

Diversity, Equity & Inclusion Report

2023-2024



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 Gwynedd Mercy
University

75
YEARS

EST. 1948

Mercy Makes the Difference

Diversity, Equity & Inclusion Plan Highlights by Goal



In FY23-24, Gwynedd Mercy University celebrated its 75th anniversary while also achieving significant milestones of integrating our Diversity, Equity, and Inclusion (DEI) objectives into the fabric of our institution. Our DEI working group began with identifying metrics to monitor progress across all University initiatives aligned with our DEI goals and strategies. Notably, our DEI plan is now seamlessly woven into the University's bridge plan, amplifying its alignment with our Mercy institutional mission.

Amidst ongoing challenges of DEI efforts nationwide and emerging complexities in higher education, we recognize and appreciate the collective efforts of our staff, faculty, and students in advancing each facet of our DEI strategic plan. Without your unwavering dedication and commitment, the strides we've made in the past year would not have been attainable.



GOAL 1: CREATE AND SUSTAIN A WELCOMING, INCLUSIVE, AND EQUITABLE CAMPUS CLIMATE

- The GMercyU Diversity, Equity, and Inclusion statement has been integrated into key documents, such as our Undergraduate and Graduate & Graduate catalogs, Student Handbook, and University website. It is also used to frame professional development and student leadership opportunities, like Weaving Equity.
- The pivotal findings from our **2022 Climate survey** were disseminated to faculty and staff during both August and January assemblies and made accessible for review on the DEI canvas. Additionally, detailed results relevant to specific offices were shared to inform best practices, while academic schools received tailored information for faculty review.
 - Two key follow-up strategies identified by the DEI office include providing microaggression training to employees and continuing to strengthen community resource groups.
- Institutional Research developed a new Retention dashboard featuring program-specific data that includes, but is not limited to, gender, race/ethnicity, first-generation status, etc.



GOAL 1: CREATE AND SUSTAIN A WELCOMING, INCLUSIVE, AND EQUITABLE CAMPUS CLIMATE

- Our 3 Diversity Equity and Inclusion **Professional Development core modules** were offered to faculty and staff – Was It Something I Said; Exploring Conscious & Unconscious Bias; and LGBTQ+ 101 – and were made into a foundational certificate.
- By the end of FY23-24, a total of 155 (94 staff and 61 faculty) employees had completed the foundational certificates, meaning that we had a 141% increase for staff and 96% for faculty from the previous year FY 23-24 total of 61 employees (39 staff and 31 faculty).

	2022-2023	2023-2024	
Staff completed all core modules	39	94	141% increase of 55 staff
Faculty completed all core modules	31	61	96% increase of 30 faculty
# of people who completed WSIS		60	
# of people who completed conscious and unconscious bias		62	
# of people who completed LGBTQ+ 101		67	

113

Total Events/Trainings

The AVP of Diversity, Equity & Inclusion Office led, collaborated, or sponsored.

CRG Events

- *Faculty and Staff of Color Community Resource Group*
- *Spectrum – LGBTQ+ Faculty and Staff Community Resource Group*

18

15

DEI Core Modules

- *"Was it something I said?"*
- *Exploring Conscious & Unconscious Bias*
- *LGBTQ+ 101*

Student-Only Geared

Events & Trainings
With an additional 20 events designed for Students- Staff-faculty

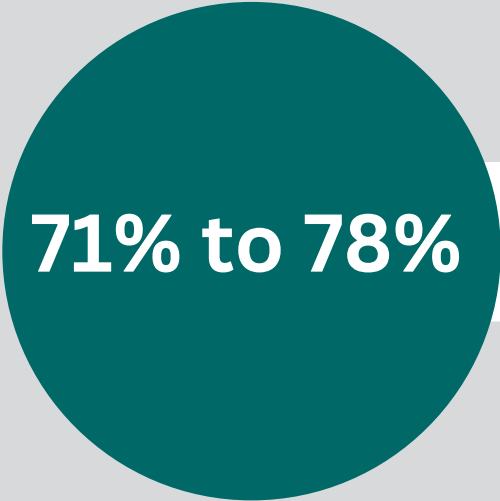
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GOAL 2: RECRUIT UNDERREPRESENTED AND MINORITIZED STUDENTS AND ENHANCE THEIR RETENTION/PERSISTENCE BY PROVIDING THE SUPPORT AND OPPORTUNITIES NECESSARY FOR THEIR DEVELOPMENT AND SUCCESS



