

OFFICE OF

EQUAL
OPPORTUNITY AND
COMPLIANCE



WCU
WEST CHESTER
UNIVERSITY

MISSION:

The Office of Equal Opportunity and Compliance (EQOC) provides leadership and expertise to West Chester University to advance its commitment to the principles of inclusivity, service, and academic excellence. Through programmatic and educational initiatives, collaborative partnerships, and outreach, we strive to cultivate an environment that welcomes all.



VISION:

To become a national leader of inclusive excellence in higher education by leveraging internal and external partnerships.

GOALS:



HEED AWARD: West Chester University (WCU) has received the Higher Education Excellence in Diversity Award (HEED) from INSIGHT Into Diversity magazine, the oldest and largest diversity-focused publication in higher education for the last 5 years. The HEED Award is a national honor recognizing U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion.

- Monitor and support a positive campus climate.
- Provide educational opportunities and facilitate training that promotes a greater understanding of identities, inequities, multiculturalism, inclusion and social justice.
- Enhance and support campus efforts to increase access, retention and success of faculty, staff and students from underrepresented groups.
- Monitor and recommend policies that promote an equitable learning and working environments free from discrimination and harassment.
- Ensure compliance with Equal Employment/Educational Opportunity, Title IX and Americans with Disabilities Act (ADA) through well-defined measures, procedures, data collection and analysis.
- Identify and advocate for resources which enhance institutional diversity initiatives across the University.

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WCU CELEBRATES DIVERSITY CALENDAR OF EVENTS

Each fall and spring semester, the Office of Equal Opportunity and Compliance provides a snap-shot of the diverse array of educational offerings available to all West Chester University students, faculty, staff, administrators and visitors as it relates to topics of diversity, equity, inclusion and cultural competence through a calendar of events.

CALENDAR OF HOLIDAYS & RELIGIOUS OBSERVANCES

The Office of Equal Opportunity and Compliance maintains a listing of a variety of holidays and religious observances that may have work restrictions throughout the year to aid supervisors, faculty, and staff when scheduling major events and other activities.

EQUAL OPPORTUNITY, EQUITY & COMPLIANCE

West Chester University is committed to providing leadership in extending equal opportunities to all individuals. Accordingly, the University will make every effort to provide these rights to all persons regardless of race, religion, color, sex, national origin, ancestry, age, sexual orientation, gender identity, disability, and veteran status. This policy applies to all members of the University community including students, faculty, staff and administrators. It also applies to all applicants for admission or employment and all participants in university-sponsored activities. This policy is in compliance with federal and state laws, including:

- Titles VI and VII of the Civil Rights Act of 1964,
- Title IX of the Educational Amendment of 1972,
- Section 504 of the Rehabilitation Act of 1972,
- Americans With Disabilities Act of 1972,
- Americans With Disabilities Act of 1990 and Executive Order of the Governor of Pennsylvania.



NATIONAL STUDENT EXCHANGE (NSE) PROGRAM

The National Student Exchange (NSE) Program provides collegiate study away for undergraduate students at member campuses in the United States, Canada, Guam, Puerto Rico, and the U.S. Virgin Islands. Established in 1968, NSE has arranged affordable exchange opportunities for more than 125, 000 students. Study away through NSE includes diverse university settings and access to a wide array of courses, programs, field experiences, and internships. Options for special programs, honors and study abroad are also available. Students exchange for a semester, academic year, or summer, depending upon their academic program. NSE features tuition reciprocity by allowing students to pay host campus resident tuition or the normal tuition of the home campus. Work completed while on exchange is transferred back to the home institution, keeping students on track to graduation.

INNOVATION FOR DIVERSITY AND INCLUSION GRANTS COUNCIL

<https://www.wcupa.edu/innovationGrants/default.aspx>

The Innovation in Diversity and Inclusion Grants program promotes a sense of community, facilitates communication and cooperation among diverse constituencies of the University community, and collaborates in support of the University mission, values statement, and strategic plan with special emphasis on diversity, inclusion, and emergent issues of community importance. This is accomplished through a competitive request for proposal process facilitated annually by a dedicated and engaged group of faculty, staff, and students with support from the Office of Equal Opportunity and Compliance (EQOC). The Council invites grant applications for programs and activities that enhance the WCU campus climate for students, staff, and faculty through scholarship, programming, creative and collaborative activities, teaching, learning, and other aspects of campus community development.



