The Educational Equity Green Team was invited by Penn State’s Sustainability Institute to present a webinar connecting sustainability with diversity as part of the Green Bag Lunch Series on March 25, 2015. The presentation “How Diversity Matters: The Connection between Sustainability and Diversity” explored the connection and how it applies to work life at Penn State.

“Presenting ‘How Diversity Matters’ to Penn State Green Teams provided an opportunity to learn and share perspectives between social and environmental justice in relation to the diversities of our workforce. As Educational Equity staff, we have a unique vantage point to promote the understanding of these relationships.”

Educational Equity coordinated the Framework Review of strategic plans from each college, campus, and academic support unit within Penn State as part of its final review of Penn State’s current diversity strategic plan, A Framework to Foster Diversity at Penn State: 2010–15. While previous Framework Reviews focused on stand-alone diversity strategic plans from each unit, the fall 2014 review was the first to examine unit Framework diversity goals in the context of overall unit strategic planning.

Reviews were conducted by five Review Teams, consisting of sixty students, executives, administrators, faculty, and staff drawn from across the University's overall strategic planning process, and developing the next University strategic plan.

Provost Nick Jones, who oversees the strategic planning process, is committed to diversity and inclusion as a foundational principle of the upcoming University strategic plan, which should be unveiled in fall 2015.
Spring Symposium Celebrates CORED’s 25 Years at Penn State

The Commission on Racial/Ethnic Diversity (CORED) hosted a combined Spring Symposium and twenty-fifth anniversary celebration on Monday, February 23, in Heritage Hall, HUB-Robeson Center, University Park campus.

Dr. Valerie Purdie-Vaughns, associate professor of Psychology at Columbia University, gave the keynote address “Identity Matters, But Not How You Think It Does: How Stereotypes Affect Where We Live, Learn, And Play.” The symposium also included a Q & A and a panel of Penn State students sharing first-hand experiences. Additionally, Dr. Purdie-Vaughns conducted focused sessions on recruiting and retaining diverse faculty and on advising to targeted audiences.

At noon, CORED celebrated their twenty-fifth anniversary with light refreshments and cake and a review of notable accomplishments over the years.

The symposium was available via Adobe Connect to facilitate participation from the campuses, and was co-sponsored by the Schreyer Institute for Teaching Excellence. Symposium information is available online at http://equity.psu.edu/cored/events.

2015 Commission for Women Award Recipients Lauded

The 2015 Commission for Women Rosemary Schraer Mentoring Award and the Achieving Women Awards acknowledge and exemplify achievements and contributions among Penn Staters, reflecting the University’s mission of mentorship, leadership, service, and promoting diversity. Honorees received their awards at the ninth annual Commission for Women luncheon on Thursday, April 2, at The Penn Stater Conference Center Hotel, University Park campus. President Barron gave remarks on the importance of diversity and offered congratulations to the award recipients. The keynote address was delivered by Susan Russell, Penn State Laureate and associate professor of Theatre in the College of Arts and Architecture.

Continued on page 3
2015. “Diversity and demographics” is an institutional priority, which President Barron has been addressing with the Board of Trustees and University Faculty Senate as he begins to implement related initiatives.

Another theme has been awards recognizing diversity accomplishments of Penn Staters, many of which you’ll find featured in these pages.

Notably, the Commission on Racial/Ethnic Diversity (CORED) recently celebrated their twenty-fifth anniversary. This milestone was marked with the annual Spring Symposium and featured an overview of accomplishments over the years.

The Larry Young and W. Terrell Jones Scholarships fundraising fish fry was a huge success this year, raising over $2,500 toward scholarships and frying up about fifty pounds of catfish. As they say, “A good time was had by all.”

Our good work and accomplishments are because of the efforts of each of our staff, faculty, and students. As always, thank you for all that you do to make a difference at Penn State.

This year’s recipient of the Rosemary Schraer Mentoring Award was E. Michele Ramsey, associate professor of Communication Arts and Sciences and Women’s Studies at Penn State Berks.

