p> |
| | <p>Objective 18. The Women's Center Director will provide programming on women's issues that incorporates dimensions of sexual orientation, race, religion, age, ability, among other factors of identity.</p> | <p>Hold four-six "Lunch and Learn" discussions per year that highlight diversity among women with the goal of reaching 100 attendees. Develop new programs that address international issues, including an event for International Women's Day.</p> | <p>Fall '09 & Spring '10</p> | <p>Adale Sholock, Director of Women's Center</p> |

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| <p>Identify and reduce barriers to access and equity, and promote a campus supportive of diversity. (WCU Plan for Excellence D.2)</p> | <p>Objective 19. The Women’s Center will promote awareness of the ways in which gender bias intersects with racism, homophobia, and other forms of discrimination, prejudice, or oppression.</p> | <p>Partner with the Office of Multicultural Affairs, LGBTQA Services and other multicultural constituent groups to sponsor speakers, performers, events, and activities that address diversity among women to result in four collaborative events reaching at least 80 students per year.</p> | | <p>Adale Sholock, Director of Women’s Center</p> |

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Division: **STUDENT AFFAIRS**

Year: **2009-2010**

Submitted by: **Matthew Bricketto**

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|--|---|--|----------------------------------|--|
| <p>Continue to ensure that curricula and programs reflect the University's commitment to diversity and equality. (D.3)</p> | <p>Objective 1. To provide service learning and volunteer placements with diverse populations.</p> | <p>Emphasize to service-learning classes the benefits of experiences outside their comfort zone; encourage all students to reflect on these experiences. Give a minimum of 8 class presentations each academic year.</p> | <p>Fall '09 & Spring '10</p> | <p>Maggie Tripp, Director of Service-Learning and Volunteer Programs</p> |
| | <p>Objective 2. LGBTQA Services will offer programs for academic courses.</p> | <p>Enhance the already successful Speak-Out Program in classrooms by adding ten additional class sessions per year over 2008-2009 figures.</p> | <p>Fall '09 & Spring '10</p> | <p>Jackie Hodes, Assistant to the Vice President for Student Affairs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 1. To train Judicial Board members, Hearing Officers and paraprofessional staff on issues related to diversity and violations of the Student Code of Conduct.</p> | <p>(1) Hearing officers, Judicial Board members and paraprofessional staff will be given a needs assessment survey in Spring 2010. Information gleaned from the survey will be used to guide diversity-related training in August/September, 2010. (2) Training will include discussions on sensitivity to issues of diversity stemming from code violations. Case studies will be utilized to facilitate these discussions. Resources will be highlighted such as the Offices of Multicultural Affairs and Social Equity. (3) Post-training evaluations will be administered and data analyzed to assess the effectiveness of the training program. (4) The Office of Judicial Affairs will monitor any complaint of bias or discrimination stemming from the processing of conduct violations. Proposed outcome: Complaints of bias or discrimination on the part of Hearing Officers, Judicial Board members, and paraprofessional staff will be zero as staff/students will be more sensitive to issues related to diversity.</p> | <p>Spring '09 & Summer '10</p> | <p>Lynn Klingensmith, Director of Judicial Affairs and Student Assistance</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 2. The Department of Athletics will reinforce the concept of civility and equality as it relates to discrimination and harassment of gender, race, and sexual orientation.</p> | <p>Bring in a speaker/presenter each year with the NCAA Speaker Grant to discuss the concept of harassment or discrimination as it relates to gender, race, and sexual orientation. Seek out other campus groups (Greek Programs, Rec & Leisure) to help defray the cost and reach out to more students. Obtain a minimum of 50% participation.</p> | <p>Fall '09 & Spring '10</p> | <p>Terry Beattie, Assistant Athletic Director</p> |
