MINDFUL MOMENTS
A thought-provoking publication for all, created for all by the Office of Diversity and Inclusion

It is not our differences that divide us. It is our inability to recognize, accept and celebrate those differences.
~ Audre Lorde

Editor-in-Chief
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Millersville University, Class of 2024

YASMEEN BEKHIT earned her bachelor’s degree in Psychology from Millersville University in Spring 2021 with a minor in international studies and is now a second-year graduate student in the school psychology program at Millersville University. Yasmeen has experience working with students at an individual level in improving their educational path through behavioral intervention. Her goal as a future school psychologist is to be part of the change in the constantly shifting climates in schools and to be a representative for students of color. Working with future generations in behaviorally and academically enhancing their experience is a fulfilling path she is eager to pursue. Through collaboration and holistic practice, this goal is inspiring and motivating for her success.

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CHIEF DIVERSITY, AND INCLUSION OFFICER  
at Millersville University

IT HAS BEEN AN EXCITING 8 MONTHS TO BEGIN MY TIME AS THE CDIO HERE AT MILLERSVILLE UNIVERSITY. I HIT THE GROUND RUNNING LEARNING ABOUT THE MANY INITIATIVES, CONCERNS, AND IMPENDING PROJECTS WHICH NEEDED TO BE COMPLETED. The first of those being the completion and approval of the Millersville University Land Acknowledgement, and a beautiful ceremony to introduce it to the campus community.  
Next, we embarked on the task of completing a definition of Inclusive Excellence, to help engage the campus community in building the philosophy into all processes, practices, and policies. We believe this will create a greater sense of belonging for all marginalized people on campus.  
An integral part of our Millersville community are the three Presidential Commissions: Cultural Diversity and Inclusion, Gender and Sexual Diversity, and the Status of Women. I have been working with the Presidents commissions to assess the data from the PASSHE campus climate survey and will be sharing that work late March/early April 2023 with the larger campus community.  
Moving forward we will be looking to implement a decentralized model of action planning, to ensure Inclusive Excellence becomes part of the fabric of our University. The process requires the creation of IE teams in departments on campus, chairs of those teams will become the university committee on IE. Their task will be, working to help move forward action plans and the assessment of the actions taking place. Inclusive Excellence is not a one-person job, and it requires everyone on campus to understand their role in creating a Campus of Inclusion and Belonging for all. 

PASSHE 2022 DEI SUMMIT  
The PASSHE 2022 DEI Summit aims to cultivate relationships and center equity among our community.
MAKE YOUR VOICE HEARD!

2022 PASSHE DIVERSITY, EQUITY, AND INCLUSION – SYSTEMWIDE CAMPUS CLIMATE SURVEY

The Office of Diversity and Inclusion Presented, campus wide findings from the 2022 PASSHE Campus Wide Climate Survey

Last January 2022, PASSHE leadership conducted campus wide Climate Surveys, all the PASSHE Campus were invited to participate. Thru a multitude of activities, Millersville University’s Office of Diversity and Inclusion provided in person sessions to educate the campus about the upcoming survey. It was a chance to “let your voice be heard” regarding DEI initiatives/activities on our campus. The survey began on January 31 and concluded March 4th, 2022. Through various tabling exercise, videos by President Wubah and members of the ODI staff, Students, staff, and faculty of MU were encouraged to participate in the process. Additionally, MU was invited to submit at least five (5) questions to be included in the PASSHE System Wide Survey. Those questions came from faculty and staff members and were related, an example: “does Millersville University provide an environment that allows me to feel valued?” Findings of the survey may be found on our ODI website. Additionally, the Office of Diversity and Inclusion held four Campus Climate Town Hall meetings to discuss the results of the survey during March and April 2023. The sessions were attended by faculty, staff, and students. 
Campus climate survey results
Reported by Virginia Brooks
It was a beautiful day for a bus trip! A total of 39 faculty, staff, students and friends embarked on a journey to our nation’s capital, for an educational/informational session at the National Museum of African American History and Culture!

On the journey were a cross section of graduate, undergraduate, international, and integrated studies students, as well as MU faculty and staff. The trip was sponsored by the Office of Diversity and Inclusion, under the leadership of CDIO Carlos Wiley. Professor Onek Adyanga provided the historical background information and served as tour guide for the trip. Students were provided journals to keep notes and completed their question-and-answer forms upon return to Millersville.

We can truly say this was a wonderfully meaningful experience for all in attendance. Students were very excited throughout the day and responded with their appreciation for being invited to participate.

Special thanks to faculty members, Onek Adyanga, Karen Rice, Justin Garcia and staff members: Margo Thorwart and Amy Banks for your support and guidance!

