



People First...

The Office of Equity & Diversity *Newsletter*

Spring 2013

OED @ THE U— FOURTEEN YEARS AND COUNTING...

Learn Your Term:

Equality:

- the state or quality of being equal; correspondence in quantity, degree, value, rank, or ability.

Equity:

- The quality of being fair or impartial; fairness

People First

Language:



Instead say this:

inclusive, sensitive

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Diving into Diversity

For the past six years the University of Scranton has drawn upon the resource and strength of diversity for growth and promotion of culture on our campus and in the greater Scranton community. Our educational programs, conferences and special events have served to increase awareness and appreciation of peoples from diverse backgrounds thereby making our campus a more inclusive, welcoming place to be. As part of our mission, we strive for

better living, learning and working relationships rooted in social justice and to best prepare our students to serve in an increasingly diverse world.

Special guest speakers/educators have included Emmy award winning journalist John Quinones of ABC News; former NBA star John Amaechi, PhD, Comedians/educators, Dean Obeidallah and Scott Blakeman, Ethnic Studies and Diversity scholars Ronald Takaki PhD and Peggy McIntosh, PhD; international human rights law expert,

Justine Mbabazi; Women Studies scholar, Shirley Randell, PhD; Chief Justice of the Rwandan Supreme Court Hon. Samuel Rugege, PhD.; Bishop John Rucyahana, The Mustard Seed project, Rwanda; and many more.

It's been an amazing journey so far! We cannot wait for what the next season will bring us!

Diversity = cura personalis!



Rosette Adera, M.Ed., MA.
Director and Equity and
Diversity Officer

A Note from Rosette

Lordy, Lordy, look who is

40! I am not sure how many people on our campus noticed, but June 2012 marked the 40th anniversary of Title IX. How far have we come in forty years? I am happy to leave the academic debate to the academics but as Title IX Officer, I can say that the strides we have made have led to safer and more inclusive campuses, more simplified complaint resolution processes, more equal opportunities for men and women in sports and a heightened sensitivity to equity in other work and education related areas.

This year's anniversary gives us the

opportunity to raise the profile of women in STEM fields. As an example, the National Aeronautics and Space Administration (NASA) produced a report entitled Title IX & STEM: Promising Practices for Science, Technology, Engineering, and Mathematics as well as The 2012 NASA toolkit, Title IX and STEM: A Guide for Conducting Self-Evaluations.

The National Science Foundation (NSF) Career-Life Balance Initiative, launched in September 2011 now includes recommendations for Title IX compliance and assistance, efforts to create a level playing field so that women can pursue a career in science and to have a family; in essence, do what their male counter-

parts have taken for granted for decades.

On our own campus, our women scientists have been hard at work, and doing so without much pomp or ceremony. In the coming days, weeks and months, we are going to find out a little more about the NSF grant that Dr. Voltzow, Dr. Squire, Dr. Muir, Dr. Vasquez just recently won, putting our campus on the national cool people in science list. We salute you!

Out hats off to all the other women faculty on our campus, especially those of you who teach or assist in the teaching of science. Hundreds of young minds are looking up and saying: I can do that!

And why not?

"In the state of nature...all men are born equal, but they cannot continue in this equality. Society makes them lose it, and they recover it only by the protection of the law."

-Charles de Montesquieu

Rules are Rules!

The Office of Equity and Diversity is committed to ensuring the University's compliance with the State and Federal Equal Opportunity and Affirmative Action Laws. The fair employment laws derive from the federal authority to regulate interstate commerce, from constitutional amendments, and from civil rights laws passed by Congress. Some notable Laws include:

- Title VI prohibits discrimination on the basis of race, color or national origin under any program or activ-
- Title VII of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, religion, sex or national origin.
- Title IX prohibits a recipient from discriminating on the basis of sex in admissions, recruitment, financial aid, academic programs student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational, education, recreation, physical education, athletics, housing and employment.
- The Americans with Disabil-

ity receiving federal financial assistance.

ities Act of 1990 (as amended in 2008) makes it unlawful to discriminate against a qualified/otherwise eligible person who has a disability in the area of employment, public services, transportation, public accommodations and telecommunications.

- Lilly Ledbetter Fair Pay Act of 2009 ("Act"), which states that each paycheck that delivers discriminatory compensation is a wrong actionable under the federal EEO statutes, regardless of when the discrimination began.

For more information on laws and policies visit our website at www.scranton.edu/diversity



World Wide Wisdom

"Isn't it amazing that we are all made in God's image, and yet there is so much diversity among his people?"

-Desmond Tutu

"We need diversity of thought in the world to face the new challenges."

-Tim Berners Lee

Looking Forward...Upcoming Events

Our main focus this Semester is training for campus community members in the areas of sexual harassment prevention and cultural competence training. Sexual Harassment training for all campus employees is not only essential by required by Federal law. As we strive for cultural proficiency (the knowledge, skills, and attitudes/beliefs that enable people to

work well with, respond effectively to, and be supportive of people in cross-cultural settings), cultural competence training of University members provides the necessary tools to achieve our goal.

From time to time, OED offers scheduled open training sessions. Please check out www.scranton.edu/diversity click on Training Services for current sessions, or call the

office for customized sessions for your department.

- Please register or schedule your department by calling 570-941-6645 or diversity@scranton.edu.
- For more exciting and enlightening events please visit www.scranton.edu/diversity.

For More Info Please Contact Director, Rosette Adera, M.Ed., MA., and Secretary, Jennifer Pennington, BA. 570-941-6645 or by e-mail Diversity@scranton.edu.