

**CLARION
UNIVERSITY**

**A Report on the Presidential Commissions
2014-2015**

For
President Karen Whitney

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2014-2015 Presidential Commissions Co-Chairs:

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Presidential Commission on LGBT Concerns

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Clarion University launched the *Strategic Equity Diversity Plan 2013-2018* and tasked each commission with identifying goals within the plan that they could participate in and help bring to fruition. Each commission reported on specific goals throughout the year. The office of social equity worked to coordinate the joint meetings, work within budget parameters and, when feasible, co-sponsored events and speakers.

Identified Goals by Commission:

Presidential Commission on Sexual Harassment (Goals 1.3, 1.4 and 2.3)

- Continue to update and promote the brochure used by survivors of sexual violence.
- Partner with other Commissions and groups such as Athletics, Greek Life, and Wellness Programs on programming focused on harassment and sexual violence.
- Work with Social Equity, when appropriate, to aid in the development and approval of the updated sexual harassment/sexual violence policy.

The Commission, with the assistance of the Office of Social Equity, Public Safety and Venango College representative Ms. Emily Aubele, was able to complete the brochure *Have You or Someone You Care about Survived an Incident of Sexual Assault*. The brochure includes resources for the Clarion and Venango Campuses. It is distributed to survivors of sexual harassment and sexual assault either in person or through email. It is also distributed during the Student Orientation Resource Fair at the Social Equity table.

Presidential Commission on LGBT Concerns (Goals 1.2, 2.1 and 2.3)

- Safe Zone Trainings
- Build a stronger bond with ALLIES - Clarion Student LGBT Group
- Co-Sponsor Allies Programs
- Co-Sponsor Speakers with the University Foundation - LGBT Topics
- Participate in Admissions days visits
- Participate in Orientation Resource Fairs
- Create an LGBT Resource page on the Clarion University Website
- Create a PC LGBT CU Connect Page
- Become more visible on campus and promote LGBT Issues
- Sponsor LGBT Programming in Residence Halls, Suites, and RHV Apartments
- Help ALLIES with in class presentation about LGBT Issues
- Sponsor the ALLIES Annual Drag Show - 300+ attendees last year
- Present at Residence Life Community Assistant trainings
- Apply for LGBT grants

The Commission attended the PA Youth Action Conference, the largest gathering of LGBTQ youth, on February 27-28, 2015. They held the Safe Training on March 15, 2015 with fifteen participants.

All the participants signed the Safe Zone member agreement to support Clarion University LQBT students and staff. They have also committed to helping Clarion University be a safe and supportive environment for all students (T. Spaulding). They also represented the Commission on Admissions Day with a diversity table. ALLIES and the Commission also partnered for ALLIES Week which was held April 13-17, 2015. They showed the movie *The Kids Are Alright*, hosted the hugely successful Drag Show and brought speakers and panels to campus. In addition, they participated in Relay for Life, held classroom panels and laid the groundwork for a Campus Climate Survey which they hope to use in the AY 2015-2106.

Presidential Commission on the Status of Women (Goal 1.2)

- Profile women in campus wide emails for Women's History Month (March). These emails will be distributed three times per week and include information on women such as: Margret Mead, Rosalind Franklin, Alice Paul, Betty Friedan and many others.
- Create Title IX fact sheet to compliment the online training.
- Create and distribute newsletter

The Commission was successful in the email presentation of three women per week during Women's History Month. They shared this email through the university listserv and also by discussing it on the Commission Facebook Page: <https://www.facebook.com/ClarionPCSW>. They ended their email series with the women who founded of PASSAGES (Prevention and Services for Sexual Assault through Guidance, Empowerment and Support). Two Clarion State College roommates, Mary Ann Roseman Kernich and Teri Drayer founded this organization on Clarion Campus in 1980.