Achieving Women Award winners were:

- Undergraduate Student: Jennifer Keamey, undergraduate senior, College of Engineering
- Graduate Student: Aparna Parikh, second-year doctoral graduate student, Geography, College of Earth and Mineral Sciences
- Staff Nonexempt: Dianne Crust, administrative support assistant, Nuclear Engineering, College of Engineering
- Staff Exempt: Marly Doty, assistant director of Student Affairs, Penn State DuBois
- Technical Service: M. Tracy Millbyer, food service worker, Housing and Food Services, Auxiliary and Business Services, Penn State Hazleton
- Faculty (a tie, with two recipients): Sarah Bronson, associate professor, College of Medicine; Jo Dumas, senior lecturer, College of Communications
- Administrator: Shari Routch, director, University Relations, Penn State Altoona

Next year’s Commission for Women awards luncheon will be held on Friday, April 8, 2016. The Commission invites all members of the University community to notice that special person who deserves the honor of a 2016 Commission for Women award.

Connecting Diversity and Sustainability

with our University colleagues and with the diverse students that we serve,” said co-presenters Mike Brahosky and Dara Sanoubane.

Establishing the intrinsic synergetic relationship of diversity and sustainability work, the presentation incorporated videos and data to establish why it is important to address diversity and equity issues within sustainability efforts. Presenters also took a peek into the development of the Educational Equity Sustainability Strategic Plan as an approach to incorporating sustainability into the mission and work of diversity at Penn State and provided examples of tying diversity into YOU@PSU performance management goals, giving examples of approaches that can be taken up by any unit.

CFW Community Read Hosts Co-Author Sara Laschever

The Commission for Women (CFW) culminated its 2014–15 Community Read of Linda Babcock and Sara Laschever’s Women Don’t Ask on March 18 with two book discussion sessions with co-author Sara Laschever. Both sessions were open to all members of the Penn State community and also available online to facilitate participation from campuses.

Laschever discussed empowerment of women in the workplace. Whether they want higher salaries, better career opportunities, or more help at home, women are much less likely than men to ask for what they want. They pay for this decision in every aspect of their lives—in lost income, delayed career...
2015 CLGBTE Awards

Each year the Commission on Lesbian, Gay, Bisexual, and Transgender Equity (CLGBTE) recognizes the outstanding contributions of individuals within the Penn State community who have shown outstanding service regarding lesbian, gay, bisexual, transgender, and queer (LGBTQ) concerns. The honorees received their awards at the annual Lavender Graduation and CLGBTE awards reception held in Heritage Hall in the HUB-Robeson Center on Friday, April 17.

In addition, this year the Commission created an LGBT Academic Achievement Award to acknowledge outstanding achievement in the areas of research, teaching, or academic coursework. The award prioritizes the recognition of LGBT-focused research, instruction, and distinguished Sexuality and Gender Studies Minor students.

The Commission is pleased to announce the following award recipients:

- **2015 Outstanding Service Award, Faculty:** Dr. Cheryl Nicholas, associate professor of Communication Arts and Sciences, Penn State Berks
- **2015 Outstanding Service Award, Staff:** Aimee Brown-Shadduck, programming and education coordinator for the All-Sports Museum, Intercollegiate Athletics
- **2015 Outstanding Service Award, Student:** Bria Williams, undergraduate, College of Communications
- **LGBT Academic Achievement Award:** Dr. Douglas M. Charles, associate professor of History, Penn State Greater Allegheny

To learn more about CLGBTE, visit [http://equity.psu.edu/pec/clgbte](http://equity.psu.edu/pec/clgbte).

CFW Community Read Hosts Co-author Sara Laschever

continued from page 3

advancement, and under-utilization of their skills at work. They also pay in strained relationships and health problems at home. These are losses women don't need to suffer.

The presentation was sponsored by the Commission for Women and co-sponsored by Auxiliary and Business Services; Center for Workplace Learning and Performance; Diversity Enhancement Programs, Smeal College of Business; Office of Human Resources; Office of the Vice Provost for Educational Equity; University Libraries; Women of Smeal Initiative, Smeal College of Business.

CLGBTE Welcomes Pennsylvania House Representative Brian Sims

The Commission on Lesbian, Gay, Bisexual, and Transgender Equity (CLGBTE) welcomed the Honorable Brian Sims, Pennsylvania House of Representatives, for “A Conversation with Brian Sims,” on Tuesday, March 24, in Foster Auditorium, Paterno Library, University Park campus. As Pennsylvania’s only openly gay legislator, Representative Sims has built a career fighting for LGBT equality. A distinguished policy attorney and civil rights advocate, Mr. Sims represents Philadelphia’s 182nd District in Center City. Mr. Sims spoke about his career as a legislator and on current legislation before the House. The event was followed by an open house reception and was part of Penn State’s Pride Week.

