



PennState

CORED

COMMISSION ON RACIAL/ETHNIC DIVERSITY



The Commission on Racial/Ethnic Diversity (CORED) was founded in 1989. The Commission's primary function is to advise the President of Penn State and advance the University's diversity strategic plan, *A Framework to Foster Diversity at Penn State*. CORED examines University policies and practices, performs needs assessments, makes recommendations to support diversity and equity goals, and implements initiatives to foster a welcoming campus climate at Penn State. CORED's motto is Teamwork, Collaboration, and Communication.

CURRENT INITIATIVES AND ACTIVITIES

CORED jointly works with the Commission for Women and the Commission on Lesbian, Gay, Bisexual, and Transgender Equity to host an annual promotion and tenure symposium to address issues important to early tenure-line faculty from underrepresented groups. The eleventh annual Pre-tenure Symposium, *Equity and Inclusion: Successfully Navigating the Promotion and Tenure Process*, was held on Friday, October 16, 2015.

Discussions about best practices for preventing first-generation and low-income students from incurring large amounts of debt are ongoing within CORED. The Commission is reviewing the recommendations made by the CORED-initiated 2009–11 Task Force on Student Institutional Debt and investigating how and to what extent recommendations from that task force are being implemented. The Commission actively works to increase the connection and support of diversity efforts at all Penn State campuses. One of these efforts is to annually host a Commission meeting at a campus other than University Park.

CORED continues to work on a staff mentoring program. Several models have been evaluated. During the 2015–16 academic year, the Staff Issues Management Team is working with the Office of Human Resources to develop the new program. The theme of stereotyping was continued at our 2015 Spring Symposium with keynote speaker Valerie Purdie-Vaughns from Columbia University, whose research focuses on stereotype threat and micro-aggressions. The symposium also included a Q & A session, a panel of Penn State students sharing first-hand experiences, and a discussion with more than twenty college administrators involved in faculty hiring to develop strategies for attracting diverse faculty.

ISSUES MANAGEMENT TEAMS

Academic

The Academic Team works to increase the University's understanding of diversity as related to curriculum and faculty. In addition to organizing an annual Promotion and Tenure Symposium for underrepresented tenure-line faculty, workshops and symposia are sometimes organized.

Outreach

The Outreach Team actively promotes CORED's mission and accomplishments. The team works to raise awareness of the Commission within the Penn State community through special programs, advocacy, and publicity for various programs and events.

Student

The Student Team members are strong advocates for students and work diligently to ensure that the voices and concerns of multicultural students are heard. This team actively partners with the numerous multicultural student organizations across the University to increase the student voice on the Commission.

Staff

The Staff Team explores issues surrounding diversity within the Penn State workforce. Most recently, the team has focused its efforts on the recruitment and retention of staff at Penn State. The team is currently implementing strategies to target a more diverse population for recruitment, and addressing issues to retain and promote diverse staff.

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