

WEST CHESTER UNIVERSITY  
OF PENNSYLVANIA

OFFICE FOR  
DIVERSITY,  
EQUITY &  
INCLUSION



# MISSION:

The Office for Diversity, Equity and Inclusion provides leadership and expertise to West Chester University to advance its commitment to the principles of inclusivity, service, and academic excellence. Through programmatic and educational initiatives, collaborative partnerships, and outreach we cultivate an environment that welcomes all.



# VISION:

To become a national leader of inclusive excellence in higher education by leveraging internal and external partnerships.

# GOALS:

- Monitor and support a positive campus climate.
- Provide educational opportunities and facilitate training that promotes a greater understanding of identities, inequities, multiculturalism, inclusion and social justice.
- Enhance and support campus efforts to increase access, retention and success of faculty, staff and students from underrepresented groups.
- Monitor and recommend policies that promote an equitable learning and working environments free from discrimination and harassment.
- Ensure compliance with Equal Employment/Educational Opportunity, Title IX and Americans with Disabilities Act (ADA) through well-defined measures, procedures, data collection and analysis.
- Identify and advocate for resources which enhance institutional diversity initiatives across the University.

**Learn more:** [https://wcupa.edu/\\_admin/diversityEquityInclusion/](https://wcupa.edu/_admin/diversityEquityInclusion/)

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Top Colleges for Diversity



## WCU CELEBRATES DIVERSITY CALENDAR OF EVENTS:

Each fall and spring semester, the Office for Diversity, Equity and Inclusion provides a snapshot of the diverse array or educational offerings available to all West Chester University students, faculty, staff, administrators and visitors as it relates to topics of diversity, equity, inclusion and cultural competence through a calendar of events.

## HEED AWARD:

West Chester University (WCU) received the 2020 Higher Education Excellence in Diversity Award (HEED) from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused public higher education.

The HEED Award is a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

# EQUAL OPPORTUNITY, EQUITY & COMPLIANCE

West Chester University is committed to providing leadership in extending equal opportunities to all individuals. Accordingly, the University will make every effort to provide these rights to all persons regardless of race, religion, color, sex, national origin, ancestry, age, sexual orientation, gender identity, disability, and veteran status. This policy applies to all members of the University community including students, faculty, staff and administrators. It also applies to all applicants for admission or employment and all participants in university-sponsored activities. This policy is in compliance with federal and state laws, including

- Titles VI and VII of the Civil Rights Act of 1964,
- Title IX of the Educational Amendment of 1972,
- Section 504 of the Rehabilitation Act of 1972,
- Americans With Disabilities Act of 1972,
- Americans With Disabilities Act of 1990 and Executive Order of the Governor of Pennsylvania.

## **INNOVATION FOR DIVERSITY AND INCLUSION GRANTS COUNCIL**

<https://www.wcupa.edu/innovationGrants/default.aspx>

The Innovation for Diversity and Inclusion Grants promotes a sense of community, facilitates communication and cooperation among diverse constituencies of the University community, and collaborates in support of the University mission, values statement, and strategic plan with special emphasis on diversity, inclusion, and emergent issues of community importance. This is accomplished through a competitive request for proposal process facilitated annually by a dedicated and engaged group of faculty, staff, and students with support from the Office for Diversity, Equity & Inclusion (ODEI). The Council invites grant applications for programs and activities that enhance the WCU campus climate for students, staff, and faculty through scholarship, programming, creative and collaborative activities, teaching, learning, and other aspects of campus community development.

# TRAINING & EDUCATION

[https://wcupa.edu/\\_admin/diversityEquityInclusion/odeiTrainingEducation.aspx](https://wcupa.edu/_admin/diversityEquityInclusion/odeiTrainingEducation.aspx)

The Office for Diversity, Equity & Inclusion (ODEI) offers educational and learning opportunities for all students, faculty and staff at West Chester University (WCU). In accordance with the University's strategic plan, it is our intent to foster a campus environment that invites all community members to build upon their awareness, skills, and competencies related to diversity and inclusion topic areas. ODEI works collaboratively with campus partners to provide consultation, resources, and support toward the advancement and sustainability of a positive campus climate for all.

Below is a non-exhaustive list of some of the topic areas and learning opportunities that we can provide to address individual behaviors, provide an understanding of University policies and equip leaders and peers with tools and strategies to maximize the benefits of diversity and inclusion.

