

**From:** < . >  
**Subject: Diversity, Equity and Inclusion Campus Update**

completed last year. We will work with the remaining two departments to relaunch their searches this fall and are confident that they will result in exceptional faculty hires.

### **Diversity Hire Workgroup**

Late last Spring, the diversity hiring workgroup – George Aulisio, Lori Bruch, Elizabeth Garcia, Jeff Gingerich, Christie Karpiak, Michelle Maldonado, Nabil Tamimi and Patricia Tetreault – completed a guide for diversity hiring. The workgroup obtained feedback from the Departments involved in the cluster hire in finalizing the guidebook to be used by faculty search committees.!

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### **The Council for Diversity and Inclusion**

- The Council for Diversity and Inclusion oversaw the implementation of the HEDS Diversity and Inclusion Needs Assessment. A faculty subcommittee (Peter Andersen, Jessica Nolan, and Paul Datti) is currently working on analyzing the results of the survey. The results will help inform the Council and the University in their work. !
- Over the summer, another Council Subcommittee (Christine Black, Jeffrey Colucci '21, Tara Fay, Elizabeth Garcia, and Maria Marinucci) completed curriculum for a Race and Ethnicity Awareness Workshop. Anyone interested in receiving the training may contact Liz Garcia or Maria Mariucci for more information. This is recommended for departments to do together. !
- The Faculty Development Council Subcommi

- The Subcommittee (Peter Andersen, Julie Schumacher Cohen, David Dzurec, Adam Pratt, Aiala Levy, Ian O’Hara, Colleen Farry, Michelle Maldonado and Elizabeth Garcia) examining the University’s historical relationships with Indigenous, Black, Brown, LGBTQ+, and other underrepresented groups is working with the Digital History, History 190 class to research the University archives as the first step in its work.

**Student Orientation and Early Arrival Program!**

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- The Office of Student Life facilitated a session for all incoming students that focused on community, University expectations, and diversity and inclusion and educates students about micro-aggressions as part of every Summer Orientation session.
- Student Life implemented ROCK—Royals of Color Kickoff—as an early arrival program for new students of color, providing an opportunity for students to come to campus the Thursday prior to first-year move in to connect with peers, upper-division mentors, and campus and local resources to support social network development, community-building, and campus and local-area connection.

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**STEM Diversity Training**

The Biology Department’s Diversity & Equity in Hiring committee invited Dr. Emma Coddington to present a workshop for diversity and cultural competence in October. Dr. Coddington will discuss the biological basis and consequences of racism and implicit bias in science, technology, and math (STEM). This presentation will range as participants learn to identify their own implicit bias(es) and understand how biases can also be institutional, structural, and systemic.!

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**Lunch and Learn**

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The Office of Equity and Diversity will continue offering the DEI Lunch and Learn “*Formula for Success: D+I= A Better U!*” series. On September 29, 2021, Dr. Abhijit Roy will present on the importance of Diversity and Inclusion in the business via zoom. !

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### **NEH Grant**

The University of Scranton and community partners received a grant from the National Endowment for the Humanities for the project,