PERSONAL & PROFESSIONAL DEVELOPMENT

https://wcupa.edu/_admin/diversityEquityInclusion/odeiTrainingEducation.aspx

The Office of Equal Opportunity and Compliance (EQOC) offers educational and learning opportunities for all students, faculty and staff at West Chester University (WCU). In accordance with the University's strategic plan, it is our intent to foster a campus environment that invites all community members to build upon their awareness, skills, and competencies related to diversity and inclusion topic areas. EQOC works collaboratively with campus partners to provide consultation, resources, and support toward the advancement and sustainability of a positive campus climate for all.

Below is a non-exhaustive list of some of the topic areas and learning opportunities that we can provide to address individual behaviors, provide an understanding of University policies and equip leaders and peers with tools and strategies to maximize the benefits of diversity and inclusion.

- Americans with Disabilities Act (ADA) Workshop
- Bystander Intervention
- Creating an Inclusive Classroom
- Cross Cultural Communication and Conflict Resolution
- Inclusive Leadership 1.0: Understanding Identities
- Inclusive Leadership 2.0: Explore Dimensions of Cultural Competence and Inclusive Language
- Inclusive Leadership 3.0: Microaggressions
- Search Committee Orientations (Process, Recruitment & Hiring)
- Sexual Misconduct Prevention and Response Training (for Students, Faculty, & Staff)
- Sexual Misconduct Prevention and Response Training for Supervisors
- Teaching in Turbulent Times
- Unconscious/Implicit Bias
- Universal Design in Learning (UDL): The Plenary Course
- Veterans Cultural Awareness Training
- Webinars through the National Center for Faculty Development and Diversity (NCFDD)

THE INSTITUTE FOR CULTURAL COMPETENCE AND INCLUSIVE EXCELLENCE

www.wcupa.edu/_admin/equal-opportunity-compliance/culturalCompetence.aspx

The Institute for Cultural Competence & Inclusive Excellence is a personal and professional development certificate program available to all WCU students, faculty, and staff. The certificate program, referred to as “the Institute” herein, reflects WCU’s commitment to create a learning culture that values diversity, equity and inclusion. The Institute consists of a combination of personal and professional development, self-study readings, books, on-demand video presentations, and a capstone project. Participants develop cultural competencies and are offered the tools necessary for linking diversity and inclusion to organizational and work performance. Programs and workshops are offered during the fall, spring, and summer semesters to provide a full range of required and elective workshops. Enrollment in *The Institute* takes place annually, and participants have 18 months to complete the program requirements.





COMMISSIONS, COMMITTEES, CAUCUSES, & COUNCILS

ADA COMMITTEE

The Americans with Disabilities Act Committee is a campus-wide group with the primary goal of promoting and advancing University policies and procedures that provide access to employment, services, and programs, which result in equal opportunity for individuals with disabilities. The committee's name reflects the Americans with Disabilities Act of 1990, which prohibits discrimination against individuals with disabilities in employment, public services and transportation, public accommodations, and telecommunications services. The Director for Equal Opportunity and Compliance serves as the ADA Coordinator for the University. The ADA Committee supports the existing University services via consultation and education. The committee meets twice a semester and includes members from the faculty, non-instructional staff, and students. Membership is open to any interested person at the University. The committee works to provide bridges to facilitate greater understanding as it relates to individuals with disabilities and enable all members of the campus community to benefit from improved educational opportunities.

CAMPUS CLIMATE INTERVENTION TEAM

The Campus Climate Intervention Team (CCIT) was established in the fall of 1991 to foster an institution-wide climate free from acts of intolerance or prejudice and to establish protocol for responding to and monitoring acts of intolerance should they occur. The CCIT serves as a university-wide committee of faculty, staff and students and meets up to four times per year to:

- understand and monitor the University's campus climate through active review of campus climate surveys;
- work proactively to encourage reporting and prevention of acts of discrimination, harassment, intolerance, or prejudice; and
- when needed, serve as an education team to unwelcomed or challenging acts that occur on campus.

COUNCIL FOR DIVERSITY, INCLUSION AND ACADEMIC EXCELLENCE

The Council for Diversity, Inclusion, & Academic Excellence was formed in Fall 2013. Since Fall 2019, the charge of the Council for Diversity, Inclusion and Academic Excellence has been to:

- advise the Vice President for Access, Compliance, and Engagement;
- advocate for initiatives that facilitate the progress of diversity, equity and inclusion at West Chester; and
- identify and challenge practices that hinder or create barriers in the University's efforts to further advance (D&I) engagement, innovation and best practices.