The Commission also provided an information table at a PASSAGES fundraising event held April 18, 2015. Dr. Jocelind Gant donated her ticket to a student representative of the Commission to attend the event. They also hosted a panel on November 18, 2014 in which they sponsored Cindy LaCom, Ph.D., from Slippery Rock University, to discuss the representation of women in media and Gayatri Devi, Ph.D., from Lock Haven University, to discuss the challenges girls and women face globally when seeking education. In addition, the Commission was able to grow its membership by eleven members.

Presidential Commission on Human Relations (1.2, 1.3, 1.4 and 2.3)

- Partner with Social Equity for sponsor Equity Week Roundtable Event
- Use of Force Forum: Sponsored by the Office of the President and the Commission
- Work to rebuild Commission for the upcoming academic year

The Commission successfully co-sponsored two events. On November 11, 2014 the Commission and the office of social equity co-sponsored the Round Table Discussion Voices against Violence for Equity Week in which a panelist discussed human trafficking in the United States. The key speakers were Dr. Laurie Occhipinti and Mr. Matthew Shaffer from Clarion University and Ms. Anissa Ferrigner from Clarion County Promise. The student population was represented by Mr.

Corey Negely. On April 13, 2015 the office of the president and the Commission co-sponsored the Use of Force Forum. The forum was a huge success with guest speaker Professor David Harris providing the introduction. Chair Jocelynn Smrekar was also able to increase membership to become more active in the upcoming academic year.

Presidential Commission on Disabilities (1.1 and 2.3)

- Determine where ADA compliance is not being met in regards the website, campus building and other campus locations.

The Commission worked with Elaine Sardi, Assistant Director, Disability Support Services, Wake Tech Community College to review the website for ADA accessibility. Ms. Sardi conducted a cursory review of the website by selecting random links. Some of the issues reported by Ms. Sardi are as follows: the tiled blocks of information in the “Choose Your Admissions Status” are not read by JAWS (JAWS is the software to assist the visually impaired) in the column but rather left to right; Font sizes in this section are also too small to be considered accessible; Font size under “Academics” and “Admissions” is too small to be considered accessible; The Eagle mail link is not recognized by JAWS; The Eagle Mail graphic is actually the link to the email and therefore confusing or unclear to the JAWS user. A complete report from Ms. Sardi is included in Appendix A.

Additional Sponsorship

In addition to each Commission’s own accomplishments they also co-sponsored events on campus and assisted with student travel. On September 25-26, 2014, the Commissions co-sponsored student travel to the PASSHE Women’s Consortium. This annual conference is an important workshop for students, administrators and faculty in the PASSHE system that work in Women and Gender Studies. It was an opportunity for the student to benefit through social networking while meeting potential speakers for upcoming Clarion University events. The student was also able to learn about different class options that may benefit Clarion’s WGS program.

On April 20, 2015 the Commissions helped to bring Lisa Shifren to campus as our Holocaust Speaker. Her presentation was entitled *Artistic Photographs of the Holocaust Survivors of Baltimore*. Dr. Stephen Gendler described her presentation as, “The photographs she shows are artistic, but the input from the survivors she interviewed will represent a lesson on human understanding for our students if it is anything like what I have heard from similar survivors in Philadelphia and Pittsburgh. This presentation is unique. I do not believe we have seen anything like it in Clarion, or even in Western Pennsylvania.”

Appendix A:
Accessibility Evaluation of Clarion University Website

Accessibility Evaluation of Clarion University Website

Elaine Sardi, Assistant Director, Disability Support Services, Wake Tech
Community College, Northern Wake Campus

Misty Patinelli, Disability Support Services Assistive Technology Specialist,
Wake Tech Community College

June 1, 2015

Note: This information is not a comprehensive assessment of website accessibility. The information came from an informal evaluation of the website homepage and randomly selected links on the website.

Clarion University Website Home Page

Accessible Features

- Once JAWS (Job Access With Speech screenreader for computer users with vision loss) reads "Clarion University", the screenreader immediately takes the individual to the "Search" box, so the individual can then enter exactly what he/she is searching.
- Headings lists on the webpage are read in order from top to the bottom of the home page by JAWS.
- The "Tuition and Financial Aid" and "Be in the Know" sections are easily and accurately read using JAWS.