The ODI will sponsor similar trips in the future, visiting other Smithsonian Museums of history and culture, stay tuned!◆

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Reported by Virginia Brooks
We celebrated Women’s History Month by commemorating and encouraging the women in the Lancaster area who dedicate services to our community in entrepreneurial roles. Bringing in cultural insights from Kenya and South Asia, along with several other backgrounds, we are eager to share the experiences and tangibles of these empowering women.

Special Thanks to Beauty by Judelyne, Chyatee, My Peruvian Treasures, Kerri Dewitt, Imani Anderson, Gemilah Jewelry, Brianna Stradling, and Girls on the Run for making this event possible.
We would like to recognize the NATIVE PEOPLES of the lower Susquehanna River basin, those known and those unknown to us, who have stewarded the land, upon which Millersville University sits, for thousands of years. We acknowledge that the land on which we gather, study, and work is the ancestral land of the Conestogas, Susquehannocks, Shawnee, and others. One group, the Shenks Ferry people, had a village adjacent to the campus. We pay our respects to the traditional occupants and caretakers of this land.
KERRI DEWITT
PRONOUNS: they/them
MAJOR/YEAR: Second year (Sophomore) in Occupational Safety and Environmental Health
ODI POSITION: DEI Student Assistant
OTHER CAMPUS POSITION: Diversity Equity and Inclusion Representative (DEI Rep) in the Student Government Association (SGA)

As the Diversity, Equity, and Inclusion Representative for SGA, I handle speaking to administrators, staff, or just about anybody on behalf of the students at Millersville. This means I tackle any issue related to DEI, including discrimination and microaggressions, and all the way to accommodations and celebrations of diversity. Because I stand as a representative for such a diverse population of students during Student Government meetings, I am as sociable as possible to make sure I can help consider everyone’s differing perspectives when advocating for changes.

Dr. Rita Wade-El
Intercultural Center for Student Engagement (ICSE)

Since its creation in 2017, the Dr. Rita Wade-El Intercultural Center for Student Engagement (ICSE) has been a part of the Division of Student Affairs. Conversations between the new Vice President of Student Affairs (VP SA) and the new Chief Diversity and Inclusion Officer (CDIO) during fall 2022 have led to the decision to move the Intercultural Center from Student Affairs and to report to the CDIO with a dotted line to the VPSA.

ICSE staff will continue to meet regularly with Campus Life staff to plan student events and support student leaders in marginalized communities. Under the direction of the CDIO and new Director of the ICSE, you can look forward to programming, activities and services which support and enhance the overall educational experience of students.

We envision this being done through the development of, exposure to, diversity, equity, inclusion, justice, antiracism, and decolonization.

At the core, the function of the ICSE is to provide a safe space for support, advocacy, education, development, and community for all students, by committing to affirming, challenging, and supporting students from marginalized and excluded identities. While establishing effective college-wide programs that strive to promote multicultural awareness, cognitive development and understanding of social justice concepts, enhanced opportunities for self-identity development and enhanced sense of belonging.
Behavior Intervention Team Statement

For the safety of the campus community, any threat, explicit or implied, will be considered a statement of intent. The Behavioral Intervention Team will recommend actions to the appropriate vice president(s) in order to protect the student, employee, and University community.

To report a concern, click here

MILLERSVILLE UNIVERSITY’S INCLUSIVE EXCELLENCE STATEMENT

Inclusive Excellence encompasses the processes within Millersville University that purposefully values differences for the ultimate purpose of promoting the learning, critical thinking, and personal enrichment of students, faculty, and staff. It aims to build “a welcoming campus community” for all its students, faculty, and staff.

MILLERSVILLE UNIVERSITY’S UPDATED DEFINITIONS

DIVERSITY
• Diversity is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socio-economic status, language, culture, national origins, religious commitments, age, ability status, political perspective, thought, and more.

EQUITY
• Equity is actively working to remove the systemic and oppressive forces that act as barriers for student success.

INCLUSION
• Inclusion is creating a campus community where differences are welcomed and respectfully heard and where every individual feels a sense of belonging, and it requires intentional and deliberate strategies.

SOCIAL JUSTICE
• Taking concrete steps to ensure the physical and psychological safety and security of students, faculty, and staff.

Inclusive excellence definition:
A Member of Pennsylvania’s State System of Higher Education (millersville.edu)

ADDITIONAL RESOURCES: On Diversity: Access Ain’t Inclusion Anthony Jack | TEDxCambridge TED Talk: www.youtube.com/watch?v=j7w2Gv7ueOc&t=2s