The Office of Diversity and Social Justice

Call for Conversation
Millersville University
Community, Faculty and Staff

Wednesday, November 13, 2019
Ford Atrium, McComsey Hall
Group 1

How has this reported incident impacted you and those within your sphere of influence?

- Diversity course early
- Old scab from/on campus
  - Not an isolated incident
- Different reactions from staff of color vs non-color
- Students were not shocked
  - “Of course,”
- CSIL Circle – Communicating with students
  - Where was CSIL, SGA (Student Gov. Ass.)
- Conversations with students and staff
  - Invite students – give them a seat at the table
- Helping students who are hurting now
- Short term thinking – Solutions for students now

Action Steps

- Transparency – Recap – communication for everyone
- Opportunities for more people to join in
- Utilize blog, internal WikiPage, webpage, use of technology and sharing info
- Assessing the climate of students (vocal)
- Understanding the underlining issues

Group 2

In your roles and area of responsibilities think about and record how you share your skills, talents and expertise with this community to bring resolution to challenges of this nature?

- Communication
- Reporting
- Alumni, Student, Staff, Faculty
- CORE Organizations
- Listening
- Counseling/Referrals
- Dispelling rumors and Hearsay
- Bias Response Protocol
  - Report in an appropriate matter
  - So that all understand what is going on in an appropriate matter

Action Steps

- Communicate successes/failures
- Issues/incidents on campus
- Understanding we are a public institution
  - It will happen again
  - We won’t irradiate it
- System issues
- Communicate as a community
  - “member of a community”

Group 3

What elements of “change” is needed to assist our campus community in pursuit of Inclusive Excellence?

- Educate student body
- Purposeful action
- Bringing in experts
- Collective Changes
- Incident Management
- Diversity course
- Syllabus
- Re-framing 1st year Experience
- Flush out academic culture
- Commit to change
- DEI Strategic Plan
- Tough Conversations

Action Steps

- Inclusive response team
  - Students involved?
  - Grad/Undergrad
- Reconstructing diversity course and University 103 course (Someone people do not take this, study abroad, military culture exempt)
- Orientation
- Transfer students
- A/continuing students
- Ask what community wants in Univ 103 class

Group 4

How can we develop the “climate” needed to move forward?

- De-escalation training
- Assertive Communication training
- Creating caring communities
- Resources
- Processing
- Gen Eds
- Self-esteem building
- Communication plan
- Diversity Conversation

Action Steps

- De-escalating the problem
- Training
- Protestig Protocols
- Community Organizer
- Mentoring Freshmen
- Look into A- Students
- Diversity Cert Program

Action Steps

- Clearing house or a place to call to find info
- Making policies easy to find
  - University codes and policies, etc.
- Work With IT