Photo: Courtesy of Brian Sims
Penn State, with diversity planning staff from Educational Equity for support. The Review provides specific feedback to each unit and will help the University gauge how well the Framework Challenges are being met as evidenced by the forty-six plans that were examined.

This spring, Provost Jones and Interim Vice Provost Whitehurst met with executives from each Penn State unit to discuss their unit’s feedback report and plans for future progress. A summary of each team’s observations and recommendations, developed under the leadership of Assistant Vice Provost Sanchez, has also been provided to the central administration, along with best practices and potential best practices that were identified in the Review. Finally, team feedback reports and other documents associated with the Framework Review will be posted to the Educational Equity website at the conclusion of the process. These efforts will help Penn State advance its diversity, equity, and inclusive excellence goals and support President Barron’s imperatives of “diversity and demographics” and “access and affordability” as well as Provost Jones’ commitment to diversity, equity, and inclusion as a foundational principle of the University’s strategic direction.

Educational Equity Scholarship Dinner
Honors Students, Donors continued from page 1

scholarship dinner on Friday, April 17, at The Penn Stater Conference Center Hotel to highlight the impact of our successful development efforts. Following an opening reception, advisory board members, scholarship benefactors, and Educational Equity staff dined with students who are the recipients of Educational Equity scholarships. Students had the opportunity to meet their scholarship donors and others and to engage in thoughtful conversation.

Three students gave brief remarks noting the impact their scholarship made on their lives, studies, and families:

- Tykia McWilliams, College of Communications
- Dung Ho, Eberly College of Science
- Christopher Koilor, College of Health and Human Development

Additionally, advisory board chair Troy Thornton inducted sixteen new donors into the James B. Stewart giving society:

- Anonymous
- The Brook J. Lenfest Foundation
- Andre P. and Ericka Collins
- Donors for Impact
- Forrest L. and Ruth H. Fenstermaker
- Joseph G. and Nancy B. Gofus
- Dale W. and Rosalie H. Hollinger
- Heather A. James
- The Maguire Foundation
- Ajay T. and Paayal A. Nair
- New Faces of an Ancient People Traditional American Indian Powwow
- Victor L. Penico
- The Eric H. Pratt Family
- Courteney M. Rager
- Kimberly B. Schriver
- James B. Stewart and Caryl Sheffield


**CLGBTE Past Chair Receives National Honor From NAEA**

Dana Carlisle Kletchka, immediate past chair of CLGBTE, affiliate assistant professor of Art Education, curator of Education at the Palmer Museum of Art, and School of Visual Arts alumna (’10 Ph.D.), has been named National Museum Division Art Educator of the Year by the National Art Education Association (NAEA). She received the award at the NAEA annual convention in New Orleans in March 2015.

“I am deeply humbled and incredibly honored to receive this award,” said Kletchka. “I feel fortunate to be able to do work that feeds my soul, connects me with others, and expands my understandings of the world in a university environment filled with learners and seekers of all ages.”

For more information, visit [http://sova.psu.edu/story/sova-faculty-member-and-alumna-honored-naea](http://sova.psu.edu/story/sova-faculty-member-and-alumna-honored-naea)

---

**WINGS Helps Students Soar Over Disabilities**

Penn State students with disabilities can soar with the assistance of WINGS, a student organization founded by the Office for Disability Services (ODS) student Maria Walls, College of Education. The organization, officially recognized in 2014, has approximately thirty-five members and was founded out of Walls’s recognition that “there are a lot of students at the school who have disabilities, but they just don’t know where to find each other.” Maria approached ODS with the idea as a way to offer a program that would help students with disabilities to find others who understood what they were going through and offer mutual support.

ODS Director Keith Jervis notes that about 3,200 students with disabilities have registered across Penn State, with about half (1,600) at University Park. “We hope that through these connections (in WINGS) students will be informed of our services; in particular, our initiatives with corporate partners to increase employment opportunities for individuals with disabilities.”

