

TASK FORCE FOR DIVERSITY PROGRAMMING
Preliminary Report - Student Affairs
MATRIX

STUDENT AFFAIRS DIVISION	REPRESENTATIVE	Is there a diversity committee?	When do you plan?	DIVERSITY COMMITTEE CONTACT	DESCRIPTION	Programming that can be included in 2014-2015 CDPS (MUST BE FREE & Open to the Public)
Student Activities & Greek Life	Erin Driscoll	No	Ongoing	None	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Part 8. Diversity</p> <p>Within the context of each institution’s unique mission, diversity enriches the community and enhances the collegiate experience for all; therefore, Campus Activities Programs (CAP) must create and nurture environments that are welcoming to and bring together persons of diverse backgrounds.</p> <p>CAP must promote environments that are characterized by open and continuous communication that deepens understanding of one’s own identity, culture, and heritage, as well as that of others. CAP must recognize, honor, educate, and promote respect about commonalities and differences among people within their historical and cultural contexts.</p> <p>CAP must address the characteristics and needs of a diverse population when establishing and implementing policies and procedures.</p> <p>CAP staff must design and implement strategies for involving and engaging diverse student populations</p> <p>CAP must provide educational programs that emphasize self-assessment and personal responsibility for creating and improving relationships across differences.</p> <p>The Office of Student Activities is home base for 170+ registered student organizations. As such, the interests and activities of a broad spectrum of students are coordinated through this office. A primary</p>	None

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					<p>means of supporting these activities and events is through the Student Activities Digest, which is distributed electronically to students, faculty, and staff each week; social media channels are also used to assist in event promotion and communication. Additionally, the Office of Student Activities works toward achieving these standards by providing training on inclusive leadership; offering social and educational programming which provide opportunities to interact with others of diverse backgrounds and develop a sense of community on campus; providing recognition of outstanding contributions through the annual student awards program; and facilitating the financial support of events through Student Government Association appropriations.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Welcome to YSU – Mass and BBQ – 8/18/2013 • Student Leadership Summit – 8/20/2013 • Back to School Blast Off! – 8/20/2013 • Student Organizational Fair – 8/22/2013 • Zabawa/Pierogi Party – 8/24/2013 • Polish Day – 8/25/2013 • Meeting for Habitat for Humanity – 8/27/2013 • AKA 101: Sister, What's YOUR Plan? – 9/9/2013 • Zeta Game Night – 9/11/2013 • Second Harvest Food Bank Drive – 9/12/2013-9/30/2013 • Phi Beta Sigma Fraternity, Inc. Informational – 9/19/2013 • Iota Phi Theta Fraternity, Inc. Informational – 9/19/2013 • Second Harvest Food Bank Drive – 9/23/2013-9/27/2013 • Second Harvest Food Bank Item Drive – 9/30/2013-10/4/2013 • Safe Zone Ally Training – 10/2/2013 • Youngstown Area Jewish Film Festival – 10/6/2013-10/29/2013 • Coming Out Week Organizational Fair – 10/7/2013 • YSUnity Info Table – 10/8/2013 • YSUnity Weekly Meeting – 10/8/2013 • NOH8 Photo Shoot – 10/8/2013 • HIV Awareness Table – 10/9/2013 • Transgender & LGBTQIA Discussions – 10/10/2013 • Coming Out Door Photo Shoot – 10/11/2013 • Diversity Prom – 10/11/2013 	

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					<ul style="list-style-type: none"> • Speed Dating – 10/16/2013 • Goodwill Clothing Drive – 10/17/2013 • Slavic Tailgate – 10/19/2013 • LadieZ Night – 10/23/2013 • Shantytown – 10/26/2013-10/27/2013 • Second Harvest Food Bank Drive – 11/7/2013-11/26/2013 • Coat Drive!! – 11/8/2013-12/6/2013 • Open Mic – 11/12/2013 • Game Night – 11/13/2013 • Non-Traditional Student Organization Meeting – 11/14/2013 • Male Pageant Informational – 11/18/2013 • Annual Giving Tree – 11/18/13-11/22/13 • Second Harvest Food Bank, Food & Coat Drive – 11/18/2013-11/22/2013 • Leadership Exploration: SHREK – First Impressions Can't Be Trusted – 11/19/2013 • Poverty and College Access – 11/21/2013 • Mr. Zeta Phi Beta – 11/23/2013 • World AIDS Day: Resource Fair – 12/2/2013 • World AIDS Day: Free HIV Testing – 12/2/2013 • World AIDS Day: Candlelight Vigil – 12/2/2013 • Zeta Phi Beta Sorority Informational – 12/4/2013 • Bake Sale for Mahoning County CSB Foster Children – 12/5/2013 • YSUnity Drag Show – 1/17/2014 • Delta Sigma Theta Informational Session – 1/27/2014 • NPHC Meet the Greeks – 1/29/2014 • Alpha Kappa Alpha Sorority, Inc. Formal Rush – 2/3/2014 • Bill Nye and Ken Ham Debate – 2/4/2014 • Lotions for Ladies – 2/17/2014 – 2/29/2014 • Operation Padding – 2/18/2014 – 3/4/2014 • Super Saturday at the Mahoning County Rescue Mission – 2/22/2014 • Harvest for Hunger Campaign – 2/24/2014-4/28/2014 • Dare to Pray – 2/28/2014 • The Truth About Sex Trafficking – 3/25/2014 • Stations of the Cross – 3/28/2014 • Growing Cities Movie with the Film Director, Dan Susman – 4/17/2014 	