- Americans with Disabilities Act (ADA) Workshop
- Bystander Intervention
- Creating an Inclusive Classroom
- Cross Cultural Communication and Conflict Resolution
- Inclusive Leadership 1.0: Understanding Identities
- Inclusive Leadership 2.0: Valuing Diversity and Inclusion
- Inclusive Leadership 3.0: Microaggressions
- Search Committee Orientations (Process, Recruitment & Hiring)
- Sexual Misconduct Prevention and Response Training (for Students, Faculty, & Staff)
- Sexual Misconduct Prevention and Response Training for Supervisors
- Teaching in Turbulent Times
- Unconscious/Implicit Bias
- Universal Design in Learning (UDL): The Plenary Course
- Veterans Cultural Awareness Training
- Webinars through the National Center for Faculty Development and Diversity (NCFDD)



## **GREG AND SANDRA WEISENSTEIN VETERANS CENTER**

The Greg and Sandra Weisenstein Veterans Center at West Chester University strives to create an intentional culture of understanding, acceptance, and success for Veterans, active military, and those whose support them. The Veterans Center is committed to facilitating communication among our campus offices in order to serve student veterans, military service members, reservists, and their families with a coordinated system of service to provide a meaningful transition from the military to West Chester University.

## **UNIVERSITY MILITARY VETERANS COORDINATING COMMITTEE**

West Chester University is committed to developing and sustaining programs that foster student success and support the experience of our current and future military veteran students and their families. Under the leadership of the Chief Diversity and Inclusion Officer and the Coordinator of the Greg and Sandra Weisenstein Veterans Center, this committee strives to:

- Work in collaboration to promote best practices across the University,
- Ensure consistent and sustained support for veterans,
- Collaborate with local communities and organizations, including government agencies that support student veteran transition and success
- Promote their well-being and connectedness to the campus community.

**Learn more:** <https://www.wcupa.edu/veteranscenter>

# PATHWAYS TO STUDENT SUCCESS (STRATEGIC PLAN) – DIVERSITY AND INCLUSION PRIORITY

Diversity and inclusion demonstrate the ability to welcome a variety of voices, personal experiences, and world views that foster thought, continual dialogue, and change through the intentional, active and recurring engagement of others to address equity, social justice, and diversity challenges. Cultural Competence refers to one’s journey along a continuum and goes beyond awareness to include skill-building.

## **Strategic Goal 1 [Learn It]: Increase Self-awareness**

Create and enhance opportunities to build self-awareness, knowledge and skills to interact effectively with aspects of diversity, inclusion, culture and global differences. Through this goal individuals should create an environment where they will be challenged to examine themselves and participate in new opportunities to build areas of personal cultural competence.

## **Strategic Goal 2 [Live It]: Promote Inclusive Environment**

Promote a welcoming and inclusive university environment . Through this goal faculty, staff and students will demonstrate a commitment to the principles of diversity and inclusion in their daily interactions and through their personal and professional engagement at the University.



### **SPECIAL PROJECTS:**

- 2017-2019 Sexual Misconduct Violence Prevention Task Force Report and 3-year Strategic Plan
- 2019 Racial Campus Climate Survey

# COMMISSIONS, COMMITTEES & COUNCILS

## ADA COMMITTEE

The Americans with Disabilities Act Committee is a campus-wide group with the primary goal of promoting and advancing University policies and procedures that provide access to employment, services, and programs, which result in equal opportunity for individuals with disabilities. The committee's name reflects the Americans with Disabilities Act of 1990, which prohibits discrimination against individuals with disabilities in employment, public services and transportation, public accommodations, and telecommunications services. The Director for Equity and Compliance serves as the ADA Coordinator for the University. The ADA Committee supports the existing University services via consultation and education. The committee meets twice a semester and includes members from the faculty, non-instructional staff, and students. Membership is open to any interested person at the University. The committee works to provide bridges to facilitate greater understanding as it relates to individuals with disabilities and enable all members of the campus community to benefit from improved educational opportunities.

## CAMPUS CLIMATE INTERVENTION TEAM

The Campus Climate Intervention Team (CCIT) was established in the fall of 1991 to foster an institution-wide climate free from acts of intolerance or prejudice and to establish protocol for responding to and monitoring acts of intolerance should they occur. The CCIT serves as a university-wide committee of faculty, staff and students meets up to four times per year to:

- understand and monitor the University's campus climate through active review of campus climate surveys;
- work proactively to encourage reporting and prevention of acts of discrimination, harassment, intolerance, or prejudice;
- when needed, serve as an education team to unwelcomed or challenging acts that occur on campus.

## **COUNCIL FOR DIVERSITY, INCLUSION AND ACADEMIC EXCELLENCE**

The Council for Diversity, Inclusion, & Academic Excellence was formed in fall 2013 through the WCU Strategic Plan, Building on Excellence. It was charged with the assessment of the University's progress toward its diversity and inclusion goals and to develop a plan to advance its progress to improve the campus climate. After the University hired a Chief Diversity and Inclusion Officer in 2018 and launched the current strategic plan, Pathways to Success in Fall 2019, the charge of the Council for Diversity, Inclusion and Academic Excellence was redirected in Spring 2020.

### **CHARGE: The responsibilities of the Council for Diversity, Inclusion and Academic Excellence are to:**

- advise the Chief Diversity and Inclusion Officer;
- advocate for initiatives that facilitate the progress of diversity, equity and inclusion at West Chester
- identify and challenge practices that hinder or create barriers in the University's efforts to further advance (D&I) engagement, innovation and best practices.

