

Lunch & Learn Session III Chat

- 12:01:51 From Cathy - Dickinson : Thank you PACAC, Michael and Darryl -- such an important conversation!
- 12:12:49 From Bre Reynolds - LHU : Because students who feel they're an accepted part of the institution do better academically, socially and emotionally.
- 12:12:58 From Julie Bryan, TCHS Pickering Campus : If you don't care, you miss out.
- 12:13:11 From Taylor Miller: Saint Joseph's University : Make our admission process and our campus better for ALL students
- 12:13:48 From Morgan Rizzardi, Butler County Community College : Because they're people and we should care about humans.
- 12:13:52 From Bryn Campbell, College MatchPoint : Because our society is a better place for our differences!
- 12:13:52 From Gloria Darko - Susquehanna University : When students graduate, ideally they will go out into society and live out what they learned.
- 12:13:53 From Julie Sitko - Moon Area High School : Because I am a counselor for all students, not just the ones who look like me.
- 12:13:54 From Sierra Kinslow // Messiah University : So all students can have a quality college experience and not just be pushed to the margins
- 12:13:54 From Kelly Lowery - West Virginia University : We need to grow and so do our students!
- 12:13:59 From Sue Crump, College Insights LLC : The question should be: "Why don't you care?"
- 12:14:01 From Sarah Brickey-Nguyen (she/her) - Smith College : Because inequity exists so very clearly.
- 12:14:01 From Cathy - Dickinson : To Mike's comment - while institutions need to be financially in the black, REALLY the institutional community value should be in the black (and brown)!
- 12:14:02 From Leyna Steffen, Peters Township High School : I want my students to understand each other and experience comfort in our building and community.
- 12:14:04 From John Cogan (he/him/his) - UDel : Because a diverse population provides a better education for all. Removing the PWI bubbles means that we are learning from all walks of life
- 12:14:14 From Tom Hill CB South HS : our high school is starting to take a student/teacher/community collaboration racial issues and impact
- 12:14:18 From Kristen O'Hara-IUP : Everyone matters
- 12:14:20 From Demetria Wright - Freire Charter High School : I care because I want to be the person for my students that I needed when I was their age
- 12:14:21 From Suzyn-Elayne Soler-Allegheny : Because college is more than than just classroom learning but personal growth and in order to grow, you need to hear many different voices not just homogenous ones.
- 12:14:24 From Amanda Tingle-Oline - AIM Academy : I support all students and encourage my students to grow and be welcoming in all areas
- 12:14:46 From Eric Tarpley - California University of Pa : To provide access to education for all students. To foster success for all students. Improvement in their personal situation.
- 12:14:55 From Sue Burns: Lafayette (she/her) : we live in an increasingly interconnected, globalized world, and students benefit when being part of a diverse community
- 12:15:10 From Amanda Kohberger -Stroudsburg High School : We need to care. The only appropriate option is to care! We need to create equal opportunity for ALL students.
- 12:15:14 From PACAC Zoom : If you are truly working on DEI, how do you integrate it into your professional life? For example: How many events (pre-Covid OR virtually) do you attend for groups with which you do not share a cultural identity?
- 12:33:15 From PACAC Zoom : How does your work reflect DEI initiatives with the following?
--Admissions: Tour guides, open houses, visit programs, and travel territories
--School Counselors: Staff, programming, support
How is success evaluated?
- 12:49:34 From Mary Smith-Gettysburg College : But I do like your tie!
- 12:49:45 From Julie Bryan, TCHS Pickering Campus : Great resource—<https://napequity.org/>
- 12:49:50 From Ian Harkness : Agreed...nice tie, Michael
- 12:49:51 From Chuck Bachman, Lafayette College : At least you have a tie Michael!)
- 12:49:53 From Cathy - Dickinson : Yes -- AWESOME tie and vest!!
- 12:49:58 From Eric Tarpley - California University of Pa : You are always sharp Michael!
- 12:51:13 From Sue Crump, College Insights LLC : Success shouldn't be measured by the number of marginalized students who matriculate at a college, but by the number who graduate.
- 12:51:47 From Roberto Martí Jr. HACC : Well said, Sue Crump!
- 12:51:55 From Evan Beals | UNH | He/Him/His : Sue - it's so true. Retention and completion is so much more important!
- 12:52:17 From Darryl Jones--Gettysburg College : There it is!
- 12:52:17 From Sarah Brickey-Nguyen (she/her) - Smith College : Yes, Gloria! The emotional labor is so real for marginalized students who live and work on our campuses. (Speaking from a PWI)

12:52:22 From Eric Tarpley - California University of Pa : Everyone in your office should be equipped to talk with all students. It should not always be the person of color talking to groups or individuals who look like them. You do want representation from all walks of life. Meet needs instead of trying to put a false sense of who your institution is. Your staff should all be comfortable talking to EVERYONE!