For more information, visit: [http://news.psu.edustory/352998/2015/04/14/academics/wings-group-offers-help-penn-state-students-disabilities](http://news.psu.edustory/352998/2015/04/14/academics/wings-group-offers-help-penn-state-students-disabilities) and the ODS website at [http://equity.psu.edu/ods](http://equity.psu.edu/ods)

---

**MRC Participates in Global Engagement and Leadership Experience Weekend**

A collaborative effort among the Office of Global Programs, Student Affairs, and the Multicultural Resource Center, the weekend-long GELE program brings together a group of domestic and international students representing more than thirteen countries to develop leadership skills and cultural awareness. Through structured conversations, students examine what strong leadership looks like in one culture versus another, or how leadership is enriched by intercultural sensitivity and understanding. But one of the most important things that participants learn at GELE about leadership is that everyone can be a leader.

For more information, visit [http://www.psu.edu/feature/2014/12/15/seeking-common-ground](http://www.psu.edu/feature/2014/12/15/seeking-common-ground)

---

Dr. Moses Davis, director of Penn State’s Multicultural Resource Center, is one of four facilitators at each GELE weekend. Image: Michelle Bixby for Penn State

---

College of Education student Maria Walls founded the WINGS group to help Penn State students who have disabilities. Image: Penn State
2015 MRC Senior Awards and Faculty/Staff Diversity Recognition Reception

The Multicultural Resource Center (MRC) hosted its twenty-fourth annual Senior Awards and Faculty/Staff Diversity Recognition Reception on Wednesday, April 8 at the Hintz Family Alumni Center, University Park campus, to recognize the outstanding accomplishments and contributions of students, faculty, and staff that make Penn State a more welcoming and supportive environment for all. President Eric J. Barron offered remarks on the importance of diversity for the University’s future and extended congratulations to the award recipients. The accomplishments of the faculty/staff award recipients were noted and celebrated, including but not limited to expansion of the diversity collection in the libraries, involvement of students in health disparity research, and leading diversity planning and assessment initiatives at the Penn State campuses.

- Faculty/Staff Diversity Recognition Award: Dawn Amsberry, associate librarian, University Libraries; Dr. Rhonda BeLue, associate professor of Health Policy and Administration, College of Health and Human Development
- John Romano Faculty/Staff Diversity Recognition Award: Dr. Robert Loeb, associate professor of Biology and Forestry, Penn State DuBois
- Resilient Student Award: Victoria Glaude, College of Communications
- Academic Scholarship Award: Brooke Durham, College of the Liberal Arts
- Inspiring Student Leader Award: Eric Scott-Murphy, College of Information Sciences and Technology
- Student Organization Award: National Council of Negro Women
- Student Leadership Award: Jesus Hinojosa, College of the Liberal Arts
- Volunteer Service Award: Arjun Vyas, Eberly College of Science
- Student Speaker Award: Rhoda Moise, College of Health and Human Development

The student speaker, Rhoda Moise, concluded the reception by delivering a stunning exposition of her Penn State experience, describing how she was able to find hope and triumph despite trials. The afternoon event was well attended, with over 110 faculty, staff, students, and guests present to celebrate another year of incredible individuals making great impacts to foster and enrich diversity at Penn State.

Notes from Hungary

Diversity Planning Analyst Annyce Schafft has been spending time volunteering with Csányialapítvány Kaposvár in Hungary, working with English language learners who are similar to students in many of our programs in a program similar to our Upward Bound. According to its website, “The Csányi Foundation is a non-profit organisation that was set up in Hungary to help provide gifted children from disadvantaged backgrounds with the means to help nurture and develop their talent.” Annyce had the privilege of serving as a judge for English language exams, and submitted the following report:

“The end-of-term language exams have finished today in Kaposvár. All the kids were well prepared. This afternoon we spent examining the students at Csányialapítvány Kaposvár. It is a beautiful, colorful community house, filled with comfortable furniture and friendly people. The students did so well! I was impressed by each one of them.

Continued on page 10
Congratulations Black Graduates!