LATINAxO COMMUNITIES CONFERENCE

For over 15 years, the annual Latinos/as Community Conference has engaged WCU students, faculty, staff, as well as students from area high schools and universities in interdisciplinary discussions on critical and contemporary issues for Latinx communities through dynamic themes and presentations. Each year, the conference grows in community partnerships and outreach.

LGBTQIA+ UNIVERSITY CAUCUS

An employee affinity group that promotes the equity, empowerment, and success of LGBTQIA+ students, faculty, and staff by fostering a safe campus environment. In addition to developing inclusive practices and curriculum, supporting recruitment and retention initiatives and promoting social and educational opportunities to meaningfully engage with the University community.

MULTICULTURAL FACULTY COMMISSION (MFC)

An employee affinity group formed in June 2006, the MFC functions as a constituency group to address unmet and incompletely met community-building needs and provides expanded support for a diverse and global faculty in such areas as scholarship and academic leadership.

PRESIDENT’S COMMISSION ON THE STATUS OF WOMEN

In support of the University’s Mission, Values statement, and Vision statement, the Women’s Commission functions as an advisory group that recommends and advocates for the improvement of working conditions, climate, and safety for women on campus through the following activities:

- Serve as an interface between students, staff, faculty, administration, bargaining agents, and the Council of Trustees on women’s issues
- Promote the enrichment and development of women, and raise the visibility of women’s contributions
- Foster women’s leadership
- Coordinate with or provide point of contact for other internal and external organizations for women

THE SOCIETY

An employee affinity group started in 1983, “The Society” formerly known as the Frederick Douglass Society (FDS) of West Chester University is a campus organization composed of faculty, staff, and administrators which celebrates diversity and supports the enrichment of the campus’ multicultural climate. In addition, the Society regularly supports other campus programs that aid the growth and success of the campus community.

UNIVERSITY MILITARY VETERANS COORDINATING COMMITTEE

West Chester University is committed to developing and sustaining programs that foster student success and support the experience of our current and future military veteran students and their families. This committee strives to:

- work in collaboration to promote best practices across the University,
- ensure consistent and sustained support for veterans,
- collaborate with local communities and organizations, including government agencies that support student veteran transition and success; and
- promote their well-being and connectedness to the campus community.



FACULTY RESOURCES

INSTITUTIONAL MEMBERSHIP — NATIONAL CENTER FOR FACULTY DEVELOPMENT AND DIVERSITY

Since 2018, through a partnership between Academic Affairs and the Office of Equal Opportunity and Compliance, West Chester University has been an institutional member of the National Center for Faculty Development and Diversity. The NCFDD is a highly regarded center with a national reputation and success record for supporting faculty members throughout their careers and towards accomplishing developmental career milestones. West Chester's diverse cadre of faculty and graduate students have access to resources and support in the form of webinars, forums, mentoring and other materials that assist with navigating academia. All Faculty and Graduate Students are encouraged to activate their accounts for this membership with the National Center for Faculty Development and Diversity (NCFDD).

POLICIES/RESOURCES

<https://www.wcupa.edu/policies/policies.aspx>

- Affirmative Action-Equal Opportunity Policy
- Americans with Disabilities Act Policy
- Animals on Campus Policy
- HIV/AIDS Policy
- Preferred Name Policy
- Pregnant and Parenting Students (Title IX)
- Sexual Harassment and Misconduct Policies (Title IX & Title VII)

ADDITIONAL CAMPUS RESOURCES AT WEST CHESTER UNIVERSITY

ACADEMIC PROGRAMS

- Autism Education
- Deaf Studies
- Holocaust and Genocide Education Center
- The Institute of Race and Ethnic Studies
- Women's and Gender Studies

GLOBAL ENGAGEMENT OFFICE

OFFICE OF EDUCATIONAL ACCESSIBILITY

DUB-C AUTISM PROGRAM (DCAP)

WCU PROMISE PROGRAM

DIVISION FOR ACCESS, COMPLIANCE, AND ENGAGEMENT

- Center for Trans and Queer Advocacy (CTQA)
- Center for Women and Gender Equity (CWGE)
- Frederick Douglass Institute (FDI)
- Greg and Sandra Weisenstein Veterans Center
- Lawrence A. Dowdy Multicultural Center (DMC)
- Office of Equal Opportunity and Compliance



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OFFICE OF EQUAL OPPORTUNITY AND COMPLIANCE

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