12:52:53 From Ian Harkness : Not just college ACCESS...but also college SUCCESS!

12:52:57 From Sofia Fallas - Saint Joseph's University : Being mindful of the difference between representation and tokenizing our students, staff, etc. We can't show up only in our one off panels and events if it's not representative of our student body as a whole. Ensuring our ENTIRE staff and students are comfortable with communicating with ALL students all from all identities

12:53:10 From Gloria Darko - Susquehanna University : Spot on, Sue!!

12:54:24 From Gloria Darko - Susquehanna University : Yes to all of these comments!!!

12:55:14 From PACAC Zoom : The fervor from spring and summer has dissipated, yet incidents are still happening with regard to racial injustice. What are your plans now that the books have been read, and discussion groups may have ended?

12:55:30 From Evan Beals | UNH | He/Him/His : Our students of color and other marginalized groups are pulled in so many different directions...

12:55:56 From Tyra Crosbie, Gettysburg College : Their experience matters too though, not just graduating.

13:08:49 From Amanda Kohberger -Stroudsburg HS Intern/Messiah Univeristy : YES!

13:08:59 From Darryl Jones--Gettysburg College : Please share your thoughts!

13:09:18 From Cathy - Dickinson : Thank you PACAC, Michael and Darryl! Need to run to another meeting but so grateful for your time and shoutout to Group 8 - great conversations!!

13:09:31 From Darryl Jones--Gettysburg College : Thanks Cathy!

13:09:52 From Jade Johnson, The Hill School : I think these practices should be habits not trends. As professionals, we should start getting comfortable with being uncomfortable and empowering our students to do the same.

13:09:53 From Sue Crump, College Insights LLC : Anyone know person/group to speak to schools/colleges/churches etc...about these issues? Not sure if "diversity trainer" is the right title??

13:10:02 From John Cogan (he/him/his) - UDel : Even if it's not necessarily the main point of the conversation, it should always be a voice in the back of your head asking "how does this have an effect on equity?", "How does this have an effect on inclusion?". Even if it's not the main focus of the conversation, it should still affect you!

13:10:28 From Darryl Jones--Gettysburg College : Sue, I also do corporate trainings

13:10:37 From PACAC Zoom : Highly recommend Liza A. Talusan, Ph.D.

13:11:07 From Bryn Campbell, College MatchPoint : Sue, we used <https://www.recastingrace.com/>

13:11:08 From Evan Beals | UNH | He/Him/His : Yes!! We talked about how just staying present is so important. On the college side, in Committee Review meetings and someone genders a student by looking at an extra-curricular activities list , stop and ask "do we know that this student uses these pronouns?"

13:11:18 From Darryl Jones--Gettysburg College : Great!

13:11:19 From Eric Tarpley - California University of Pa : There has to be action after all this is done. Accountability is key! Address each issue that comes up. Don't overlook how people feel and act. New hires need to have a voice and access to cabinet and the president to move conversations to action. If you are not willing to have solutions, maybe they be the problem.

13:11:54 From Gloria Darko - Susquehanna University : That's amazing Cindy!!

13:12:17 From Sue Crump, College Insights LLC : Thanks, everyone.

13:13:11 From Christine Liang (School Dist. of Philadelphia) : i think a lot about allies and the distinction btwn performative vs. real allies. I think we have access to different spaces, and the spaces where we hold privilege, we should take on the labor of driving those conversations. Another question i'm thinking about is, what does it look like to "get our people"? To hold those in our community accountable but also to do the work of educating and processing these things with those in our communities

13:13:39 From Evan Beals | UNH | He/Him/His : THANK YOU Darryl for this reminder.

13:14:50 From Kim Jackson (she/her) Upper Merion Area High School : I have to run to another meeting. Darryl and Michael, thank you for the meaningful conversation!

13:16:49 From Keo Oura Kounlavong-Sabath- Harrisburg Academy : Here here Michael!!!

13:17:01 From Evan Beals | UNH | He/Him/His : I am always so thankful for joining these conversations - when thinking about the "now what", it is these nuggets of information that are new to me that can be shared within my circles!

13:18:54 From Darryl Jones--Gettysburg College : Questions anyone? Keep the comments coming!

13:20:44 From Bre Reynolds - LHU : I'm the Chair of the President's Commission on LGBTQ Affairs at Lock Haven University and the GSA advisor.

13:20:47 From Darryl Jones--Gettysburg College : I am on one and we represent EVERY marginalized person from any part of our community. Deep work.