| | <p>Objective 3. The Office of Greek Life will assist with Social Equity training in the area of sexual harassment.</p> | <p>Social Equity representatives will be invited once a year in the fall to address the fraternity and sorority members on the issue of sexual harassment.</p> <ul style="list-style-type: none"> • Collaborate with Social Equity representatives to address sexual assault and harassment concerns. • Incorporate sexual harassment/assault training in the spring and fall semesters "Future Greek Leaders" program. 100% of new member's joining the community will participate and attend this educational program. • Incorporate a representative from Social Equity to speak to the Greek Community during an IGC meeting. Over 200 Greek students will be in attendance. | <p>Fall '09</p> | <p>Jared Brown, Director of Greek Life Programs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 4. The Office of Judicial Affairs and Student assistance will ensure that judicial educational sanctions have application to a diverse population of students.</p> | <p>(1) In January of each year, convene a Code of Conduct Review Committee comprised of faculty, staff, and students to review code violations and sanctions. (2) Consult with the University solicitor on legal ramifications. (3) Make recommendations to the Vice President/Assistant Vice President of Student Affairs by March of each year of any proposed changes to the Codes of Conduct and revise as approved. Proposed outcome: Educational sanctions are applicable to diverse population of students.</p> | <p>Spring '10</p> | <p>Lynn Klingensmith, Director of Judicial Affairs and Student Assistance</p> |
| | <p>Objective 5. LGBTQA services will continue the implementation of Project Lemonade, a fundraising tool for the LGBTQA to use when “Hate Speakers” come to campus.</p> | <p>Reintroduce Project Lemonade concept to LGBTQA current and new allies. Sign on at least 10 additional sponsors.</p> | <p>Fall '09 & Spring '10</p> | <p>Jackie Hodes, Assistant to the Vice President for Student Affairs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (D.4) WCU Plan for Excellence</p> | <p>Objective 6. The Office of Multicultural Affairs will provide orientation, resources and advice to Resident Assistants and residence hall groups regarding diversity, racism and multicultural sensitivity.</p> | <p>Meet with RA's and hall/floor groups to discuss diversity. Meet with RA's and hall/floor groups to discuss diversity. Meet regularly with Residence Life professional staff to identify areas of concern and to develop collaborative programs. Hold weekly or bi-weekly office hours at the Club House to enhance outreach to South Campus students.</p> | <p>Fall '09 & Spring '10</p> | <p>Skip Hutson, Director of Multicultural Affairs, Associate Director of Multicultural Affairs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 7. The Office of Multicultural Affairs will provide assistance to the Student Government Association in addressing issues of multiculturalism and valuing diversity.</p> | <p>Meet monthly with the SGA Multicultural Affairs Senator and assist in the development of ways to assess and enhance the campus climate for students.</p> | <p>Fall '09 & Spring '10</p> | <p>Skip Hutson, Director of Multicultural Affairs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 8. New Student Programs will introduce the concepts of respect, mutual understanding of other cultures, and civility to all new students.</p> | <p>In collaboration with key departments, such as Office of Multicultural Affairs and Residence Life, sponsor two-three programs per semester that promote and encourage new students to learn about civility, respect and sensitivity to difference. A special emphasis will include the “Big Read” Program as developed in support of the Learning Communities.</p> | <p>Fall '09 & Spring '10</p> | <p>Shelley Siedzikowski, Director of New Student Programs and Dr. Tom Purce, Assistant VP/SA</p> |
| | <p>Objective 9. Recreation and Leisure will investigate/evaluate current policies and procedures addressing the recreational needs of students with disabilities participating in the recreational sports program.</p> | <p>Work with the Office of Services for Students with Disabilities and the Department of Kinesiology (Adapted PE) in order to form several focus groups to ensure that the recreational needs of students with disabilities are addressed; continue practice in meeting with interested students with disabilities requesting exercise prescriptions and assistance in the group fitness program. A written report outlining the results of the investigation and evaluation of practices will be completed in January 2010, and a summary of actual programs will be submitted in May 2010.</p> | <p>Spring '10</p> | <p>Steve Gambino, Director of Recreation and Leisure Programs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 10. The Office of Service Learning and Volunteer Programs will raise awareness of the needs of community agencies with all on-campus populations.</p> | <p>Host the Fall Volunteer Fair and widely advertise the program to the campus. Provide information to students and employees via an electronic newsletter. Volunteer Fair will be held during the third week of fall semester; a minimum of 40 community agencies representing diverse needs will attend with an estimated 500 students attending.</p> | <p>Fall '09</p> | <p>Maggie Tripp, Director of Service Learning and Volunteer Programs</p> |