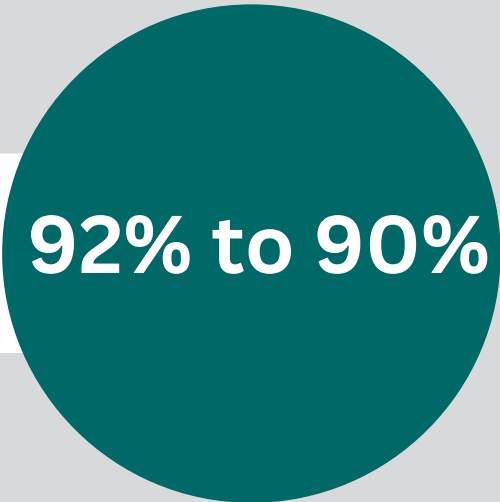
- In response to recommendations from the **Campus Climate Pride Index**, the University facilitated three LGBTQ+-related events – one organized by the DEI Office and two by the Office for Student Engagement – distinct from student and CRG-led initiatives. Additionally, we maintain one community resource group and one student organization dedicated to LGBTQ+ advocacy. Lastly, our enrollment team actively participated by hosting information booths at two pride events in June 2024.
- The Racial Equity Learning Community (RELC) has pinpointed two primary strategies to foster anti-racism within the University. Firstly, they aim to disseminate resources from the RELC to the broader GMercyU community, integrating them into our DEI canvas shell. Secondly, they are developing a mentoring program designed to mitigate the historical retention gap.
- The Griffin Scholars Program connects students of color with faculty and staff for intentional support, guidance, and perspective. At GMercyU, we recognize the thrill and challenge that can accompany the first-generation college student experience. Based on historical retention data, this program is designed to support first-year students who are underrepresented and first-gen. Students are then paired with faculty and staff who are themselves underrepresented and/or first-gen.

A PILOT PROGRAM FOR 20 STUDENTS AND 10 MENTORS WILL LAUNCH IN THE FALL 2024 WITH THE SUPPORT OF A PRESIDENTIAL MINI-GRANT.



Overall RETENTION increased from Fall 2022 to Fall 2023

Overall **FY RETENTION** Fall 2023 to Spring 2024 (for all undergraduate students) saw a 2% decrease from the previous year.



For fall to spring tracking:

Several minoritized student groups also saw increases from Fall 2023 to Spring 2024 (from Fall 2022 to Spring 2023), except for Latino students:

ASIAN: 83% TO 100% = 17% INCREASE

BLACK: 89% TO 96% = 7% INCREASE

TWO OR MORE: 50%-80% = 30% INCREASE

LATINO: 93% TO 85% = 8% DECREASE

WHITE: 95% TO 92% = 3% DECREASE

1GEN.: 87%-88% = 1% INCREASE

PELL: 87% TO 92% = 5% INCREASE

GOAL 2: RECRUIT UNDERREPRESENTED AND MINORITIZED STUDENTS AND ENHANCE THEIR RETENTION/PERSISTENCE BY PROVIDING THE SUPPORT AND OPPORTUNITIES NECESSARY FOR THEIR DEVELOPMENT AND SUCCESS

- **Enrollment** implemented Niche Direct Admissions to continue breaking down barriers for underserved populations. Among the applicants who used this method, 132 were identified as non-white, resulting in 45 acceptances and 5 deposits from non-white students. However, the program faced challenges, including many incomplete applications.
- Additional key initiatives included: attending Delco Pride and plan to participate in Bucks-Mont Pride events in June. We offered two Cristo Rey scholarships, with one student accepting. Our campus hosted several schools: Cristo Rey, Esperanza, Imhotep, Hope Christian Academy, and Norristown Gear Up. We contacted Boys Latin, though a leadership change has slowed progress.
- Additionally, we continued to pursue a direct admissions agreement with CCP, anticipated for Fall 2025, and offered on-campus FAFSA assistance.

DIVERSE STUDENT APPLICANTS BY THE NUMBERS (INCLUSIVE OF ALL ETHNIC BACKGROUNDS THAT ARE NON-WHITE)

1225 APPLICATIONS

865 COMPLETED
APPLICATIONS

115 STUDENTS DEPOSITED

683 STUDENTS
ACCEPTED



GOAL 3: RECRUIT UNDERREPRESENTED AND MINORITIZED FACULTY AND STAFF AND ENHANCE THEIR RETENTION BY PROVIDING THE SUPPORT AND OPPORTUNITIES NECESSARY FOR THEIR PROFESSIONAL DEVELOPMENT AND SUCCESS

- The Provost has created “A Tool Kit for Academic Affairs Search Committees: Increasing Excellence and Inclusion”
- A third Community Resource Group was created this year, First-Generation Resource Group. The group “aims to support first-generation faculty and staff members, and their allies, to feel safe, valued, seen, and heard, and confident in their abilities to be successful members of the GMercyU community in the present and into the future.”

Spectrum – LGBTQ+ Faculty and Staff Community Resource Group:

- Held Monthly “Spill the T(ea)” member meetings
- Drag Queen Bingo With Student Pride Alliance
- In observance of National Coming Out Day in October, Spectrum and the Pride Alliance hosted a supportive gathering
- Hosted the Welcome Project PA/SAGA Community Center for a virtual presentation on LGBTQ+ mental health and clinical counseling
- Spectrum, Student Engagement, and the Keiss Library participated in the campus book club discussion of *The Song of Achilles*
- Pride Alliance and the Faculty and Staff of Color CRG screened *Paris Is Burning* and *I’m Not Your Negro*
- Welcome Project PA lead the discussion about their Trans, Nonbinary, and Intersex Healthcare Best Practices Program.
- Over Fall & Spring Break, completed service in North Philadelphia at Sanctuary Farm

