



Dear Clarion University family and friends,

I am so very proud of our university community's outstanding work to advance Clarion's commitment to diversity, equity and inclusion. For example, click on the links below to learn about our efforts toward

ensuring that Clarion University is a place that does not tolerate bullying. I am happy that we have joined the national [Day 1](#) effort to end bullying in places where we learn and work!

In addition, you will find out about other ways we are advancing inclusion and civility at Clarion University. Our new [Preferred First Names Policy](#) is an important example of how we work to create a place that respects the person first. Since Clarion University is a place of learning and growth, we are committed to the success of our employees through their professional development, including new online diversity training.

I am also proud that lactation rooms for nursing mothers have been designated on both Clarion (110 Gemmell) and Venango (224 Montgomery) campuses.

Together, we are making Clarion University a great place to live learn and work for everyone.

Go Eagles!

Karen M. Whitney, President

“ I think it's incredibly hard for people to talk about sexual assault and violence, and being able to be a voice for it is what V-Day does. ”

NATALIA NARANJO

## SPOTLIGHT *on* EQUALITY:

NATALIA NARANJO  
Norristown

Sociology major with a double minor in women and gender studies and political science;  
President, V-Day Project



I first got involved with V-Day my freshman year of college and slowly worked my way up to become president. I knew I wanted to work with a feminist organization, because I stand by everything they stand for, giving a voice to those without one. I think it's incredibly hard for people to talk about sexual assault and violence, and being able to be a voice for it is what V-Day does.

I never saw myself as a leader until I was put in the position to be one. I learned how to organize events, people and details, and, most importantly, I learned how to talk about subjects that no one ever wants to talk about. Being able to organize and put on events that allow people to talk about their experiences with domestic violence, sexual assault, rape culture and gender-related issues has allowed me to see the growth in myself.

When I look back on what I've done during my time with V-Day, I'd like to say we've created a safe space for people to talk about their experiences, mainly as women, but also as anyone who has been a survivor of assault or any sort of violence.

# PRESIDENTIAL COMMISSIONS' activities

**THE PRESIDENTIAL COMMISSION ON SEXUAL HARASSMENT** is committed to increasing the awareness of all forms of sex-based harassment, identifying and promoting resources, and promoting on and off campus programming that tackles these issues. Our commission produces a brochure related to reporting of sexual harassment and what resources are available in Clarion and Venango counties. We also partner with It's On Us and look forward to new partnerships with other commissions and organizations.

## CONTACT:

Matt Shaffer, mshaffer@clarion.edu  
Elsa Wise, ewise@clarion.edu

## Accomplishments:

- Increased awareness and educated through marketing.
- Partnered with other commissions, departments and RSOs to educate the campus community about all forms of sexual harassment.
- Worked with Social Equity and the Title IX Work Group to review updates to policies and procedures related to sex based harassment.
- Identified groups within the campus community that could benefit from targeted education to reduce instances of sexual harassment.

The mission of the **PRESIDENTIAL COMMISSION ON LGBT+ CONCERNS** is to ensure and strengthen a visible, safe, equitable, inclusive and welcoming community for students and employees of all sexual orientations, gender identities and gender expressions at Clarion University through education, advocacy, assessment, community engagement and activism.

## CONTACT:

Ron Radaker, rradaker@clarion.edu  
Dana Bearer, dbearer@clarion.edu

## ACCOMPLISHMENTS:

- Provided a liaison to local public schools to help facilitate courageous conversations on tough issues; Safe Zones were enacted in a local school district.
- Supported the Visiting Writers/Spoken Arts Series featuring Robin Becker.
- Supported ALLIES in the survey for gender neutral restrooms.
- Co-chairs served on the Gender Neutral Bathroom Committee and the Preferred First Names Policy and Procedures Committee; there are now several gender neutral restrooms on campus; Preferred First Names Policy and Procedure was enacted in Fall 2016.
- Provided Safe Zone trainings once per academic years since 2011.
- Will have an inaugural Lavender Graduation ceremony in spring

**THE PRESIDENTIAL COMMISSION ON THE STATUS OF WOMEN** is dedicated to the improvement of Clarion University women, regardless of age, race, class, ethnicity, disabilities, and/or sexual orientation. Established in 1983 as a subcommittee of the Affirmative Action Committee, the group achieved commission status in 1989 by state mandate. The establishment of the commission responded to the need for an organization dedicated to equity for women, as well as a philosophy of social, political, and economic equality.