| | <p>Objective 11. The Office of Service Learning and Volunteer Programs will raise awareness of the needs of the Latino Community with all on-campus populations.</p> | <p>Host the Fall Volunteer Fair and widely advertise on campus. Develop targeted publicity to student groups with multicultural students. Create a priority list and share with Teacher Education Center. Identify high-need agencies based on the population served. Create a variety of promotional materials for student organizations. Inform faculty and the Teacher Education Center of these needs.</p> | <p>Fall '09</p> | <p>Maggie Tripp, Director of Service Learning and Volunteer Programs</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 12. The Office of Student Leadership & Involvement will provide leadership experiences for executive board members of student organizations predominantly for students of color, including Gospel Choir, Black Student Union, Black Men United, Black & Latino Greek Council, Asian American Organization, Latin American Student Organization, and Sisters United.</p> | <p>Seek out funding for the leadership experience through a variety of grant opportunities; continue to provide guidance and advisement to these student groups. By tapping into the Student Affairs Leadership Development Fund, soliciting funds from the Office of Social Equity, Black Student Union, LASO, Office of Multicultural Affairs, LEAD (Leadership, Empowerment & Development), Office of Student Leadership & Involvement, we hope to sponsor the 3rd Annual Multicultural Student Leadership Retreat in March 2010. The goal will be to have multicultural students take advantage of this opportunity.</p> | <p>Spring '10</p> | <p>Charlie Warner, Director of Student Leadership and Involvement</p> |
| | <p>Objective 13. To provide experiences, through student staff training, that fosters an environment supportive of civility, equity, and the appreciation of diversity.</p> | <p>Include specific programs during fall and spring; new student staff training that includes topics such as racial sensitivity, sexual harassment, and the appreciation of differences. Analyze the results from the training evaluations to determine effectiveness; use that information to guide future diversity efforts with student employees.</p> | <p>Fall '09 & Spring '10</p> | <p>Dave Timmann, Director of Sykes Student Union</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 14. To provide resources, referrals, advice and programming to the campus community on issues that disproportionately affect women, such as sexual harassment, relationship violence, and rape.</p> | <p>Co-host with the Office of Social Equity one program per semester on sexual harassment. Organize at least one program per semester with the Crime Victims' Center of Chester County or other local victim advocacy provider. Hold at least 10-15 hours of office hours/week for individual meetings with students in need. Hold SRVP trainings for student workers, and staff the Women's Center a minimum of seven hours/day. Develop new brochures and provide easy access to a well-stocked and up-to-date brochure rack.</p> | <p>Fall '09 & Spring '10</p> | <p>Adale Sholock, Director of Women's Center</p> |
| | <p>Objective 15. To involve men as allies in sexual and relationship violence prevention (SRVP).</p> | <p>Recruit 50 male volunteers for SRVP programs, such as the Clothesline Project and Take Back the Night. Identify "best practices" for men as ally student groups on other college campuses, and organize at least one informational session for men interested in SRVP peer leadership opportunities. Meet with individual men to discuss SRVP programs, resources, advocacy and volunteer opportunities.</p> | <p>Spring '10</p> | <p>Adale Sholock, Director of Women's Center</p> |

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| <p>Foster an Institutional climate that ensures a campus supportive of diversity, civility, and inclusiveness. (WCU Plan for Excellence D.4)</p> | <p>Objective 16. Expose residence hall students to programs and/or service opportunities that will support campus diversity initiatives.</p> | <p>The Residence Life staff will offer six educational, cultural, and/or community service programs in each residence hall for both the Fall and Spring semesters that spotlight and support their commitment to civility and inclusiveness.</p> | <p>Fall '09 & Spring '10</p> | <p>Thomas Purce, Marion McKinney, Resident Directors, Resident Assistants</p> |