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					<ul style="list-style-type: none"> • Student Awards Banquet – April 24, 2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Welcome Week – August 18-28, 2014 • Student Leadership Summit – August 19, 2014 • Student Organizational Fair – August 21, 2014 • National Coming Out Week – October 2014 • Student Organizational Fair – January 13, 2015 • Leadership Retreat – January 9, 2015 • YSUnity Drag Show – January 2015 • Volunteer Fair – March 2015 • NPHC Meet the Greeks Night – Fall and Spring • Student Organizational Programs Ongoing • Student Awards Banquet – April 23, 2014 	
Kilcawley Center	John Young	No	Early spring	Mike McGiffin & Vaughn Myers	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Part 7. DIVERSITY, EQUITY, AND ACCESS</p> <p>Within the context of each institution's unique mission and in accordance with institutional policies and all applicable codes and laws, College Unions (CU) must create and maintain educational and work environments that are:</p> <ul style="list-style-type: none"> • Welcoming, accessible, and inclusive to persons of diverse backgrounds. • Equitable and non-discriminatory. • Free from harassment. <p>CU must not discriminate on the basis of ability; age; cultural identity; ethnicity; family educational history (e.g., first generation to attend college); gender identity and expression; nationality; political affiliation; race; religious affiliation; sex; sexual orientation; economic, marital, social, or veteran status; or any other basis included in institutional policies and codes and laws.</p>	As mentioned previously, Kilcawley Center assists various campus department and student organizations plan their yearly events. Kilcawley Center staff members take an active role in the planning and execution of hundreds of events yearly.

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					<p>CU must:</p> <ul style="list-style-type: none"> • Advocate for greater sensitivity to multicultural and social justice concerns by the institution and its personnel. • Modify or remove policies, practices, facilities, structures, systems, and technologies that limit access, discriminate, or produce inequities. • Include diversity, equity, and access initiatives within their strategic plans. • Foster communication that deepens understanding of identity, culture, self-expression, and heritage. • Promote respect about commonalities and differences among people within their historical and cultural contexts. • Address the characteristics and needs of a diverse population when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices. • Provide staff members with access to multicultural training and hold staff members accountable for integrating the training into their work. • Respond to the needs of all students and other populations served when establishing hours of operation and developing methods of delivering programs, services, and resources. • Ensure physical, program, and resource access for persons with disabilities. • Recognize the needs of distance learning students by providing appropriate and accessible services and resources or by assisting them in gaining access to other appropriate services and resources in their geographic region. <p>CU governing and programming boards should represent campus diversity and institutional goals for inclusion.</p> <p>CU should conduct outreach to include and engage all populations in the life of the Union.</p> <p>Outsourced programs and services are accountable to the institution. Therefore, CU should encourage providers of outsourced programs and services to offer a diverse workforce and inclusive environment.</p>	

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					<p>Access to Kilcawley Center and booking spaces in Kilcawley Center is non-discriminatory. We are an open access facility. Spaces are booked on a first-come, first-serve basis and open to all campus departments and registered student organizations. The center helps host events that deal with political affiliations, cultural identity, ethnicity, race, religious affiliations, sexual orientation, gender identity, and social and economic statuses. The center provides space for people to explore and express all the aforementioned topics, and celebrate what truly makes us unique. The center annually hosts multiple events/celebrations. The following is a short list of some examples: the Hispanic Heritage Celebration, Multicultural Halloween, the Tunnel of Oppression, HIV Testing, the Coming Out Week Prom, the Marriage Equality Rally, the Drag Show, Poetry Readings, the March on YSU, the Martin Luther King Diversity Breakfast, the African Market Place, both Black History and Women's History events, Financial Aid Night, Women in Science Day, Social Work Day, Model UN, Sisters in Red, and the Cinco De Mayo Celebration. The Kilcawley Center staff works with various departments and student organizations to help plan the aforementioned events, the staff assists in the initial selection of a date and time, and makes recommendations on what would be the best possible space. We then work with the groups to plan out the details of their event, set-up and execution, and clean up, assuring that all the client's needs are met.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> Kilcawley Center partners with various student groups/campus departments and helps to facilitate numerous events yearly. The list below is some student organizations and campus departments that we have helped coordinate/helped sponsor events for this past academic year: the Black Student Union, Campus Crusade for Christ, Chi Alpha Christian Fellowship, Intervarsity (CBC), Minority Education Association, Next, YSUnity, the Office of Diversity & Multicultural Affairs, the Department for Africana Studies, the Office of Housing and Residence Life, the Office of Student Diversity, and the Office of Student Activities. <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> Our plan is to continue to work with student groups and campus departments to help coordinate their events. We will continue to offer support/expertise in planning and 	

