Diversity, Equity, and Inclusion at the Penn State School of International Affairs
Concrete Action Steps
Last Updated: June 18, 2020

Messaging and Communication

- Improve the SIA Website: Develop a SIA webpage on Diversity, Equity and Inclusion with relevant information and resources and create a prominent link to those pages on the SIA website home page; update News and Events, and add information to Facebook pages and other social media.
- Communicate better how we address concerns raised about faculty, classroom behavior, and incidents in classes.
- Develop an open letter in conjunction with Penn State Law that can be signed by students, faculty, staff, and alumni.

Training, Transparency and Accountability

- Follow up on concerns raised about faculty, classroom behavior, and incidents in classes.
- Explore possibilities for greater transparency about discrimination complaints.
- Reinforce rules that prohibit retaliation against those who report racial bias and communicate those rules more clearly.
- Develop and deliver a survey for faculty, staff, and students to measure belonging.
- Develop and implement bias training for faculty, staff, and students. For students, this should take place at student orientation and during professionalism training.
- Create a set of ground rules for community discussions of sensitive topics.
- Continue to work on our processes around faculty and staff hiring to ensure equal opportunity and foster diversity.

Curriculum

- Add opportunities in SIA courses, especially core classes, for meaningful engagement with the interface of race, equity, and social justice.
- Embed racial discrimination, equity, and social justice issues into concentrations – especially International Human Rights.
- Create a privilege simulation in collaboration with Penn State Law and the College of Education using the Restorative Justice Initiative's reentry simulation as a model.

Student Inclusion & Support

- Establish the Director of Academic Advising as a point person for SIA Diversity, Equity, and Inclusion concerns.
- Explore ways to create affinity spaces for Black students, including possibly creating a SIA student affinity group similar to the Black Law Students Association.
- Explore the creation of additional scholarships aimed at supporting students from traditionally underrepresented groups. One form that such a scholarship could take is a George Floyd Memorial Scholarship.
- Develop additional admissions strategies to increase the number of Black students in SIA.