

DIVERSITY, EQUITY AND INCLUSION



University Development & Alumni Relations FY20 Summary

DIVERSIFY OUR WORKFORCE

60+ colleagues participated in an Equity Action Resource Team training to understand how bias can negatively influence the hiring process. Employees learned about equity strategies to ensure diverse candidates are fairly considered.

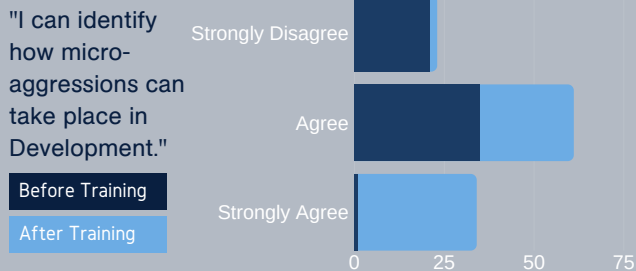
Participant Feedback

"An extremely informative and well-organized training." - Bub Parker

"This DEI training made a real impact and didn't feel, at all, like a 4-hour mandatory training." - Cooper Lindsley



Micro-Aggression Survey Results



WORK WITH GREATER CULTURAL AGILITY

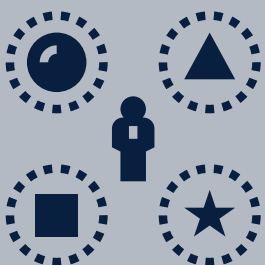
60+ colleagues participated in two trainings, 3 Methods for Addressing Micro-Aggressions and Crucial Conversations: Make it Safe. A survey showed that following the training, there was a significant increase in the number of staff who strongly agreed with being able to recognize the terms micro-aggression and unconscious bias and how to identify micro-aggressions in the workplace.

CREATE AND SUSTAIN A WELCOMING & INCLUSIVE WORKPLACE

60+ colleagues completed the university's Climate for Diversity survey and 22 employees volunteered to take part in focus groups to address and prevent sexual harassment in Development.

Sexual Harassment Themes Identified by Focus Groups

1. Inappropriate Touching
2. Inappropriate Sexual Talk
3. Inappropriate Requests
4. Inappropriate Comments About Appearance
5. Gender/Ability Offenses



Participant Feedback

"Kudos for inviting Todd (Snovel). He's a GREAT presenter!" - Ted Reese

"This was a good presentation. I could see that it made some of our colleagues quite uncomfortable. Hopefully they will take away just a nugget of knowledge that will be helpful." - Anonymous

ENGAGE WITH DIVERSE EXTERNAL STAKEHOLDERS

To tackle issues that affect the LGBTQ+ community, 60+ employees participated in a cultural awareness training. 5 colleagues also joined a book club that discussed the memoir, *Sissy: A Coming-of-Gender Story* by Jacob Tobia.

Staff was also encouraged to participate in Penn State Health's diversity trainings, speaker forums and affinity groups. A department representative also serves on the hospital's Diversity Council.