- Organized 4th Annual Pride Flag Ceremony to coincide with Trans Day of Visibility
- Closed with an end-of-year dinner

Faculty and Staff of Color Community Resource Group

- Lunch @ the Waldron—two lunchtime fellowships
- Tea, Scones, and a Little Bit of Home-Meet and Greet for Fall 2023
- *I Am Not Your Negro* movie viewing in collaboration with Pride Alliance, Spectrum, and BSU.
- Black History Keynote Speaker
- Zoom General Meeting
- Spring Off-Campus Fellowship with Spectrum

GOAL 4: CREATE A ROBUST CURRICULAR AND CO-CURRICULAR FRAMEWORK TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION



- The **General Education** assessment plan reviewed the percentage of courses offered in the core distribution areas in AY 23-24 by utilizing the GMercyU definition of **Inclusive Focused Course**, i.e. “has diversity, equity, and inclusion as an overarching theme. This is clearly evident in the course description and learning objectives.” The Committee reviewed (one faculty, one staff) course titles and descriptions with syllabi as additional point of data as needed.
- Results: Of the 58 distribution area course offerings (not SEM or UNV) from Fall 2023 and Spring 2024, 27 were identified as meeting the definition; 31 did not meet the definition. Therefore, 46% of courses reviewed meet the definition.
- **Diversity Series** - President's Excellence Fund Mini Grant . This yearlong series offered our faculty and staff opportunities to deepen their understanding of diverse identities and enhance their ability to engage them in both classroom settings and daily interactions.
- *In October, our Language and Culture* events included a presentation by SoYoung Kang and a student panel discussing their experiences as English language learners, a movie discussion and a community dialogue with Make Us Visible PA about AAPI histories. *In November, First Generation Month* featured a National First-Generation College Celebration, a virtual session on supporting first-generation students, and a NASPA webinar. *March highlighted Disability awareness* with Disability Visibility Book Talks, a training session on inclusive classrooms, and a talk by disability advocate Ben Hartranft. *In April, we hosted Civil Conversations* workshops on conflict de-escalation and an *interfaith* potluck dinner with sacred book discussions, bringing together diverse faith traditions within our community.



GOAL 4: CREATE A ROBUST CURRICULAR AND CO-CURRICULAR FRAMEWORK TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION

- **The Social Justice Framework: Inclusive Teaching and Learning** has been a joint effort from the Center for Teaching and Learning, DEI Office, Faculty Development Committee, and General Education. In the spring, this group organized the Faculty Workshop Series and helped identify the spring 24 Pedagogy Book Club book, featuring "Inclusive College Classrooms: Teaching Methods for Diverse Learners" by Lauren S. Cardon and Anne-Marie Womack.
- The Instructional Design Group and the CTL launched the Universal Design for Learning (**UDL**) checklist following three main dynamic principles for reducing or removing barriers to learning, including Multiple Means of Representation, Engagement, and Actions and Expression.
- There are five identity-based clubs: Asian Student Association, Black Student Union, Disability Pride Club, Pride Alliance, and American Association of University Women.
- During the 2023-2024 academic year, **Weaving Equity into Leadership** hosted 18 students for the inaugural Dr. Martin Luther King, Jr. Day retreat. In addition, 14 students completed the edited, more robust program which includes completion of the "Race, Power, and Privilege" e-course, an online reflection, retreat participation, mentoring, and attending additional "Weaving Equity Approved" events.

DEI STRATEGIC PLAN UPDATE

The plan was created in partnership with GMercyU’s Office of Diversity, Equity & Inclusion and a committee of faculty and staff from departments across the University. It serves as our three-year, 2021-2024 roadmap toward creating a more equitable, inclusive campus culture, with four concrete goals and means for holding ourselves accountable to those goals.

Goal 1. Create and sustain a welcoming, inclusive, and equitable campus climate	Completed	In Progress	Delayed
Objective 1.1: Develop a formal University statement	<input checked="" type="checkbox"/>		
Objective 1.2: Create a plan to collect and share DEI related data		<input checked="" type="checkbox"/>	
Objective 1.3: Develop expectations and practices that ensure employees’ attention to their personal development		<input checked="" type="checkbox"/>	
Goal 2. Recruit Underrepresented/ minoritized students	Completed	In Progress	Delayed
Objective 2.1: Develop, implement, and assess recruitment strategies		<input checked="" type="checkbox"/>	
Objective 2.2: Develop, implement, and assess retention/persistence strategies		<input checked="" type="checkbox"/>	
Goal 3. Recruit Underrepresented/minoritized faculty and staff	Completed	In Progress	Delayed
Objective 3.1: Develop, implement, and assess recruitment strategies	<input checked="" type="checkbox"/>		
Objective 3.2: Develop, implement, and assess retention/persistence strategies			<input checked="" type="checkbox"/>
Goal 4. Create a robust curricular and co-curricular framework	Completed	In Progress	Delayed
Objective 4.1 Develop, implement, and assess a robust curricular framework		<input checked="" type="checkbox"/>	
Objective 4.2: Develop, implement a robust Co-curricular framework		<input checked="" type="checkbox"/>	