

2020-2021 Report of the Commission on the Status of Minorities
Kutztown University of Pennsylvania
Presented to the Administrative Council
October 21, 2021

Officers:

Dr. Arthur H. Garrison (Chair), At-Large Member
Dr. Lindsey Livingston Runell (Vice-Chair), At-Large Member
Ms. Jacqueline Fox, Esq., (Secretary) Office of Social Equity Representative
Vacant (Treasurer)
Dr. Lauren Moss (Web Master), At-Large Member (College of Visual & Performing Arts)

Members:

Arthur Garrison, Chair
Lindsey Livingston Runell, Vice Chair
Jacqueline C. Fox, Esq., Secretary (Social Equity Office Representative)
Vacant (African American Professional Organization)
Lauren Moss, Webmaster (College of Education)
Jennifer Jacobson (College of Liberal Arts & Sciences Representative)
Yuxia Qian (College of Visual & Performing Arts Representative)
Holly Tienken (At-Large)
Thomas Robinson (Back Faculty Caucus)
Melinda Quinones (Multicultural Center Representative)
Toyia Heyward (At-Large)
Qian Hao (College of Business Representative)
Decontee Togba (Student Representative from Black Student Organization)
Alicia Thompson (Student Representative from Black Student Organization)
Peyton Williams (Graduate Student Representative)
Cody Hawley (Non-minority Student Government Organization Representative)
Avery Simmon (Student Government Representative)
Caecilia Holt (AFSCME Representative)

Mission:

As stated in the By-laws of the Commission on the Status of Minorities (CSM):

“The CSM shall focus on the monitoring of the recruitment and retention of students, faculty, staff, and administrators of color at Kutztown University. The responsibilities of the CSM include making recommendations regarding new policies, as well as changes to existing Kutztown University policies, programs, and/or procedures to support the creation of a culturally and psychologically “safe” environment in which the cultural, educational, and intellectual needs of students, staff, faculty, and administrators of color can be met and their experience at Kutztown enhanced.”

4. October 13, 2020 first meeting of the CSM-JEDI convened. Commission set subsequent meeting dates and times. Members agreed that subsequent meetings would be on Wednesday (October 28th, November 4th, November 11th, November 18th, December 2nd, December 8th and December 16th) at 4 p.m. Members were presented with a PowerPoint presentation on the plan to meet the goals of the commission. The proposed strategy was adopted and agreed by members of the commission. The strategy has six stages.
 - a. Stage One: Data collection
 - b. Stage Two: Define in measurable terms what Justice, Equity, Diversity, and Inclusion mean at KU
 - c. Stage Three: Committee members divided into groups to address issues and JEDI goals
 - d. Stage Four: Writing a preliminary plan
 - e. Stage Five: Review KU community reviews and comments
 - f. Stage Six: Draft final plan
5. October 28th the CSM-JEDI received a presentation from Jackie Fox, Assistant Vice President for Equity and Compliance, Social Equity, on affirmative action data regarding students and faculty retention and promotion.
6. November 4th the CSM-JEDI received a presentation from Natalie Cartwright, Director, Institutional Research, on student diversity and success.
7. November 11th the CSM-JEDI received a presentation from Warren Hilton, Vice-President for Student Affairs and Donovan McCargo, Dean of Students, on student diversity and success.
8. November 17th the CSM-JEDI web page was activated. All documents presented are located on the web page with KU login credentials required.
9. November 18th campus wide announcement of the web page was distributed by e-mail.
10. November 18th the CSM-JEDI received a presentation from professors Christopher Weiler and Tabatha Bernstein, Co-Chair, University Climate Committee, on the results of the climate survey.
11. November 23rd CSM-JEDI Executive Committee begins work on a JEDI rubric to operationalize how to define and measure campus achievement of the concepts of Justice, Equity, Diversity and Inclusion. Executive Committee reviewed other diversity plans from other universities.
12. December 2nd the CSM-JEDI continued to discuss the result of the climate survey.

definitions and instructions were needed. But overall, the initial test was successful in providing a way to gauge the implementation of Justice, Equity, Diversity and Inclusion. The members agreed to resume meetings on September 13th and for the first two months would meet each Monday at 4p.m.

Respectfully submitted,

Arthur Garrison
Criminal Justice Department
Chair, Commission on the Status of Minorities