Clarion University Website Home Page Accessibility Issues

- "Courageous, Confident, Clarion" at the top of the home page is a graphic and does not have a text alternative (alt text); therefore this graphic is not recognizable by JAWS. (Text alternatives convey the

purpose of an image, such as illustrations, charts, pictures, etc.; JAWS will read the alt text for blind users)

- The section at the upper right entitled "Information For" has link options underneath that heading; however, the font size used for the links is very small and could be inaccessible for visually impaired individuals
- The scrolling marquis of graphics/links is very confusing for JAWS users; JAWS cannot accurately read this information.
- The font size used under the "What Will You Learn?" section is very small; visually impaired individuals would have difficulty reading this font size.
- Links throughout the home page are not read in sequential order; JAWS skips some and then reads them in reverse order, again making accessibility of the information confusing to the JAWS user (Reading order should always be exactly the way the information appears on the page)
- The graphic of the individual wearing BOSE headphones does not have a text alternative (alt text); therefore the graphic is inaccessible for a JAWS user.
- The tiled blocks of information in the "Choose Your Admissions Status" section are not read in a column by JAWS; instead, JAWS attempts to read the blocks from a left to right sequence. Other areas of the home page are read per column by JAWS; this could create confusion for the JAWS user.
- In addition, the green blocks with white font in this section do not create sufficient luminance contrast ratio (contrast ratio) for visually impaired individuals. (High contrast, such as bright text on dark backgrounds or dark text on light backgrounds, is needed for certain visual impairments)
- Font sizes in this section are too small to be considered accessible.
- Font size used under the "Academics", "Admissions", etc. is too small for accessibility.
- Luminance contrast ratio (contrast ratio) at the bottom of the home page (white font on gold background) is not sufficient for accessibility for visually impaired individuals.
- The font used in the Links to the "Pennsylvania's State System of Higher Education" and "College Portrait" at the bottom right of the home page is very small.

MyClarion Tools Accessibility Issues

- The Eagle Mail link on this page is not recognized and read by JAWS.
- The Eagle Mail graphic on this page is actually the link to the e-mail rather than the link itself, therefore unclear and confusing to JAWS users.
- "MyClarion" is read as "McClarion" by JAWS since there is no space between the words "My" and "Clarion."
- The font size used to describe each of the MyClarion tools is extremely small, therefore serving as an accessibility barrier to visually impaired individuals.

Degree Requirements Accessibility

- Two degree requirement curriculum checklists were randomly chosen and evaluated for accessibility using JAWS; the B.S. ED Middle Level with Special Education: Language Arts/Reading Concentration and Master's in Special Ed curriculum requirements lists are formatted to be accurately read by JAWS.

STEM Leadership Conference Webpage Accessibility Issues

- This link to an upcoming STEM conference was evaluated:
<http://events.clarion.edu/event/stem-education-leadership-conference-stem/>
- Information on this link cannot be read by JAWS.
- The font used for the date, location and contact person is light gray on a light background, creating insufficient contrast ratio for visually impaired individuals.
- The "Hold the Date" flyer that is superimposed on this page is very small and illegible.

Admissions Virtual Tour Accessibility Issues

- A virtual tour for prospective students is found in the following link on the Clarion University website:

<http://www.clarion.edu/admissions/visit-clarion/virtual-tour/index.html>

- The quality of the closed captioning for this YouTube video is very poor and inaccurate. The assumption is that the closed captioning was automatically created by YouTube using speech recognition technology; automatic captions are insufficient for accessibility due to inaccuracy. The caption files for this video needs to be reviewed and edited manually for accuracy in order to provide deaf individuals with full accessibility.

A recommended resource concerning website accessibility is the W3C Web Accessibility Initiative; this resource can be found at the following web address: <http://www.w3.org/WAI/>