Starting a new tradition at Penn State: Black graduating seniors at University Park gathered on the steps of Old Main on Saturday, May 2 for a photo to commemorate their graduation.
The Upward Bound (UB) and Upward Bound Migrant (UBM) programs hosted their combined senior graduation celebration on Saturday, April 11, in Alumni Hall in the HUB-Robeson Center, University Park campus. More than 200 students and family members attended the annual event highlighting the programs’ sixty-three graduating seniors, most of whom will be the first in their families to attend college. The ceremony, presented bilingually in English and Spanish, celebrated the accomplishments of its current participants and featured three former and current students as guest speakers. Eighty percent of the UB/UBM 2015 cohort will be attending college in the fall at Penn State, Lock Haven University, Wilkes University, and Bloomsburg University, among others.

Nicholas Hudson, a graduating senior from Clearfield Area High School, spoke to his peers about the potential he saw for their futures; Nicholas will be attending the University of Southern California in Los Angeles in the fall, majoring in Business Administration. Upward Bound alumni Michael Brinton, who graduated from Penn State in May with a B.S. in Mechanical Engineering and a Minor in Biomedical Engineering, reflected on his UB experiences and shared how his time with Upward Bound prepared him to be a successful student at University Park as well as an EMT and a member of the Blue Band; Michael plans to attend medical school in 2016. Upward Bound Migrant alumni, Penn State freshman, and 2014 Hazleton Area High School graduate Melanie Suarez advised: “As my freshman year of college is rapidly coming to an end, I realize how much I have grown as an individual. Never take a moment for granted. Even when times are difficult, keep in mind your end goals and push harder.” Melanie is majoring in Actuarial Science.

The Upward Bound and Upward Bound Migrant programs serve nearly 200 students from nine low performing Pennsylvania high schools: Hazleton, Lebanon, Mifflin, Moshannon Valley, Mount Union, Newport, Steelton-Highspire, Reading, and West Branch. Through a combination of one-on-one counselling, day-long academic programs, and a six-week residential program at University Park, Upward Bound seeks to give low-income, first-generation high school students the support necessary to be successful in college.
News of Note

- Educational Equity and the Office of Veterans Programs congratulates Richard Raynak on his retirement from Penn State, December 31, 2014. Rich has been a dedicated Penn State staff member for more than twenty-five years, serving the University, Educational Equity, Office of Veterans Programs, and the veterans community.

- Educational Equity congratulates Marcus Whitehurst on the birth of his son Matthew Joseph Whitehurst, January 4, 2015. Matthew Joseph, Marcus’s third child, was born a healthy 6 lbs. 15 oz.

- Office of Veterans Programs welcomes Scott Winters as a new veterans counselor, January 5, 2015.

- Talent Search York welcomes Gloria Swanson as a program counselor, January 12, 2015. She previously worked as a Migrant Education recruiter focused on York County and brings a wealth of experience working with Talent Search schools and the families of the program’s students.

- Upward Bound/Upward Bound Migrant welcomes Jacob Conklin as its new assistant director, January 14, 2015. Originally from upstate New York, Jacob completed his undergraduate work in political science at Mercyhurst College and his M.Ed. from National Louis University. He relocates to Penn State from Oregon, Illinois, where he was assistant director for the Beloit (WI) College Upward Bound program.

- Upward Bound Math and Science (UBMS) program welcomes Ruth Markle as its new administrative support assistant, February 2, 2015. Previously, Ruth worked with the American Red Cross and brings great experience to UBMS.

- Multicultural Resource Center welcomes Megan Nollman as its new administrative support assistant, February 2, 2015. Megan obtained her bachelor’s degree in Political Science and master’s degree in Public Administration from Southern Illinois University Carbondale. Previously, Megan worked for Hershey Medical Group in State College.

- Educational Equity IT congratulates Jose Ponte, long time IT intern and staff member and former CAMP student, featured in the spring 2015 issue of iConnect magazine.

Penn State Receives Minority Access Recognition

Penn State receives recognition at the fifteenth annual Minority Access National Role Models conference in Washington, D.C., sponsored by Minority Access Incorporated, a non-profit educational organization.

For more information see article in fall 2014 Overview newsletter or visit http://news.psu.edu/story/330221/2014/10/14/impact/penn-state-receives-minority-access-honor-commitment-diversity

Notes from Hungary continued from page 7

The higher level older students are entirely conversational. They each held their own very well as we debated various topics. The younger students also did quite nicely. They talked about how much they learn and all their various interests, including architectural drawing, synchronized swimming, football, physics and, of course, reading and computer games. Such interesting, hardworking, and polite students! It was a pleasure to talk with them."