

Interim President Long's 10 Action Plan Summary & Diversity, Equity, and Inclusion Updates for East Stroudsburg University 2021

Introduction

Over the last 10 years, East Stroudsburg University (ESU) has seen significant growth in its underrepresented student population. With this growth, the demand and need to broaden an inclusive environment for students, faculty, and staff is a top priority. In 2019, ESU renamed the Division of Student Affairs to Campus Life and Inclusive Excellence (CLIE). This change was done to articulate the University's commitment to Diversity, Equity, and Inclusion (DEI). Also, ESU's Diversity Statement was revised to reflect the University's ongoing emphasis on DEI.

In a message to the campus community in February 2021, Interim President Long outlined 10 structural and operational actions to creating a campus environment that is inclusive and equitable. During 2021, he provided three quarterly updates on these [10 Action Items](#) to emphasize his personal commitment to the importance of this ongoing work, and to continue developing a campus culture that understands and appreciates diversity, equity, and inclusive excellence as a conduit for faculty, staff, and student success at East Stroudsburg University.

This annual report provides readers with fourth quarter updates and an overall summary of progress on the 10 Action Plan, followed by updates on some other ongoing DEI work at ESU.

This annual report clearly shows that ESU continues to make progress toward an equitable and socially just community. The 10 Action Items identified by Interim President Long provide only a snapshot of the initiatives within our campus that are aimed at improving our DEI efforts to create a welcoming, inclusive, and equitable community for all. Those reading this annual report are encouraged to visit the [Diversity and Inclusive Excellence](#) webpage to learn more about other DEI work that continues, thanks to the tireless efforts of the Diversity & Inclusion Committee and the many students, faculty, and staff doing this important work.

10 Action Plan Summary:

- 1) **Current Employee Training:** As of Spring 2021, 100% of full-time employees at ESU completed Diversity, Equity, and Inclusion (DEI) Online Training. All faculty and staff will continue to be required to participate in DEI and anti-bias training each year, and employees will also continue to be strongly encouraged to attend ongoing Diversity & Inclusion training sessions and workshops provided weekly.
- 2) **New Student Training:** For the current academic year, new and transfer students received information on how to access and complete EVERFI DEI online training that was provided by the Pennsylvania State System of Higher Education to its 14-member institutions. A total of 37.5% of ESU students who received the information completed the training. ESU will continue exploring alternative ways to increase completion rates. In addition, new students will continue to receive

anti-bias education during move-in weekend, commonly referred to as Warrior Induction Weekend.

- 3) **Data Transparency:** By the end of the second quarter (April to June 2021), ESU developed reports to show employee demographic data by select employee groups (e.g., Faculty, Police, Coaches, and Administration/Staff) in order to better identify, evaluate, and publicize areas where greater diversity is needed, and to continue to make them hiring priorities in future University searches. This initiative will continue beyond 2021.
- 4) **Diverse Hiring:** The diversity initiatives in hiring increased overall by 2% in the staff category for female hires. Racial diversity also increased for Black (8% for faculty and 1% for staff) and Hispanic/Latinx (14% for faculty and 6.29% for staff) employees.
- 5) **New Employee Training:** EVERFI was a new learning system that provided more engaging online DEI courses for campus employees. Current ESU employees completed their online DEI courses and compliance training within their first 30 days. During the third quarter (July to September 2021) new employee training increased with new hires completing training within their first 30 days. Completion of training decreased during the fourth quarter (October to December 2021) due to the fact that new hires in this time frame are, on average, taking longer to complete the online training. This will be a focus area for 2022.
- 6) **Search Committee Training:** As of Spring 2021, all employees participating on search committees completed anti-bias recruitment training. Moving forward, this training will remain a requirement for participation on search committees.
- 7) **Applicant Pools:** ESU collaborates with organizations such as the Southern Regional Education Board, and the Black Doctoral Network, to recruit diverse faculty. The list of diverse professional organizations has and will continue to be updated and used to advertise new position searches.
- 8) **University Policies:** In the fourth quarter of 2021 (October to December), ESU's Time, Place, and Manner policy and the Academic Disruption policy were completed and approved by Interim President Kenneth Long and the ESU Council of Trustees. Both policies are currently in use. The Non-Discrimination and Harassment policy has also been updated to reflect changes implemented by the State System of Higher Education. University policies will continue to be developed and updated, as necessary, to specifically address DEI issues that disrupt ESU's mission.
- 9) **Incident Reporting:** Starting in Spring 2021, the campus community received a reminder email about the Community Restoration Team (CRT – see below for more details). Moving forward, a campus-wide message will be sent out at the beginning of each semester. During the first quarter (January to March, 2021), three incidents were reported to CRT. During the second quarter (April to June, 2021), six incidents were reported. During the third quarter (July to September, 2021), four incidents were reported. During the fourth quarter (October to December, 2021), seven incidents were reported. For more information about the role of CRT, please click [here](#).

