

# Report for Staff Senate

Fall/Spring 2010

Office of Equity & Diversity

Rosette Adera, Director

# What we do

## Equity

....Policy Compliance

- Policy on Non-Discrimination
- Policy on Sexual Harassment
- Policy on Affirmative Action and Equal Opportunity

## Diversity

....Diversity Development

- Cultural Sensitivity Training
- Diversity Training
- Diversity Initiatives
- Multicultural Education
- Global Initiatives

# EEO/Diversity Training (selected)

- 8/12 – Policy Brief & Diversity Training – RA’s Residence Life
- 8/16 - Policy Brief & Diversity Training for New Officers
- 8/19 - Diversity Training for Biology/Chemistry GA’s
- 8/20 - International Students orientation presentation
- 9/13 - Presentation in Health Admin class – “Cultural Diversity”
- 11/4 - Diversity Fair 3 – Public event 500+ attended. OED coordinated event included speakers, workshops, presentations by faculty, staff and student groups, and community organizations
- 3-4/11 – OED has been asked to provide Diversity training for Scranton Police Department.

# Focus: 2010-2011

- Global Initiatives: Year of Rwanda Events, including , 2 Jesuits, A Human Rights Lawyer, A Deputy Chief Justice and a Bishop.
- Outreach – away: Exhibitor opportunities in Stroudsburg, Wilkes-Barre, Philadelphia, Scranton, Pittsburgh, etc
- Outreach – at home: Opportunities to bring diverse people on the campus including award dinners, symposia, conferences, fairs, festivals etc
- Community connections – Scranton: Scranton Police, MLK Commission, Lackawanna College, TCMC, Local African American Churches, Jewish Communities, NEPA CIL, Immigrant communities – Bhutanese and Hispanic Communities, etc.

# Focus: Campus Community & Collaborations

- 9/19 - Celebration concert for Interdependence Day with Department of Performance Music
- September-October – Evacuation Policy – with CTLE and Public Safety/Campus Police
- 10/3 - Latin Heritage Awards Dinner – with Office of Multicultural Affairs and Latin Cultural Diversity Center
- 11/4 – Diversity Day – with multiple campus and off campus collaborators (500 attending)

# Collaborations Cont.

- 12/8 – Hot Cider Finals Break (Open House) - students, faculty staff
- 14/2 – “Scranton Family Quilt” Hot Cocoa Social – students, faculty, staff
- 25/2 - 21<sup>st</sup> Century Leadership with Col. Reese Turner – ROTC, Office of Multicultural Affairs, Office of Equity & Diversity
- 5/5 – Scranton Multicultural Festival – with International Students’ Club, Res Life

# Open to Ideas & Challenges

- Keeping in mind the charge for Equity and Diversity:
- Staff Senate Queries to OED - Respond
- What 'blind sides' can you see?
- What would you like OED to initiate?
- What ideas do you have for collaboration?
- What ideas would you suggest to get people to engage more?