## **FREDERICK DOUGLASS INSTITUTE**

WCU's Frederick Douglass Institute (FDI) serves as a network of scholars who deliver forward-thinking initiatives that promote inclusive excellence and enhance access and success. The Institute seeks to advance the state of knowledge and practice around educational engagement and achievement for historically underserved and underrepresented students. Current FDI initiatives include the following:

- Wells Fargo FDI Coatesville Area School District(CASD) College Prep Academy
- Wells Fargo FDI Coatesville Area School District 5th Grade One Book Initiative
- Lunch (En)counter Series
- Annual Educational and Cultural Trips
- FDI Teaching Scholars Fellowship
- Dr. Clifford E. DeBaptiste Lecture Series

## **LGBTQIA+ UNIVERSITY CAUCUS**

Promotes the equity, empowerment, and success of LGBTQIA+ students, faculty, and staff by fostering a safe campus environment. In addition to developing inclusive policies and curriculum; supporting LGBTQIA+ recruitment and retention initiatives and promoting social and educational opportunities to meaningfully engage with the University community.

## **THE SOCIETY**

Started in 1983, **"The Society"** formerly known as the Frederick Douglass Society (FDS) of West Chester University is a campus organization composed of faculty, staff, and administrators which celebrates diversity and supports the enrichment of the campus' multicultural climate. The Society coordinates the annual Dr. Martin Luther King Jr. Celebration, which unites the campus and surrounding communities while highlighting WCU alumni through the awarding of the Drum Major for Justice Award. Proceeds from the annual event support student success through scholarships that enable them to participate in study abroad programs, engage in research initiatives, enhance professional readiness, purchase textbooks, and engage in other activities to foster their academic growth. In addition, the Society regularly supports other campus programs that aid the growth and success of the campus community.

## **LATINOS/AS COMMUNITY CONFERENCE**

For over a decade, the annual Latinos/as Community Conference has engaged WCU students, faculty, staff, as well as students from area high schools and universities in interdisciplinary discussions on critical and contemporary issues for Latinx communities through dynamic themes and presentations. Each year, the conference grows in community partnerships and outreach.

## **MULTICULTURAL FACULTY COMMISSION (MFC)**

Formed in June 2006, the MFC functions as a constituency group for faculty of color. The MFC addresses unmet and incompletely met community-building needs and provides expanded support for a diverse and global faculty in such areas as scholarship and academic leadership.

## **PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN**

In support of the University's Mission, Values Statement, and Vision Statement, the Women's Commission shall function as an advisory group that recommends and advocates for the improvement of working conditions, climate, and safety for women on campus through the following activities:

- Serve as an interface between students, staff, faculty, administration, bargaining agents, and the Council of Trustees on women's issues
- Promote the enrichment and development of women, and raise the visibility of women's contributions
- Foster women's leadership
- Coordinate with or provide point of contact for other internal and external organizations for women

# FACULTY RESOURCES

## INSTITUTIONAL MEMBERSHIP – NATIONAL CENTER FOR FACULTY DEVELOPMENT AND DIVERSITY

Since 2018, through a partnership between Academic Affairs and the Office for Diversity, Equity and Inclusion, West Chester University has been an institutional member of the National Center for Faculty Development and Diversity. The NCFDD is a highly regarded center with a national reputation and success record for supporting faculty members throughout their careers and towards accomplishing developmental career milestones. West Chester's diverse cadre of faculty and graduate students have access to resources and support in the form of webinars, forums, mentoring and other materials that assist with navigating academia. All Faculty and Graduate Students are encouraged to activate their accounts for this membership with the National Center for Faculty Development and Diversity (NCFDD).

### Policies/Resources

- Affirmative Action-Equal Opportunity Policy
- Americans with Disabilities Act Policy
- Animals on Campus Policy
- HIV/AIDS Policy
- Preferred Name Policy
- Pregnant and Parenting Students (Title IX)
- Sexual Misconduct Policy (Title IX & Title VII)

## ADDITIONAL CAMPUS RESOURCES AT WEST CHESTER UNIVERSITY

- Academic Programs
  - Autism Education
  - Deaf Studies
  - The Institute of Race and Ethnic Studies
- Center for International Programs
- Center for Women and Gender Equity (CWGE)
- Dub-C Autism Program (DCAP)
- Holocaust and Genocide Education Center
- Lawrence A. Dowdy Multicultural Center
- Office of Services for Students with Disabilities (OSSD)
- The Center for Trans and Queer Advocacy
- WCU Promise Program
- Women's and Gender Studies

ATTENTION COLLEAGUES

## WE ARE AN NCFDD INSTITUTIONAL MEMBER!



To activate your account, visit:

**[www.facultydiversity.org/join](http://www.facultydiversity.org/join)**. Select our institution from the drop-down menu, click Activate Account, register using your institution email address, and enjoy!



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[wcupa.edu/\\_admin/diversityEquityInclusion](http://wcupa.edu/_admin/diversityEquityInclusion)