- 10) **Annual Report:** The document you are now reading is an annual report intended to provide you with ESU's progress on the 10 Action Items that were introduced by Interim President Long. The advancement of some other Diversity, Equity, and Inclusion initiatives are also provided (below).

Diversity, Equity, and Inclusion Updates

This year has been unique, presenting various challenges for our campus community. Working through the pandemic has made us more agile, flexible, compassionate, and open to change especially when addressing student concerns related to DEI. ESU has used these challenging times as an opportunity to empower, uplift, and embrace DEI through purposeful dialogue, high impact practices, and centering inclusive excellence as everyone's responsibility.

Diversity and Inclusion Committee

The Diversity and Inclusion Committee supports the University's DEI efforts by focusing on the holistic needs of the institution. Committee members are identified by the President's Council and appointed by the President. For more information, please click [here](#).

Currently, the Committee includes three sub-committees: Access and Equity, Diversifying the Curriculum, and Campus Climate. Two new sub-committees are starting in spring 2022: Research, Scholarship, and Creative Activity and Communication and Social Media. The goals established by the three existing sub-committees directly correlate to the institutional goals and seek to meet the needs of students, faculty, and staff at ESU. The three sub-committee goals for this year are listed below. Please note that goals were modified due to the COVID-19 pandemic.

Access and Equity: Increase Diversity of Faculty and Staff

- **Goal 1:** *Sub-Committee will develop a mentoring program for faculty/staff of color (Retention).*
Outcome: New Faculty of Color mentoring program launched in fall 2020. Nine faculty were assigned two mentors (1 faculty and 1 staff). New Staff of Color mentoring program is under development for fall 2022.
- **Goal 2:** *Sub-Committee will develop and implement Bias Reduction Program for Faculty and Staff Search Committees (Note: Due to COVID-19, the implementation of this program was delayed).*
Outcome: As of June 2021, 18 Anti-Bias Training sessions have been provided to faculty and staff. Moving forward, the Office of Human Resources will offer Anti-Bias Training sessions for all faculty and staff serving on search committees.

Diversifying the Curriculum: Improve the University's Retention and Graduation Rates; Improve Support Systems for Students of Color

- **Goal 1:** *Sub-Committee will develop a Student Diversity Certificate Program (this goal was postponed due to COVID-19 and other curriculum developments).* **Outcome:** Certificate is being re-evaluated for resubmission to University-wide Curriculum Committee.
- **Goal 2:** *Sub-Committee will establish and promote diverse Book of the Month in partnership with Kemp Library.* **Outcome:** Books have been identified and posted on Kemp Library social media.
- **Goal 3:** *Sub-Committee will collaborate with Diversity Dialogue Project Committee to expand the program.* **Outcome:** Program expansion still in development.

