

University Diversity, Equity and Inclusion Task Force

FALL 2020

In harming one of us, racism harms us all. Contrary to what we preach as a university that practices Catholic social teaching, some students and employees do not feel welcomed and that they belong in our community. We are committed to changing this cultural divide so that everyone feels they belong. We have called the Mount community to action this fall in order to address our DEI issues. Ten working groups involving more than 100 faculty, administrators and staff are leaning in to making the Mount better.

Awareness, Education and Training Working Group

- Develop recommendations for continuing training, education and awareness efforts
- Recommend incentive and accountability program for participation in professional development

Leads:

- Dr. Alejandro Canadas
- Stepheca Sawyer

Campus Climate Working Group

- Determine ways to best prepare our students and community to carry out and channel activism in positive ways
- Develop a plan for Fall 2020 that includes community discussions and dialogue to educate students and our community about the presidential election

Leads:

- Dr. Maureen Oakley
- Dr. Michael Towle

Physically Representing Diversity on Campus Working Group

- Recommend artwork, architectural plans and designs that represent the Mount's diversity and commitment to DEI

Leads:

- Rev. Martin Moran
- Nick Hutchings

Preventing and Responding to Incidents of Racism Working Group

- Promote a positive and supportive climate that integrates diversity in pursuit of academic excellence, engagement and sense of belonging
- Develop timeline for workshops on difficult dialogues

Leads:

- Dr. Levi Esses
- Dr. David McCarthy

Interacting with Surrounding Communities Working Group

- Identify the benefits of aligning priorities and cultivating stronger relationships
- Determine appropriate and impactful avenues to export the university's goodness

Leads:

- Dr. Pete Dorsey
- Don Briggs (Mayor, Emmitsburg)

Dealing with Trauma and Healing from Racism Working Group

- Determine programs to help students to process trauma

Lead:

- Dr. Bernard Franklin

YOU BELONG HERE.

Racism Does Not.

DEI Task Force Executive Group

- Coordinate planning efforts of working groups
- Provide guidance
- Make and disseminate decisions

Group Members:

- Dr. Paula Whetsel-Ribeau
- Dr. Michael Driscoll
- Dr. Boyd Creasman
- Dr. Layton Field
- Dr. Timothy Trainor

Curriculum Initiatives Working Group

- Examine inclusive excellence in teaching and learning across the curriculum and consult with discipline-specific experts on how to diversify curriculum

Leads:

- Dr. Greg Murry
- Dr. Richard Buck

Workforce Diversity Working Group

- Analyze how university and department climates are affecting recruitment and retention for diversity
- Recommend ways to eliminate patterns of inequity in human resources practices

Lead:

- Kristen Hurley

Institutional Racism Working Group

- Develop a department/office audit that thoroughly examines policies, practices and procedures for office personnel, displays/artwork and marketing media to ensure that the Mount's commitment to DEI is represented

Leads:

- Leon Dixon
- Dr. Corinne Farneti

Data Analysis Working Group

- Engage in analysis of institutional data for evidence of bias or prejudice

Lead:

- Dr. Jeff Simmons