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					financial/monetary contributions when possible. One way we help do this is by picking up a portion of the student group police/security fee so student groups can continue to program such events as: Open Mic Nights, Talent Shows, Support Marriage Equality Rally, the Coming Out Week Prom, and Drag Shows.	
Campus Recreation	Joy Polkabila-Byers	No	Ongoing	Joy Polkabila-Byers	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>CAS Professional Standards (2009) indicates that Recreational Sports Programs (RSP) must create and foster environments that are welcoming to all and bring people together of diverse backgrounds. RSP must address the needs of a diverse population when establishing programs, services, and implanting policies and procedures.</p> <p>Mission The Department of Campus Recreation provides creative and innovative instructed or self-led wellness and recreational programming to meet the diverse needs of students and the YSU community.</p> <p>The department is committed to:</p> <ul style="list-style-type: none"> • Promoting a holistic approach to wellness and developing healthier lifestyle choices that lead to personal and professional growth. • Providing state-of-the-art services and facilities. • Integrating diverse learning, leadership opportunities, and wellness perspectives with social, economic, and global ideas from the Youngstown State community that compliments the academic mission of Youngstown State University. <p>Student Staff Learning Outcome:</p> <ul style="list-style-type: none"> • Develop an appreciation of the value of diversity in the YSU Community displaying a respect for all participants. <p>Initiatives:</p>	<p>SAMHSA Townha Meeting</p> <p>Chris Herran Event Late January/early February</p>

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					<ul style="list-style-type: none"> • Increase programming with international students (<i>Support and Encourage</i>). <ul style="list-style-type: none"> - Sponsored CIS coffee hour, prostaff as well as programming interns attended. - Expanded IM soccer to meet interest of international students. - Offered weekly informal table tennis program. - Set out badminton equipment weekly at request by international students. - Translated hours of operation and wall policies/procedures to two additional languages. • Provided female only swim time in the pool with female lifeguards. • Changed single stall restrooms in lobby to gender neutral restrooms (<i>Cultivate</i>). • Created directional maps for mediation studio used for prayer (<i>Cultivate</i>). • Provided baby changing stations in lobby restrooms (<i>Cultivate</i>). • Maintain and update handicap lift in pool (<i>Cultivate</i>). • Offer a wheelchair accessible element on teambuilding challenging course (<i>Support and Encourage</i>). • Pool and climbing wall use to students at Rich Center (<i>Support and Encourage; Cultivate</i>). • Workplace site for Rich Center (<i>Cultivate</i>). • Provided funding toward marketing and assisted YSUnity in promotion of upcoming programs (National Coming Out week, Diversity Prom and Drag Show) (<i>Support and Encourage</i>). • Offered special needs orientation, created specific circuit workouts using adaptive equipment. • Two professional staff on Safe Zone Task Force (<i>Cultivate</i>). • Implemented the 9 Pillars of Wellness Campaign (<i>Support and Encourage</i>). <p>2013-2014 DIVERSITY PROGRAMMING</p>	

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					<ul style="list-style-type: none"> • Fall Kayak and Camping Trip – 10/11-12/2013 • Safer Sex Week Events – 9/16/2013-9/20/2013 • Financial Wellness Table – 10/2/2013 • Alcohol Awareness Week Events – 10/21/2013-10/25/2013 • Tunnel of Oppression – 11/18/2013-11/22/2013 • Relaxation Week Activities – 12/9/2013-12/11/2013 • Healthy Weight Day – 1/23/2014 • NIRSA Day – 2/20/2014 • 9 Pillars of Wellness Day – 3/6/2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Fall Kayak and Camping Trip • Safer Sex Week Events • Financial Wellness Table • Alcohol Awareness Week Events • Tunnel of Oppression • Relaxation Week Activities • Healthy Weight Day • NIRSA Day • 9 Pillars of Wellness Day • Fall Health Expo 	
Financial Aid & Scholarships	Elaine Ruse	No	We do not target diversity programs specifically but schedule all financial aid outreach programs we are capable of covering.	Sandra (Sandy) Torres	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>We conduct financial aid community service outreach programs that reach diverse populations and promote financial aid awareness. These programs are held on and off campus.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Mahoning County One Stop FAFSA Completion Presentation – 7/10/2013 • Academic Achievers Annual Banquet – 7/18/2013 • Study Abroad Pre-Departure Orientation Meeting – 7/31/2013 	The programs we schedule are time of year specific to the issuance of the Free Application for Federal Student Aid so the timing of the series printing may determine whether the events are published in the booklet.

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					<ul style="list-style-type: none"> • Exit Loan Counseling Assistance-Grad Central – 8/5/2013 • Mahoning County One Stop FAFSA Completion Presentation – 8/14/2013 • Mahoning County One Stop FAFSA Completion Presentation – 9/11/2013 • Mahoning County One Stop FAFSA Completion Presentation – 10/9/2013 • Leadership Mahoning Valley – 10/11/2013 • Niles McKinley High School College/Senior Night – 11/6/2013 • Salem High School Financial Aid Night – 11/7/2013 • Garfield High School – 11/12/2013 • Bristol High School Jr./Sr. College/Career Fair – 11/12/2013 • Mahoning County One Stop FAFSA Completion Presentation – 11/13/2013 • Lowellville High School Financial Aid Night – 11/13/2013 • Girard High School Grad Fair – 11/13/2013 • Presentation for Trumbull Co. Guidance Counselors – 11/14/2013 • "Road to Your Future" College Fair – 11/15/2013 • West Branch High School Financial Aid Night – 11/19/2013 • Lisbon David Anderson Jr./Sr. High School Financial Aid Night – 11/20/2013 • Trumbull Career & Technical Center – 11/26/2013 • Maplewood High School Financial Aid Night – 11/26/2013 • Jackson-Milton High School Financial Aid Night – 11/26/2013 • Canfield High School Financial Aid Night – 11/26/2013 • Study Abroad Pre-Departure Orientation Meeting – 12/4/2013 • Cardinal Mooney High School Financial Aid Night – 12/4/2013 • Dana School of Music Open House – 12/7/2013 • Mahoning County One Stop FAFSA Completion Presentation – 12/11/2013 • Lisbon David Anderson Jr./Sr. High School Financial Aid Night – 12/11/2013 • James A. Garfield High School Financial Aid Night – 12/16/2013 • Howland High School Financial Aid Night – 12/18/2013 • Walk-in Appointments for Transfer Student Orientation – 	