- **Goal 4:** *Sub-Committee will continue to enhance the DEI Faculty and Staff Certificate Program.* **Outcome:** Fall 2020/spring 2021 cohort met capacity at 20 participants each. Moving forward starting in fall 2022, only one cohort will be offered each academic year

Campus Climate: Improve Support Systems for Students of Color

- **Goal 1:** *Sub-Committee will partner with campus constituents to develop consistent, culturally appropriate messages for the campus community.* **Outcome:** Collaborated with University Relations to establish protocols for sending campus messaging via email, social media etc.
- **Goal 2:** *Sub-Committee will collaborate with campus groups and organizations to host forums or discussions as it relates to: (1) Religion/spirituality, (2) Politics, (3) Immigration, and (4) Individuals with disabilities.* **Outcome:** Crucial Conversations was developed to address current topics relevant to our campus community. The sub-committee hosted the following programs:
 - Voting in 2020
 - Discussing the Racial Implications of COVID:19 on Asian Americans
 - Let's Talk about "X"... Latinx: Processing Gender Neutrality in the Spanish Language
 - Juneteenth Chat and Chew

Inclusive Excellence Scorecard

Inclusive Excellence (IE) Scorecard includes four major categories: Access & Equity, Campus Climate, Learning and Development, and Diversifying the Curriculum. The IE Scorecard was adopted from the Association of American Colleges & Universities (AACU) as a model that helps to keep the university accountable for its progress toward DEI initiatives. The scorecard includes the Diversity & Inclusion Committee goals which align with university's Comprehensive Planning Plan (CPP) goals. The University's progress toward these goals can be found by clicking [here](#).

Community Restoration Team

The Community Restoration Team (CRT) was developed to address incidents related to bias, discrimination, and prejudice. Spring 2021 was the first semester that the team was active and functional using a reporting system. For additional information, please click [here](#).

Diversity, Equity, and Inclusion Training Programs

- **Diversity & Inclusion Workshops:** Created in response to requests from faculty, staff, and students who wanted to see more opportunities for professional and personal development related to diversity, equity, and inclusion topics on a continuous basis. The program launched in fall 2020 with over 20 training and workshop topics offered by faculty and staff. The topics are diverse and relevant to the current local, regional, and national climate.
- **EVERFI DEI Training Program:** In summer 2020, ESU began offering DEI online training to incoming students via a platform called EVERFI. Training is administered to new students in the summer prior to the start of the fall semester. Although incentives were offered, the completion rate for students has been lower than desired. In fall 2020, 40% and in fall 2021, 37.5% of new students completed the EVERFI DEI online training. The University continues to explore options to increase new student completion rates. As of June 2021, 100% of full-time employees completed the EVERFI online training. For more information, please click [here](#).

- **Campus Police Training:** Workshops and trainings continued in 2021 that were developed in fall 2020 to increase understanding of race, racism, bias, and discrimination through purposeful dialogue. Each workshop, built on each other, was intended to increase awareness and knowledge. Topics covered: (1) Strengthening Our Dialogue: Cultural Sensitivity and the Role of Campus Law Enforcement at ESU, and (2) Strengthening Community at ESU.

Retention Programs for Students of Color

- **Women of Color Initiative (WOCI):** The purpose of WOCI is to create a safe space for all women who self-identify as women of color, and provide them with support, unification, and a sense of community. WOCI prioritizes mentorship, academic excellence, self-awareness, and student engagement as a basis for growth and development. To learn more, please click [here](#).
- **Men of Color Alliance (MOCA):** MOCA was established to support the transition and transformation of men of color entering and persisting at ESU. MOCA supports student development through mentorship, academic excellence, self-awareness, and student engagement, and helps nurture a sense of belonging at ESU. For more information, please click [here](#).

ESU Diversity, Equity, and Inclusion Statement

As the University continues to invest in developing programs and initiatives to support “Students First,” it was important that ESU’s Diversity Statement be revised to reflect the University’s current perspective. After review and discussion, a draft statement was presented to the President’s Council for approval. The Diversity, Equity, and Inclusion Statement can be found by clicking [here](#).

ESU Land Acknowledgment Statement

Native American culture and history are rooted within ESU. To honor the rich legacy of indigenous people, ESU in close collaboration with the Delaware/Lenape Tribes, which were the original stewards of this land, developed a Land Acknowledgement Statement. To learn more, please click [here](#).