

WILSON COLLEGE

PRESIDENT'S COMMISSION ON
DIVERSITY, EQUITY, AND INCLUSION



STATEMENT

Wilson College recognizes the value of difference and invites people from all backgrounds to be part of our living-learning community. Our mission is grounded in expanding the opportunities of a liberal arts education to excluded groups. Historically, for our institution this has included women, single parents, and first-generation college students. We are committed to welcoming individuals of all races, ethnicities, religious faiths, sexual orientations, gender identities, socioeconomic statuses, physical abilities, and political beliefs to our campus. We welcome open discussions and respectful disagreement. We seek to empower minoritized populations as we embrace the strengths of diversity and the challenges of an ever-changing global society.

We believe:

- Diverse perspectives and experiences deepen learning and enhance understanding.
- Equity requires recognizing that some groups historically have had privilege while others have experienced systemic disadvantage.
- Inclusion necessitates policies and everyday practices that facilitate full participation.

We are committed to:

- Fostering a supportive, welcoming environment in which everyone can be heard.
- Creating classrooms and workspaces that are respectful and fair.
- Partnering with local groups to foster equity and inclusion in the Chambersburg community.

Why this is important:

- Diversity elevates minoritized voices and is essential to strengthening our community.
- Equity is fundamental to creating an institution based on justice, fairness, and personal growth.
- Inclusion brings new perspectives to the institution and enriches our community.

INITIATIVES

PRIMARY COHORTS

timeline for initiative to begin; length varies and may be ongoing

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Several cohorts are identified for the work of diversity, inclusion, and equity. Below, cohorts are highlighted to represent those who will be tasked or primarily involved in executing the action item.

PHASE I

beginning | 0-6 months

Conduct annual campus survey

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Provide annual safe zone training

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Conduct bias and inclusivity training

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Revise the Honor Principle to have inclusive language

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Create separate policies on hate speech; cultural appropriation; and diversity and inclusion.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Revise campus policy to extend parental leave for all, regardless of position and gender.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Provide a general understanding of socioeconomic factors our students are facing and encourage them to find ways to support students as part of the learning process.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Increase the visibility of current inclusive course offerings

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Highlight local minority/diversity resources and minority/diversity owned and operated businesses and distribute the list to the campus community.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Create a partnership with local transportation company/companies to connect our campus to existing bus routes, ensuring access to reliable transportation for all of our students (Capital Area Transit).

BoT	Cabinet	Faculty	Staff	Students	Alumx
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PHASE I—CONT'D

beginning | 0-6 months

Advocate for a Wilson College representative to the Chambersburg Police Chief's Advisory Committee, preferably a member of the PCDEI committee.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Use College channels to educate the Wilson community on how to pronounce Conococheague, as well as additional information regarding the Native American tribes that lived where the College is now located.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Develop processes to intentionally include and attract candidates from minority and/or diverse backgrounds for all positions.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Encourage the College to be proactive in selecting speakers and presenters, as well as bestowing honors, to those who represent persons from diverse backgrounds.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Diversify student representation on campus committees and cultivate minority/diverse students for leadership positions through delegation/selection, not requesting volunteers at-large.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Create a diversity and inclusion position/office

BoT	Cabinet	Faculty	Staff	Students	Alumx
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PHASE II

beginning | 6-18 months

Provide training to faculty on assessing racism, prejudice, bias and institutional inequities in their courses. Include questions on student course evaluations to mine additional feedback (review course evaluation process).

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Conduct a comprehensive review of all buildings, artwork, and plaques currently displayed on campus to determine if there are any additional items that need removed, replaced or amended to include explanatory or educational language.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Consider Paul Swain Havens' history and the use of his name and likeness on campus, as well as how to educate our community about his time and legacy at Wilson.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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PHASE II—CONT'D

beginning | 6-18 months

Conduct an audit of building accessibility and determine steps necessary to bring campus into ADA compliance.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Conduct an audit of website and course accessibility, and determine steps necessary to bring all classes into ADA compliance.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Review hiring practices for all faculty positions as outlined in the faculty bylaws and align with overall college hiring practices. Practices should include posting all job positions and actively searching for diverse candidates.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Discover and discuss racism in the College's past and create learning opportunities around these moments in our history.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Research the history of the indigenous groups that lived on/or near the land our campus now occupies.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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PHASE III

beginning | 18-36 months

Create a support system to avoid burnout for minoritized employees and recognize that the institution should not place an unfair expectation on them to educate our community.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Offer course(s) in African-American, Latin American, Asian American studies as well as other minoritized groups

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Recruit Board of Trustee members who better reflect our current faculty, staff, and student population, as well as that to which we aspire.

BoT	Cabinet	Faculty	Staff	Students	Alumx
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Evaluate purchasing and partnerships, being mindful to work with those whose values align with the College's

BoT	Cabinet	Faculty	Staff	Students	Alumx
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