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					<p>1/8/2014</p> <ul style="list-style-type: none"> • Presentation for Columbiana Co. Guidance Counselors – 1/8/2014 • Liberty High School Financial Aid Night – 1/8/2014 • Warren JFK High School – 1/8/2014 • Leetonia, Crestview, Columbiana High Schools Financial Aid Night – 1/8/2014 • Springfield Local High School Financial Aid Night – 1/8/2014 • East Palestine High School Financial Aid Night – 1/8/2014 • South Range High School – 1/8/2014 • Poland Seminary High School Financial Aid Night – 1/9/2014 • Choffin Career Center FAFSA Completion Assistance – 1/10/2014 • Lordstown High School Financial Aid Night – 1/14/2014 • Boardman High School Financial Aid Night – 1/14/2014 • Mahoning County One Stop FAFSA Completion Presentation – 1/15/2014 • Niles McKinley High School Financial Aid Night – 1/15/2014 • Beaver Local High School Financial Aid Night – 1/15/2014 • South Range High School Financial Aid Night – 1/15/2014 • Bloomfield High School Financial Aid Night – 1/15/2014 • Struthers High School Financial Aid Night – 1/16/2014 • Austintown Fitch High School Financial Aid Night – 1/22/2014 • Warren JFK High School Financial Aid Night – January 22, 2014 • Choffin Career Center FAFSA Completion Assistance – 1/24/2014 • Financial Aid Awareness Week – 1/27-30/2014 • YSU Funding Your Future Community Service Financial Aid Night – 1/29/2014 • Academic Achievers/Upward Bound FAFSA Completion Workshop – 2/1/2014 • Youngstown Christian School Financial Aid Night – 2/3/2014 • Residential Financial Aid Presentation – 2/4/2014 • Liberty High School Financial Aid Night – 2/4/2014 • Western Reserve High School Financial Aid Night – 2/5/2014 • Understanding Financial Aid Workshop – 2/5, 6, 13/2014 • Choffin FAFSA Assistance – 2/6/2014 	

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					<ul style="list-style-type: none"> • Mahoning County One Stop FAFSA Completion Presentation – 2/12/2014 • Panel Discussion (Trumbull County Career & Technical Center) – 2/13/2014 • Ursuline High School Financial Aid Night – 2/13/2014 <p>Each year, financial aid counseling staff members attend the offered Safe Zone training.</p> <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • We will continue to offer financial aid outreach programs that promote financial aid awareness upon request. 	
Housing & Residence Life	Danielle Meyer	No	Ongoing	None	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>CAS Professional Standards – 2013 – Housing and Residential Life Programs – Part 7 – Diversity, Equity, and Access</p> <p>Within the context of each institution’s unique mission and in accordance with institutional policies and all applicable codes and laws, Housing and Residential Life Programs (HRLP) must create and maintain educational work environments that are:</p> <ul style="list-style-type: none"> • Welcoming, accessible, and inclusive to persons of diverse backgrounds. • Equitable and non-discriminatory. • Free from harassment. <p>HRLP must not discriminate on the basis of ability; age; cultural identity; ethnicity; family educational history (e.g., first generation to attend college); gender identity and expression; nationality; political affiliation; race; religious affiliation; sex; sexual orientation; economic, marital, social, or veteran status; or any other basis included in institutional policies and codes and laws.</p> <p>Specifically HRLP must:</p>	<p>Black Heritage Festival</p> <p>Individual RA Programs</p> <p>Multicultural Halloween</p> <p>Tunnel of Oppression</p>

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					<ul style="list-style-type: none"> • Advocate for greater sensitivity to multicultural and social justice concerns by the institution and its personnel. • Foster communication that deepens understanding of identity, culture, self-expression, and heritage. • Promote respect about commonalities and differences among people within their historical and cultural contexts. • Address the characteristics and needs of a diverse population when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices. • Provide staff members with access to multicultural training and hold staff members accountable for integrating the training into their work. • Ensure physical, program, and resource access for persons with disabilities. <p>The Office of Housing & Residence Life (H&RL) has met these standards on three fronts: 1. Training of Housing Coordinators and Resident Assistants on the topics of diversity and social justice, 2. Residence Hall programs planned and implemented by our Resident Assistants, and 3. Departmental programs planned and implemented by our Assistant Director for Residential Education and Development, Graduate Assistants, and Resident Assistants.</p> <p>1. The Office of Housing & Residence Life holds a monthly RA in-service on various topics related to the RA position. In September 2013, Brian Wells, from Health & Human Services, presented on the topics of diversity and social justice and how H&RL staff can be a confidant and catalyst for anyone living on campus. We also talked about ways we can help our community be a place of acceptance and growth for all cultures and how we can help our residents learn from one another through their differences.</p> <p>2. One of the requirements of the RA position is to provide monthly programs in which the residents can attend. We follow a CASE programming model, with the C standing for Cultural Acceptance. CASE promotes differences in diverse lifestyles, religion, or ethnicity. Every RA is responsible, with help from their individual Housing</p>	

