Events

• Sexual Assault Awareness:
  • April 12: Self Empowerment Yoga, 6:30-8 p.m., Gates Fitness Room 131
  • April 16: Take Back the Night Concert, 5-8 p.m., Walb International Ballroom
  • April 18: Bodies and Boundaries with the YWCA, 12-1:30 p.m., Walb 114
  • April 21, Self Defense Class, 5-6:30 p.m., Gates Fitness Room 131
  • April 25: Dealing with Rejection and Masculinity, 12-2 p.m., Walb 114
  • April 27: Denim Day Awareness, 12-2 p.m., Walb Bookstore Hallway

• Inclusive Hiring Trainings:
  • April 18, 2:30-4:30 p.m., LB IDEA Space
  • April 25, 9:30-11:30 a.m., LB IDEA Space

• Graduations:
  • Multicultural Graduation, May 9, 5-7 p.m., Walb Union Classic Ballroom
  • Lavender Graduation, May 10, 5-6 p.m., Visual Arts Amphitheatre
  • TRIO Student Support Services Photos, May 11, 2-4 p.m., Allen County War Memorial Coliseum
  • Commencement, May 11, 4-9 p.m., Allen County War Memorial Coliseum

Chief Notes

We are excited to publish this April/May edition of Diversity Steps! Diversity Steps will pause our publication over the summer (June/July) and resume publication in the fall. This edition is dedicated to Asian American Pacific Islander (AAPI) Heritage Month (May), that highlights and celebrates the many contributions of the Asian American Pacific Islander community. According to a cnet.com article “Asian Americans and Pacific Islanders were commemorated during the first week of May following a congressional resolution passed in 1978. It wasn't until 1992 that the entire month of May was designated to observe AAPI heritage with relevant activities, programs and ceremonies. The month of May was chosen to mark two significant events: the arrival of the first Japanese immigrant to the United States on May 7, 1843, and the anniversary of the transcontinental railroad – which was completed thanks to the labor of tens of thousands of Chinese immigrants – on May 10, 1869.” As we learn, grow, and act together, I encourage you to research the many contributions of AAPI to the United States, our state, and PFW. It is extremely important now as there have been an uptick of racial discrimination and hate crimes towards the Asian community during the pandemic. We celebrate AAPI Heritage Month!

This semester concludes the ODEI’s first entire academic year as an university division. Since ODEI’s inception, there have been thunderous steps DEI FORWARD! In this newsletter we highlight some of those steps! As the CDO, I must take a moment to say “Thank you to all those committed to Embracing Diversity, Equity, and Inclusion here at PFW.” This work isn’t the easiest work and often times require you to self-reflect and commit to change. If you are looking for ways to get involved, please consider attending a DEI training, program, event at PFW, or simply browsing our website and committing to small changes/efforts in your personal/professional areas.

Lastly, April is Sexual Assault Awareness Month and The Women’s Center is leading efforts in the awareness, education, and reporting of sexual assault. Although Sexual Assault Awareness Month isn’t a “Heritage Month” it is very important to PFW and the work in creating a welcoming campus for ALL.

I look forward to seeing you around campus and this summer as Diversity Steps pauses publication, please know we (ODEI) aren’t pausing our work.
Strategic Initiative Update: Establish Inclusive Hiring Process

The first strategic initiative is to establish an inclusive hiring process. The goal of this initiative is to create and improve the hiring process of faculty and staff by establishing inclusive process and training. Some of the progress to date include implemented inclusive hiring process for faculty and staff, partnering with Academic Affairs and HR to create inclusive hiring process, streamlining the documentation process through SuccessFactors and DocuSign, finalizing and updating inclusive hiring webpage resources, and tracking/assessment while working to ensure tracking and metrics for inclusive hiring.

The first inclusive hiring workshop for faculty and staff was held on October 27, 2021. Over 120 faculty and staff have taken this two-hour workshop led by Dr. MarTeze Hammonds, Dr. Adolfo Coronado from ETCS, and Ms. Dimples Smith from Human Resources who also serve as University’s Equity Advocates.

Future plans include an online workshop and Inclusive Hiring training for Hiring Managers/Supervisors.

Strategic Initiative Update: Diversity Dashboard

The second strategic initiative is to provide transparency, accountability, and informative information on Diversity, Equity, and Inclusion at PFW via an online platform. The progress to date includes brainstormed with Irah Modry-Caron and Lindsey Dutrieux of Institutional Research about the blueprint of an online dashboard. After benchmarking several institutions with Diversity Dashboards, we established a game plan for moving forward with creating a DEI Dashboard, and publishing the Dashboard for faculty, staff, and students on our website. Please see the Diversity Dashboard here: https://www.pfw.edu/offices/dei/initiatives/diversity-dashboard.

