

President's Commission on Race and Ethnic Diversity
Assessment on Race and Issues of Equity on Slippery Rock's Campus
Summer 2020-Spring 2021

Charge to PCRED: Engage the campus community in a discussion and comprehensive assessment on race, the intersection of race and individuals' experiences on SRU's campus, and structures and policies that disproportionately impact the experiences of Students, Staff, and Faculty of Color.

Team Members:

Monique Alexander, Co-Chair; President's Commission on Race and Ethnic Diversity
Melissa Ford, Secretary; President's Commission on Race and Ethnic Diversity
Emily McClaine, Co-Chair; President's Commission on Race and Ethnic Diversity
PCRED Members To Be Determined

Slippery Rock University will continue to work to improve in order to create a more inclusive and equitable environment for all community members. This document outlines the assessment and practical action steps that our commission will initiate and complete to ensure SRU continues to improve as a racially and ethnically inclusive space.

Building Partnerships with Slippery Rock University Police

Much of the journey to creating inclusive spaces requires shared understanding between the goals and needs of various community stakeholders. PCRED's bylaws (Article III; Item 9) note that it will advocate to the SRU community on behalf of Students and Staff of Color. Thus, PCRED will

- Develop working relationship between PCRED and the Slippery Rock University Police;
- Determine a structure and process for periodic overview of police policy with respect to ethnic and racial diversity issues;
- Collaboratively support the SRU Campus Police in providing input to a database for the collection-of statistics of all student/staff encounters that include demographic, location, and detailed incident information. The statistical information collected shall be reviewed annually by people who are external to the police department. The composition of this review group will be determined by the President and will include key stakeholders from the campus community;
- Work with the SRU Police Chief and the administration to collaboratively assess the frequency and regularity of professional development, training, and other credential bearing educational opportunities surrounding anti-bias and anti-racist policing on campus.

Qualitative Campus Climate Assessment and Policy/Practice Recommendations

While our campus community has conducted several quantitative assessments of campus climate that have provided a preliminary understanding of issues of race and racism on campus, SRU will benefit from a deeper qualitative understanding. In accordance with our bylaws (Article III; Item 2), PCRED will engage the campus community in two assessments to strengthen our understanding of the campus' climate regarding race and ethnic diversity. To this end, PCRED will:

- Engage the campus community in a comprehensive qualitative assessment on how racial identity impacts individual community members' experiences on SRU's campus, seeking to understand how this may differ across racial groups and where there may be disparities and opportunity for meaningful improvements to policies and practices on campus. PCRED will complete a cross-sectional, qualitative assessment of administrators, faculty, students, and staff to unveil individual perceptions of how race impacts each person's journey at Slippery Rock University.
- Use data to inform future recommendations regarding policy and curriculum that empower community members to function in a diversity society.

- Provide feedback on policy and practice changes directly to the University President throughout the duration of the study, with a final report being published upon completion of the project.
- Collaborate with the Office of Student Affairs and the Office for Inclusive Excellence in the creation of a web-based, campus-wide micro-aggression reporting system.

Review of Campus Policies and Procedures

Current campus policies and procedures may create disproportionate burden on Students of Color and other marginalized students on campus. To address these issues, PCRED (Article III; Item 3) will:

- Collaboratively review campus safety policies that are known to disproportionately impact Students of Color and marginalized groups;
- Assess and revise published student code of conduct and policies on the use of Hate Speech on campus, for clarity and alignment with both legal counsel and University goals.

Educational, Personal and Professional Development Across Campus

Our campus community discourse thrives when provided with opportunities to investigate personal inquiries and expand our knowledge base. PCRED (Article III; Item 6) seeks to support the development of individuals within our campus community by:

- In collaboration with the University Communication and Public Affairs, create a webpage on the SRU website that features resources on the history of racial oppression in America and the push toward anti-racism and equality efforts throughout society;
- Including resources in the following formats: books, documentaries, research articles, podcasts, films, and social media recommendations.;
- Collaborating with appropriate campus offices to ensure the accessibility of resources.