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					<p>Coordinator, for planning and implementing one of these types of programs throughout the academic year.</p> <p>3. From a departmental standpoint, our Assistant Director for Residential Education and Development, in conjunction with our Graduate Assistants and Resident Assistants, plan and implement three large-scale programs held throughout the academic year. H&RL's Multicultural Halloween Party (October 2013), Tunnel of Oppression (November 2013), and Black Heritage Festival (February 2014) comprise our departmental endeavors held on an annual basis.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Multicultural Halloween – 10/31/2013 • Tunnel of Oppression – 11/18-22/2013 • Black Heritage Festival – 2/25/2014 • Trivia Wheel and Giveaways – 2/26/2014 • Movie: <i>The Butler</i> – 2/26/2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Multicultural Halloween – October • Tunnel of Oppression – November • Black Heritage Festival – February • Also, the RAs will work with the Housing Coordinators to engage the CASE programming model for the students living in the residence halls. <p>We are always open and looking for opportunities for collaboration that not only enhances our programs for our residents, but enhances the experiences of all YSU students.</p>	
Registrar	Jeanne Herman	No	Ongoing	Daniel Procopio	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Part 7. DIVERSITY, EQUITY, AND ACCESS</p>	None

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					<p>Within the context of each institution's unique mission and in accordance with institutional policies and all applicable codes and laws, Registrar Programs and Services (RPS) must create and maintain educational and work environments that are:</p> <ul style="list-style-type: none"> • Welcoming, accessible, and inclusive to persons of diverse backgrounds. • Equitable and non-discriminatory. • Free from harassment. <p>RPS must not discriminate on the basis of ability; age; cultural identity; ethnicity; family educational history (e.g., first generation to attend college); gender identity and expression; nationality; political affiliation; race; religious affiliation; sex; sexual orientation; economic, marital, social, or veteran status; or any other basis included in institutional policies and codes and laws.</p> <p>RPS must:</p> <ul style="list-style-type: none"> • Advocate for greater sensitivity to multicultural and social justice concerns by the institution and its personnel. • Modify or remove policies, practices, facilities, structures, systems, and technologies that limit access, discriminate, or produce inequities. • Include diversity, equity, and access initiatives within their strategic plans. • Foster communication that deepens understanding of identity, culture, self-expression, and heritage. • Promote respect about commonalities and differences among people within their historical and cultural contexts. • Address the characteristics and needs of a diverse population when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices. • Provide staff members with access to multicultural training and hold staff members accountable for integrating the training into their work. • Respond to the needs of all students and other populations served when establishing hours of operation and developing 	

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					<p>methods of delivering programs, services, and resources.</p> <ul style="list-style-type: none"> • Ensure physical, program, and resource access for persons with disabilities. • Recognize the needs of distance learning students by providing appropriate and accessible services and resources or by assisting them in gaining access to other appropriate services and resources in their geographic region. <p>Staff members attend campus training. We work closely with the Office of Student Diversity Programs to resolve student enrollment issues.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Welcome Week – 8/21-28/2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Welcome Week – August • One Stop Outreach Initiatives – Ongoing 	
Student Life	Jonelle Beatrice	No	_____	Jonelle Beatrice	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>The role of Student Life within Student Affairs is to provide an array of diverse opportunities for all students in order to:</p> <ul style="list-style-type: none"> • Facilitate involvement on campus. • Support personal and career development. • Enhance academic potential. <p>Our programs and services work together and focus on holistic student development.</p> <p>Underrepresented high school students may take advantage of college preparation opportunities through Student Life’s pre-college Upward Bound and Academic Achiever’s programs. Our Comprehensive Testing Center and CSP Orientation Services guide all students’ entrance into Youngstown State University. From a student’s first day</p>	None

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					<p>on campus and throughout their college careers, our Center for Student Progress provides mentoring, campus connections, support for learning difference, and the academic skill development needed for all learning styles to be successful in the classroom. Our Counseling Center and Office of Student Conduct serve as positive support systems for personal development. As students look forward to graduation and their chosen professions, we provide opportunities for diverse populations to increase involvement, develop professional aptitude, and sharpen leadership skills through Student Employment, our Emerging Leader Program, our Office of Career Services, and the Office of Student Diversity.</p> <p>The reports below detail the diversity programming for Student Life.</p>	
Upward Bound/ Scope	Sherri Harper-Woods	No	Ongoing	Sherri Harper-Woods	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Upward Bound and SCOPE are educational opportunity programs which serve under-resourced, under-served, and under-represented first generation, low income high school students who are at risk for academic progression. Our focus is to develop students who are prepared for, pursue, and persist in post-secondary education. Upward Bound and SCOPE assist these diverse populations to graduate high school, enter and graduate from post-secondary education. We provide academic, social, and cultural enrichment activities to a diverse population that might not otherwise receive services without our intervention.</p> <p>Upward Bound and SCOPE implement CAS Standards for TRIO Programs. These standards include the following domains: knowledge acquisition, integration, construction and application; cognitive complexity; intrapersonal development; interpersonal development, interpersonal competence; humanitarianism and civic engagement; and practical competence.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> Leadership Enhancement – August 2013 	None