Strategic Initiative Update: Create Diversity Unit Plans

The third strategic initiative is to create/establish a diversity plan for each unit on campus. The progress to date includes piloting the unit plan process with School of Music (SoM) by created/administered a Campus Climate survey for SoM students, and faculty/staff; currently, analyzing results; and will draft Diversity Plan from survey and faculty/staff input. Other progress includes creation of a resource page on ODEI website. After meeting with Academic Deans and other unit heads, it’s exciting to learn of the progress of our units. We anticipate working with other units soon and anticipate creating a university-wide timeline for diversity unit plan completions. Unit planning information is also found on our website at https://www.pfw.edu/offices/dei/initiatives/unit-planning.
Strategic Initiative Update: Increase Diversity Recruitment

The fourth strategic initiative is to increase the recruitment of diverse faculty, staff, and students. The progress to date includes held discussions with Vice Chancellor Creager of Enrollment Management & The Student Experience and the Director of Recruitment, Mr. Ryan Wooley, to learn of the efforts around diversity recruitment, future discussion on diversity marketing and communication plan. We also partnered with Bloom Project Inc. to host the 2021 PFW College Experience—27 African-American/Hispanic young men (Pipeline), participated in the Southside Love Event this past summer. We also anticipate meetings with faculty and staff leaders and affinity groups. For summer 2022, we are planning to partner with REACH (Re-Imagining Enrichment, Academics, and Community Health) targeting East Allen University, Paul Harding High School and North Side High School to offer a one night, two day college experience for underrepresented high school students in June and possible 2022 PFW College Experience in July. More to come of this initiative.

Strategic Initiative Update: Increase Diversity Retention

The fifth strategic initiative is to create support mechanisms, programs, and procedures/policies to increase the retention of diverse faculty, staff, and students. Focus on increasing the four and six year graduation rate of diverse students. The progress to date includes intentional programming from ALL ODEI departments, brainstorming meetings with Kent Johnson, Executive Director, Academic Accountability and Student Success, to discuss intentional advising to students of color (SOC), advising—ODMA partnership including early alerts and map to graduation program, outreach calls to not-registered SOC; partnership with HR to capture staff concerns and needs, anticipate future discussions and brainstorming meetings around increasing graduation, partnership with Greater Fort Wayne Urban League and Chase Bank for SOC financial literacy, which are currently happening once a month during the spring 2022 semester.

Diversity Council

The Diversity Council has met six times over the past year. Some of the work that has been done this past year has been the creation of five committees which include Campus Climate, Student Experience, Community Outreach, Governance, Staff/Faculty. The following are on Diversity Council:

• Janet Badia, Dean and Professor, College of Liberal Arts;
• Shannon Bischoff, Professor, English and Associate Director, University Research and Innovation;
• Sunila Chowdhry, Director, TRIO Upward Bound;
• Kenneth Christmon, Associate Vice Chancellor Ombudsman, Human Resources;
• Ranada Clark, Administrative Assistant, College of Professional Studies;
• Farah Combs, Director, Honors Program;
• Adolfo Coronado, Interim Assistant Dean, College of Engineering, Technology, and Computer Science;
• Jeannie DiClementi, Associate Professor, Psychology;
• Jamie Fleming, Assistant Director, International Education;
• Melissa Gruys, Dean and Professor, Doermer School of Business;
• MarTeze Hammonds, Chief Diversity Officer;
• Melissa Helmsing, Associate Director of Human Resources/Deputy Title IX Coordinator;
• Jordyn Hogan, Director, Student Housing;
• Shubitha Kever, Associate Diversity Officer/Director of TRIO Programs;
• Katie Lemmon, Student Representative, Student Government;
• Ashley Malone, Assistant Director for Administration and Championships, Athletics;
• Christine Marcuccilli, Associate Director of Compliance/Title IX Coordinator;
• Ahmed Mustafa, Professor, Biology;
• Pooja Singh, Classification and Compensation Specialist, Human Resources;
• Vic Spencer, Director, Q Center;
• Cynthia Springer, Associate Vice Chancellor for Human Resources and Office of Institutional Equity
**Student Spotlight: Meagon Chambers, Human Services Intern**

**A little about yourself**

My name is Meagon Chambers and I'm 37 years old. I have two children, a boy and a girl. I am currently a stay-at-home mom, but my employment experience is within the medical field ranging from nursing assistant, medical biller, and coder to phlebotomist. I graduate in May with a bachelor’s degree in human services. During my years as a former foster parent, I noticed a great need for skilled case managers and decided to continue my education at PFW. Upon graduation, I hope to apply my new skill set either on campus as a link between older adult students with children and the community or case management for juvenile justice system.

**What have you learned about your time as an intern for ODEI at PFW?**

While interning for ODEI, I have learned many things about why the office exists and how other departments under ODEI work together like a well-oiled machine to make sure students feel included and have access to resources that will assist in successful completion of their chosen degree program. What I appreciate most about ODEI is how welcoming the staff is. They make students feel comfortable and encourage them to attend various campus events no matter the age, gender, ethnicity or sexual orientation. ODEI has a space for everyone and if they don't they will make one.