13:20:54 From Sierra Kinslow // Messiah University : I am on the inclusive excellence committee at my institution! The committee is chaired by our Chief Diversity Officer

13:21:24 From Corinne Logan, St. Joseph's Prep : I am. We did a visual (graphs, pies, bars) look at our composition -- both student community and employees. It was eye opening. Especially when it comes to who is in charge.

13:21:43 From Evan Beals | UNH | He/Him/His : I sit on our President's Commission on the Status of LGBTQIA+ People on campus... very rewarding and informative work!

13:22:04 From PACAC Zoom : PACAC DEI Resources:
https://docs.google.com/document/d/15NZgdMjnsIOvUjipXSj2Zeuq1_x-0XdXTZcP6qw3Wns/edit

13:22:15 From Suzyn-Elayne Soler-Allegheny : I had the great fortune to select Allegheny's common read book, then lead the first discussion of the book. It was a brilliant choice: Tales of Two Americas: Stories of Inequality in a Divided Nation

13:22:48 From Gloria Darko - Susquehanna University : <https://idiinventory.com/> My team did an IDI assessment. Our chief diversity officer Michael Dixon went through rigorous training to be able to offer it. Any school could do it, but they would have to have a certified person to run it. It's not super cheap, but any school can do it if they are willing to train someone or hire a trained person and then pay the fee for the tests.

13:23:32 From PACAC Zoom : Please complete the evaluation:
<https://www.surveymonkey.com/r/PACACow111720>

13:23:41 From Eric Tarpley - California University of Pa : On those DEI committees, those also must be made up of diverse people and represented by all works of life. It should have students, faculty and staff representation. I am also on our committee, and we are taking a deeper look at ourselves seeing what is severely broken. We have to know we are still far away from being where we need to be. Don't be complacent and think we do one thing well. We have to work on every initiative to make our campus welcoming for everyone.

13:23:54 From Eric Tarpley - California University of Pa : Sorry walks of life

13:24:23 From PACAC Zoom : Please complete the evaluation:
<https://www.surveymonkey.com/r/PACACow111720>

13:24:41 From Diana Miceli - SUNY Brockport : This one of the only - if not THE only workshop - that I've attended that commands you to step up and be accountable. I very much appreciate the thought and care that went into this!

13:24:47 From PACAC Zoom : Here is the PPT!

13:25:06 From John Cogan (he/him/his) - UDel : @Eric, 100% that! Our DEI Committee contains /no/ staff, only faculty and students. I didn't even know we had one until I just googled it because I haven't heard anything about it.

13:26:10 From PACAC Zoom : And if your school doesn't have one, make yourself available to any DEI focused staff/faculty and offer your help!

13:26:29 From Evan Beals | UNH | He/Him/His : THANK YOU - PACAC, Darryl, Michael, and Catherine!

13:26:59 From Eric Tarpley - California University of Pa : John, make contact and ask why. If you are in Admissions or work directly with students on the staff side, you should be a part of the conversation.

13:27:14 From Bre Reynolds - LHU : Thank you all so much! This was a wonderful experience!! Stay awesome!!!

13:27:24 From John Cogan (he/him/his) - UDel : Eric, I 100% agree and plan to!

13:27:42 From Jon Tarrant, Jon W. Tarrant, CEP : Thanks, everyone

13:27:48 From Tom Hill CB South HS : thanks !

13:27:52 From Amanda Kohberger -Stroudsburg HS Intern/Messiah Univeristy : I loved this whole training. This is amazing as a School Counseling intern, thinking about how to implement these concepts in the future to help to ignite change. This just lit the fire even stronger. Thank you everyone!!!!

13:27:53 From Kim McCurdy : Thank you! Great session.

13:27:57 From Sue Crump, College Insights LLC : Stop the Madness! Thank you all.

13:27:58 From Corinne Logan, St. Joseph's Prep : Thank you Darryl & Michael!!! Amazing.

13:28:00 From Keo Oura Kounlavong-Sabath- Harrisburg Academy : Thank you!

13:28:08 From Gloria Darko - Susquehanna University : This was a fantastic presentation. I love that you both presented this in the clearest and most direct way!!!

13:28:18 From Bryn Campbell, College MatchPoint : Thank you Darryl and Michael!!!

13:28:53 From Cindy Strawbridge - Harrisburg Area Community College (HACC) : Darryl and Michael, we appreciate your wisdom, knowledge and your desire to bring forth change!

13:28:55 From Eric Tarpley - California University of Pa : Darryl and Michael: Thank you for the education today! You know I look up to the two of you.

13:29:29 From Ian Harkness : Many thanks to you all!!

13:29:34 From Natashja Rinaldo- CSL Charter School : How do we get act 48?

13:29:42 From Jessica Titus : Thank you!

13:30:07 From Natashja Rinaldo- CSL Charter School : Thanks!

13:30:18 From Michael : Stay safe and enjoy the rest of the fall!