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					<ul style="list-style-type: none"> Academic Enrichment – August 2013 – June 2014 Summer College Simulation – June 2014 – July 2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> Upward Bound and SCOPE will continue to provide the same services to the first generation, low income, and academically at risk population. 	
Counseling Services	Anne Lally	No	Ongoing	Anne Lally	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Please see diversity standards set forth by the Ohio Revised Code regarding state regulations adhered to by Licensed Professional Clinical Counselor/Supervisors. (4757.07 <i>Discrimination Prohibited</i> and 4757.11 <i>Codes of Ethical Practice</i>)</p> <p>State Certified to Provide Counseling to <u>Veterans</u> (Tri Care) 2012 – present.</p> <p>Professional Development Workshop on <u>Disability Rights</u> in Ohio (10/2/12).</p> <p>Professional Development Workshop on <u>Spirituality</u> in Higher Education (3/13/13).</p> <p>Member of Advocate Group for <u>Safe Zone</u>.</p> <p>Planning/Program Committee/Mahoning County Mental Health Board: Review and revisions for board’s non-discrimination policy. (2104)</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> N/A <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> N/A 	None

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Academic Achievers	Bill Border	No	_____	Bill Border	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Academic Achievers supports and encourages underrepresented groups in Warren City Schools through its pre-college enrichment program to better prepare those students for higher education. Academic Achievers provides after school tutoring, academic enrichment activities on Saturdays, and a Summer Residential Camp every year.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • N/A <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • N/A 	None
Student Life	Kevin Carmody	No	Summer	Kevin Carmody – Emerging Leader and Student Conduct Programs	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Part 7. DIVERSITY, EQUITY, AND ACCESS</p> <p>Within the context of each institution's unique mission and in accordance with institutional policies and all applicable codes and laws, Student Leadership Programs (SLP) must create and maintain educational and work environments that are:</p> <ul style="list-style-type: none"> • Welcoming, accessible, and inclusive to persons of diverse backgrounds. • Equitable and non-discriminatory. • Free from harassment. <p>SLP must not discriminate on the basis of ability; age; cultural identity; ethnicity; family educational history (e.g., first generation to attend college); gender identity and expression; nationality; political affiliation; race; religious affiliation; sex; sexual orientation; economic,</p>	These Hands are Not for Hurting

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					<p>marital, social, or veteran status; or any other basis included in institutional policies and codes and laws.</p> <p>SLP must:</p> <ul style="list-style-type: none"> • Advocate for greater sensitivity to multicultural and social justice concerns by the institution and its personnel. • Modify or remove policies, practices, facilities, structures, systems, and technologies that limit access, discriminate, or produce inequities. • Include diversity, equity, and access initiatives within their strategic plans. • Foster communication that deepens understanding of identity, culture, self-expression, and heritage. • Promote respect about commonalities and differences among people within their historical and cultural contexts. • Address the characteristics and needs of a diverse population when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices. • Provide staff members with access to multicultural training and hold staff members accountable for integrating the training into their work. • Respond to the needs of all students and other populations served when establishing hours of operation and developing methods of delivering programs, services, and resources. • Ensure physical, program, and resource access for persons with disabilities. • Recognize the needs of distance learning students by providing appropriate and accessible services and resources or by assisting them in gaining access to other appropriate services and resources in their geographic region. <p>SLP must provide students with the opportunity to:</p> <ul style="list-style-type: none"> • Recognize the influences of aspects of social identity on personal and organizational leadership. • Examine social identities, multiple identities, and other aspects of development and how they influence experiences in different contexts. • Develop multicultural awareness, knowledge, and skills. 	

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					<p>Initiatives:</p> <ul style="list-style-type: none"> • Providing outreach to traditionally underrepresented groups (Summer Bridge, Hispanic Heritage Month group, etc.). • Title IX training for Conduct Board members. • Safe Zone Training for Student Conduct Administrators. • Professional Development webinars in serving students of color. <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Consent is Sexy Program – 10/9/2013 • 10th, Emerging Leader Workshop: Inclusive Leadership – 10/9/2013 • Student Conduct Board Training: Title IX and Sexual Violence – 11/15/2013 • Emerging Leader Core Series: Inclusive Leadership – 2/15/2014 • These Hands are Not for Hurting – 2/17-21/2014 • Women’s History Month: Consent is Sexy Program – 3/21/2014 • Spring Renewal: Privilege and Inclusive Leadership – 4/19/2014 • Brown Bag Lunch Series: Creating a Campus Free of Sexual Discrimination – 5/27/2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Consent is Sexy Program • 10th, Emerging Leader Workshop: Inclusive Leadership – October • Student Conduct Board Training: Title IX and Sexual Violence – November • Emerging Leader Core Series: Inclusive Leadership – February • These Hands are Not for Hurting • Women’s History Month: Consent is Sexy Program – March • Spring Renewal: Privilege and Inclusive Leadership – April <p>Looking to add:</p> <ul style="list-style-type: none"> • Multicultural and Social Justice training for Student Conduct Board members. 	