---

**AAPI Student Spotlight: Trusha Patel**

**A little about yourself**

My name is Trusha Patel, I’m from Gujarat, the west side of the India. I speak three different languages, which are Guajarati, Hindi and English. I am a junior computer science major.

**What does Asians, Asian Americans, and Pacific Islanders (AAPI) month mean to you?**

I’m proud to be Asian and Indian and this month is a reminder that no matter where we are, we are going to be Asian/Indian and to not forget our roots.

**What are your thoughts about DEI at PFW?**

We have many people from many places and everyone is welcome here and it feels like family with people from different background.

---

**April is Sarcoidosis Awareness Month**

Sarcoidosis (pronounced SAR-COY-DOE-SIS) is a difficult to diagnosed rare inflammatory disease characterized by the formation of granulomas—tiny clumps of inflammatory cells—in one or more organs of the body, which has very limited treatment options and no known cure. For more information, please reach out to Regina Gordon at gordonr@pfw.edu or please see [https://www.stopsarcoidosis.org/awareness-2022](https://www.stopsarcoidosis.org/awareness-2022).
AAPI Staff Spotlight: Pooja Singh

A little about yourself
I joined HR-OIE team in June 2017 and I am currently working as Senior, Classification and Compensation Analyst. I have many years of experience in Human Resources and have worked in several industries. I have been born and raised in Mumbai, India and have completed my Bachelor’s degree in Economics and Management from University of Mumbai and have Masters of Business Administration in Human Resources from Narsee Monjee Institute of Management studies, India. I am proud mom to one sweet, cheerful kid, Riya and has been married to Abhinav for 14 years. I enjoy going back to India to visit family and friends.

What does Asians, Asian Americans, and Pacific Islanders (AAPI) month mean to you?
To be honest, I didn’t know until now there was a month dedicated to Asian, Americans, and Pacific Islanders. I think myself as a human first rather than an Asian. I love the Indian culture and enjoy celebrating different festivals. I think I am fortunate because I can learn experiences from the American side as well as the Indian side and other cultures. To me, AAPI month refers to honoring our vast and varied histories. Celebrating the beauty and richness of our cultures and looking ahead to our dreams for the future. This month aims to give the Asian-American community a voice.

What are your thoughts about DEI at PFW?
This is a great starting point to bring the AAPI employees together to start conversations and discuss key things that will allow to take PFW move forward. Racism against the AAPI community has been historically invisible and this forum will allow people to bring their voices.

AAPI Faculty Spotlight: Mieko Yamada

A little about yourself
I am a Professor of Sociology in the Department of Anthropology and Sociology. My specializations in sociology are Race & Ethnicity, the Sociology of Education, Japan studies, and Applied Sociology. I teach sociology courses of these areas in addition to Introductory Sociology. Currently, I engage in community-based research, working with local social service agencies in Fort Wayne, IN. I’m originally from Japan. I studied in a master’s program in Canada and earned Ph.D. in the United States. I have worked at PFW since 2007.

What does Asians, Asian Americans, and Pacific Islanders (AAPI) month mean to you?
“Asians, Asian Americans, and Pacific Islanders (AAPI) month” means to me the recognition and celebration of AAPI individuals and groups. It represents the group solidarity but also helps us acknowledge the diversity of individuals and their experiences and identities.

What are your thoughts about DEI at PFW?
In my view, the creation of DEI is a positive step to acknowledge diversity of individuals and groups in terms of race, ethnicity, gender, sexual orientation, social class, religion, disabilities, age, etc. Diversity is not just for particular groups or minorities, but it is for all members of society. I hope DEI keeps helping us embrace various cultures and facilitate our dialogue on “diversity” in order to create a healthy and productive environment.
Fostering collaborative strategy
Openness to varied ideas
Realistic strategy building
Willingness learn, grow, and ACT together
Aign mission/vision to all DEI work
Role modeling change
Determined to remove systemic barriers

"It is our conviction that diversity stimulates creativity, promotes the exchange of ideas, and enriches campus life."

MEET OUR STAFF

MarTeze Hammonds, Ed.D.
Chief Diversity Officer
He/him

Shubitha Kever, M.P.A.
Associate Diversity Officer
Director of TRIO Programs
She/her

Jayla M. Heller
Executive Assistant
She/her

Sha’Ketah Ledford
Graphic Designer
She/her

Office of Diversity, Equity, and Inclusion Units:
Office of Diversity and Multicultural Affairs | The Q Center | The Women’s Center
TRIO Student Support Services | TRIO Upward Bound

@pfwodei  pfwodei
260-481-0290 | odei@pfw.edu | pfw.edu/dei