## ACCOMPLISHMENTS:

- Cosponsored PPRI's Parenting Forum



- Cosponsored film screening of "A Quiet Inquisition" and lecture
- Sponsored student to attend summer institute at Pennsylvania Center for Women and Politics at Chatham University

## CONTACT:

Dr. Kathleen McIntyre, kmcintyre@clarion.edu  
YooJin Ha, yha@clarion.edu

The mission of **THE PRESIDENTIAL COMMISSION ON DISABILITIES** is to increase awareness of disability issues, to identify areas of concern and possible solutions, and to serve as an advocate for the disability community in order that all persons, regardless of disability, have the opportunity to participate in and benefit from the university programs, services, and activities.

## ACCOMPLISHMENTS:

- Brought Canine Companions for Independence to teach about service dogs

## CONTACT:

Erin Lewis, elewis@clarion.edu  
Lynne Fleisher at lfleisher@clarion.edu

## **RON RADAKER,** *champion of equity*

Ron Radaker is director of Clarion's Student Success Center. He has provided over 16 years of service to Clarion University in various roles, always demonstrating the values of diversity, civility, equity and inclusion.

He has been a member of the Presidential Commission on LGBT+ Concerns since its inception in 2009. He assisted in the development of its mission, policy and structure.

Ron opened the Social Equity Roundtable with the theme of Building Communities of Inclusion and Empowerment by reminding attendees of the devastating effects of anti-LGBT harassment and bullying. He served as a panelist member for the Celebration of Our Core Values: Equity, Diversity & Civility for the Office of Social Equity. He has presented at the National Health Education Centers Conference and Pennsylvania Association of Education of Young Children. He has been a leading force behind the university-wide Safe Zone Training.

Ron's passion and enthusiasm for diversity, civility and equity has led him to become members of various committees, such as the Presidential Commission on



Sexual Harassment, the Diversity Committee-Foundations of Excellence, the Preferred First Names Committee, the Frank L. Session Scholarship Committee, Dean Advisory Council Venango College, Perkins Participatory Committee, and is an executive board member for SAFE. He served as advisor to the Venango Allies Club for four years.

"Ron's knowledge and expertise are impressive, but what I find more important is his love and concern for those in our community," said Amy Salsgiver, interim director of social equity. "His contributions in the areas of diversity, equity and inclusion have been invaluable to Clarion's journey."

Every step of the way he has held true to the realization that everyone is a minority of one. All people have value and something to offer. Ron is a true leader in representing diversity, civility and equity for the university and the community at large.



*Carolyn Hrach from Canine Companions for Independence visited campus to discuss safety animals, companion animals and etiquette in dealings with these special animals. Student Nathan Mathewson's dog, Neptune, shows how he helps with daily challenges.*

## **COURAGEOUS. *confident.* CLARION.**

It is the policy of Clarion University of Pennsylvania that there shall be equal opportunity in all of its educational programs, services, and benefits, and there shall be no discrimination with regard to a student's or prospective student's gender, gender identity, race or color, ethnicity, national origin or ancestry, age, mental or physical disability, religion or creed, genetic information, affectional or sexual orientation, veteran status, or other classifications that are protected under Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and other pertinent state and federal laws and regulations. Direct inquiries to the Title IX Coordinator, Clarion University of Pennsylvania, 103 Carrier Administration Building, sfenske@clarion.edu or phone 814-393-2351, or the Director of Social Equity, 210 Carrier Administration Building 16214-1232; Email asalsgiver@clarion.edu or phone 814-393-2109. Inquiries may also be directed to the Director of the Office for Civil Rights, Department of Education, 330 Independence Avenue, SW, Washington, DC 20201.

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