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					<ul style="list-style-type: none"> • Social Norms poster campaign relating to men respecting women; collaborating with Athletics. • Bystander Workshops as a part of Safer Sex Week. • Relationship Violence programs – October. • Stalking Awareness – January 	
Career Services	Jennifer Johnson	No	Summer	Jennifer Johnson	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Career Services adheres to CAS Diversity standards.</p> <p>Our signature diversity program/service is coordinating the Workforce Recruitment Program (WRP), a recruitment and referral program that connects federal sector employers nationwide with college students and recent graduates with disabilities for summer or permanent jobs. Annually, trained WRP recruiters from federal agencies conduct personal interviews with interested candidates on college and university campuses across the country. Information from these candidate interviews is compiled in a searchable database that is available through this website to federal Human Resources Specialists, Equal Employment Opportunity Specialists, and other hiring officials in federal agencies. Each year, Career Services contacts students registered with Disability Services to invite them to apply for the program. Career Services assists students through the online application process, offers resume assistance and interview preparation to the candidates, and coordinates onsite or virtual interviews between chosen candidates and WRP representative. For the 2013/14 program, 25 YSU students completed the application process and 11 were offered interviews.</p> <p>The Career Services staff also participates in and supports other diversity training and programming on campus as listed below.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Workforce Recruitment Program – Fall 2013 <p>2014-2015 DIVERSITY PROGRAMMING</p>	None

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					<ul style="list-style-type: none"> Workforce Recruitment Program – Fall 	
Student Diversity Programs	William Blake	No	Ongoing	William Blake	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>The mission of the Lesbian, Gay, Bisexual, Transgender Programs and Services (LGBT Programs and Services) must be to:</p> <ul style="list-style-type: none"> Promote academic and personal growth of all LGBT and questioning students. Build and maintain campus LGBT communities. Advance access and equity in higher education. Establish and maintain coalitions with other campus constituencies and allies to create a more socially just institution and community. Offer programs to educate the campus about sexual orientation and gender identity and expression. <p>Programming should address how sexual orientation and gender identity and expression differ in concept while remaining intertwined in daily life.</p> <p>The term <i>LGBT</i> includes a broad spectrum of identities in addition to the four terms comprising the acronym.</p> <p>Programs and services must develop, disseminate, implement, and regularly review their missions. The mission must be consistent with the mission of the institution and with professional standards. The mission must be appropriate for the institution's student populations and community settings. Mission statements must reference student learning and development.</p> <p>The mission of LGBT Programs and Services and the goals of its initiatives must be based on assessment of the needs of and campus climate for LGBT students. LGBT Programs and Services must select priorities among those needs and respond accordingly.</p>	Stand Against Racism in 2015

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					<p>LGBT Programs and Services must not be the only institutional unit meeting the needs of LGBT students.</p> <p>Multicultural Student Programs and Services (MSPS) must promote academic and personal growth of traditionally underserved students, work with the entire campus to create an institutional and community climate of justice, promote access and equity in higher education, and offer programs that educate the campus about diversity.</p> <p>MSPS must develop, disseminate, implement, and regularly review their missions. The mission must be consistent with the mission of the institution and with professional standards. The mission must be appropriate for the institution's student populations and community settings. Mission statements must reference student learning and development.</p> <p>MSPS must assist the institution in developing shared goals and creating a sense of common community that serves all its constituents fairly and equitably and is marked by:</p> <ul style="list-style-type: none"> • Access to academic, social, cultural, recreational, and other groups and activities. • Opportunities for intentional interaction and engagement. • Integration. <p>MSPS must encourage the institution to hold units responsible for meeting the needs of traditionally underserved students in their area of responsibility; this includes under-represented or oppressed students, such as students of color; lesbian, gay, bisexual, and transgender students; and students with disabilities.</p> <p>Institutions may have more than one MSPS organization. Each of these MSPS organizations' missions may address the needs of a particular student group or groups. These missions should be complementary. If only one MSPS organization exists, the mission should address the needs of students of the many cultural and oppressed groups.</p> <p>In addition, MSPS should encourage all units to include explicitly in their mission serving a wide range of underserved students fairly and equitably.</p>	

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					<p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Kupita/Transiciones Program – Fall 2013 (8/19/2013) • “ 63: A Commemoration of the 1963” March on Washington” A Focus on Peace & Nonviolence – 8/28/2013 • Minority Work Experience Program – Fall 2013 – Spring 2014 • College Students Stand Against Racism – 9/9/2013 • Student Diversity Recognition Luncheon – 11/7/2013 • Impact Diversity: Odell Bizzell – 11/14/2013 • Rev. Dr. Martin Luther King Jr. Diversity Breakfast – 1/23/2014 • NAACP College Chapter – Chartering Service – 2/28/2014 • The Academic Stars Luncheon – 3/26/2014 • Student Diversity Programs Banquet – 4/23/2014 • Cinco de Mayo Celebration – 5/5/2014 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Kupita/Transiciones Program – Fall • Rev. Dr. Martin Luther King Jr. Diversity Breakfast – January • Cinco de Mayo Celebration – May 	
Center for Student Progress	Becky Varian	No	Ongoing	Mike Beverly	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>The Center for Student Progress (CSP) provides student support through eight different services including: Orientation Services, First-Year Student Services, Individual Intervention Services, Adult Learner Services, Multicultural Student Services, Student Tutorial Services, Supplemental Instruction Services, and Disability Services. Some ways the CSP are meeting diversity criteria are:</p> <ul style="list-style-type: none"> • Multicultural Student Services runs a one week Summer Bridge Program which includes simulated college classes for 20 – 30 first generation minority students. • Diversity session at every orientation program. • Hours of operation are extended on Monday evenings to serve 	None

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					<p>nontraditional student population.</p> <ul style="list-style-type: none"> Peer mentoring training includes six-hour segment on diversity and social justice. All professional staff members are trained to assess different learning styles. Academic coaching and tutoring is provided to enhance academic potential and tutor training includes promotion of sensitivity to cultural and learning differences. Accommodations are provided through CSP Disability Services for students with disabilities. Disability Services staff acts as advocates for students with disabilities. <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> Summer Bridge Program – 7/29 – 8/2/2013 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> Summer Bridge Program 7/29 – 8/3/2014 Monthly diversity training sessions at staff meetings led by Mike Beverly. 	
Under-graduate Admissions	Sue Davis	No	Ongoing	Maggie McClendon	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>From the National Association for Admission Counseling (NACAC): In its landmark 2003 Grutter v. Bollinger and Gratz v. Bollinger decisions, the Supreme Court affirmed that it is within a state’s compelling interest to ensure adequate representation of diversity in an institution of postsecondary education and therefore ruled that race may be used as one factor among many in making admission decisions. A number of states, alternatively, have adopted legislation barring public institutions from considering race in admission, leading, in some cases, to the development of alternative “race-neutral” approaches including percentage plans and minority recruitment efforts. Regardless of the</p>	Open House programs

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					<p>chosen policy, NACAC recognizes, and seeks to educate policymakers on, the substantial benefits derived from a diverse student body and the complexity of the admission process.</p> <p>The Office of Undergraduate Admissions at Youngstown State University seeks to enroll a diverse student body, and to that end makes every effort to recruit students that come from diverse backgrounds. The Office of Undergraduate Admissions provides recruitment programs and attends college fairs that specifically target under-represented students. The Office also crafts specific communications to these populations to encourage application and enrollment to the University.</p> <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Crash Days – October 12, 2013, November 22, 2013 February 17,2014 and June 23, 2014 • Adult Learner Open Houses – November 2013 and April 2014 • ECHHO (Educators and Community Helping Hispanics Onward) – YSU attends over 20 ECCHO college fairs per year • 12th Annual Latino Youth Summit – 5/6-7/2014 • National Scholarship Service Fairs – Attend fairs in Pittsburgh and Cincinnati • Church Presentations <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Crash Days • Open Houses and yield programming directed at specific populations. 	
Office of Veterans Affairs	Patrick (Rick) Williams	Veterans Advisory Council	Spring	Patrick (Rick) Williams	<p>DESCRIPTION TO MEET DIVERSITY CRITERIA: <i>[APPEND DIVERSITY STANDARDS that are germane to your unit (i.e., CAS standards and other standards from your professional association, any applicable federal/state regulations. Provide a description of what your unit is current doing to meet the diversity criteria).]</i></p> <p>Veterans and Military Programs and Services (VMPS) must coordinate with units providing disability related services to ensure access to relevant programs and services for veterans with disabilities.</p>	Reading of the Names – May

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					<p>VMPS should coordinate with units providing disability related services about the use of services by veterans and military service members assumed to have a disability but lacking documentation.</p> <p>VMPS should work with students to obtain required disability documentation in accordance with the institution's documentation guidelines for students with disabilities.</p> <p>Within the context of each institution's unique mission and in accordance with institutional policies and all applicable codes and laws, VMPS must create and maintain educational and work environments that are:</p> <ul style="list-style-type: none"> • Welcoming, accessible, and inclusive to persons of diverse backgrounds. • Equitable and non-discriminatory. • Free from harassment. <p>VMPS must not discriminate on the basis of ability; age; cultural identity; ethnicity; family educational history (e.g., first generation to attend college); gender identity and expression; nationality; political affiliation; race; religious affiliation; sex; sexual orientation; economic, marital, social, or veteran status; or any other basis included in institutional policies and codes and laws.</p> <p>VMPS must:</p> <ul style="list-style-type: none"> • Advocate for greater sensitivity to multicultural and social justice concerns by the institution and its personnel. • Modify or remove policies, practices, facilities, structures, systems, and technologies that limit access, discriminate, or produce inequities. • Include diversity, equity, and access initiatives within their strategic plans. • Foster communication that deepens understanding of identity, culture, self-expression, and heritage. • Promote respect about commonalities and differences among people within their historical and cultural contexts. • Address the characteristics and needs of a diverse population when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and 	

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					<p>practices.</p> <ul style="list-style-type: none"> • Provide staff members with access to multicultural training and hold staff members accountable for integrating the training into their work. • Respond to the needs of all students and other populations served when establishing hours of operation and developing methods of delivering programs, services, and resources. • Ensure physical, program, and resource access for persons with disabilities. • Recognize the needs of distance learning students by providing appropriate and accessible services and resources or by assisting them in gaining access to other appropriate services and resources in their geographic region. <p>2013-2014 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Reading of the Names – 5/16/2014 • Armed Forces Appreciation Luncheon – 5/16/2014 • Vietnam Moving Memorial Wall – 5/15-18/2014 • Armed Forces Day – 5/17/2014 • President Obama’s “8 Keys to Success” – August-2013 <p>2014-2015 DIVERSITY PROGRAMMING</p> <ul style="list-style-type: none"> • Reading of the Names – May • Armed Forces Appreciation Luncheon – May 	