



Dear Clarion University family,

I am proud to offer a few comments regarding the importance of our university equity newsletter.

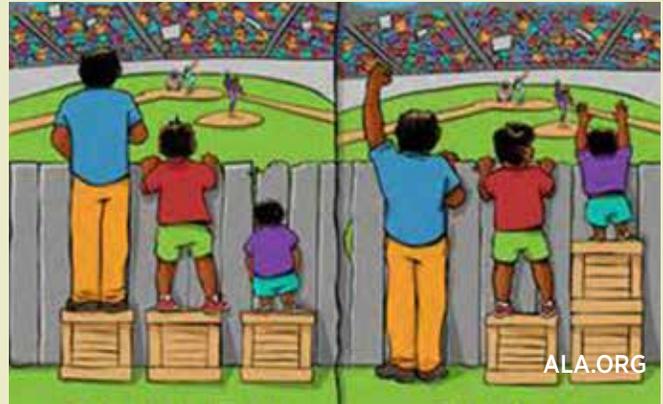
Publications such as these are important, because they allow us to celebrate the people and efforts underway to advance our commitments to diversity, inclusion

and equity. This newsletter is a portal to resources and information which I strongly encourage each of us to review and use in our roles as faculty, administrators, staff, students and alumni. We are all responsible for and benefit from equity and inclusion.

I encourage you to read, reflect, act and contribute to the newsletter and our many other efforts. To be successful we all must work together.

Karen M. Whitney, President

WHAT IS THE DIFFERENCE BETWEEN EQUITY *and* EQUALITY?



EQUALITY can be defined as treating each and every individual in the same manner irrespective of needs and requirements.

EQUITY can be defined as the quality of treating individuals fairly based on their needs and requirements.

EQUALITY *and* EQUITY IN AMERICA'S FOUNDATION

Equality *Equity*

The ideal of equal access is fundamental to American democracy. The 18th century notion that all (men) are created equal, before God and the law, set up the powerful expectation that every citizen deserves the same opportunity to influence the course of democracy and to benefit from the fruits of a good society. Consequently, the notion succeeds or flounders, depending on the experiences of citizens in gaining equal access to the means of participating in the discourses that guide governance. But when a society is stratified into poles of advantage and disadvantage, with the inevitable consequences of privilege and exclusion, the promise of equal access ... rings hollow.

When some are excluded or lack the knowledge, income, equipment or training necessary to participate fully in public discourse, they must overcome obstacles to access in order to ensure fairness. In other words, fairness also demands remedies to redress historic injustices that have prevented or diminished access in the first place, for, just as there can be no fairness without equality, there can be none without justice. That is, in order to maximize opportunities for access experienced by certain groups, a good society commits resources in order to level the playing field.

STUDENT
PROFILE: *Megan Foster*



Ask Megan Foster why she loves Clarion University, and her eyes fill. She smiles and apologizes as she fans her face, attempting to dry the tears.

The bubbly grad student from New Brighton takes a deep breath.

“My first week here, as a freshman who was terrified of being 90 minutes away from home, I was so homesick. I have ADD, and I worked with Disability Services. They helped me tremendously, as did Counseling Services,” she said. She’s been reaching for the stars ever since.

Foster graduated magna cum laude with her bachelor’s degree in 2014 and will graduate in May with her Master of Science in Library Science. She is a black belt in shokotan (a form of karate), writes role play fiction and is a self-described “huge gamer.”

She has her own photography business, and she works at Best Buy, where her goal is to brighten the day of everyone she encounters.

For Foster, finishing her master’s degree is “the cherry on top.” She plans to combine what she’s learned in the classroom with skills acquired through campus jobs and involvement with Campus Fest and Social Media Roundtable, as well as with research experience and interning at Clarion County Historical Society.

To thank Clarion, she created The Clarion Project, photographing and collecting stories of the diverse people who comprise the Clarion University family. The stories are posted on her Let’s Try This Angle – Foster’s Photography page on Facebook.

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 race, color, religion, sex, national origin, disability, age, sexual orientation/affection, gender identity, veteran status or any other factors that are protected under local, state, and federal laws. Direct related inquiries to the Director of Social Equity, Second Floor Carrier Administration Building, Clarion University of Pennsylvania, Clarion, PA 16214-1232. Email asalgiver@clarion.edu or phone 814-393-2109.

The Social Equity Newsletter is published periodically by the Office of Social Equity, Clarion University, 840 Wood Street, Clarion, PA 16214-1232. Articles within the publication reflect the philosophy of the office and do not necessarily represent the official position of Clarion University.

PRESIDENTIAL COMMISSIONS’ activities

ALL COMMISSIONS SUPPORTED:

- The update of the *Non-Discrimination Policy and Procedures*
- The showing of “Life is Beautiful” as part of Clarion University’s Holocaust Remembrance Week
- MLK Jr. Community Breakfast

PRESIDENTIAL COMMISSION ON THE STATUS OF WOMEN

- Co-sponsored “A Quiet Inquisition”
- Co-sponsored “The Hunting Ground” Screening and Panel Discussion
- Co-funded a student to attend the PASSHE Women’s Consortium meeting

PRESIDENTIAL COMMISSION ON LGBT CONCERNS

- Supported The Spoken Arts Reading Series poet and scholar Robin Becker
- Supported ALLIES in the survey for gender neutral bathrooms
- Co-chairs serve on the Gender Neutral Bathroom Committee and Preferred Names Policy and Procedure Committee
- Provided Safe Zone training in spring 2016

PRESIDENTIAL COMMISSION ON HUMAN RELATIONS

- Sponsored and coordinated the roundtable event “Empowerment through Knowledge: Insight Against a University Shooter” during Equity Week, fall 2015

PRESIDENTIAL COMMISSIONS ON DISABILITIES

- Sponsored Food Allergy Basics speaker from FARE
- Co-chairs serve on Gender Neutral Bathroom Committee
- Developed a reporting form for disability-related issues

PRESIDENTIAL COMMISSION ON SEXUAL HARASSMENT

- Updated brochure “Have You or Someone You Care About Survived an Incident of Sexual Violence?”
- Co-sponsored and supported “It’s On Us, Pa.” campaign
- Supports the update of the Sexual Harassment Policy and Procedures to incorporate new laws, regulation under Title IX, VAWA, Campus SaVE and Clery



Active duty Army personnel with veteran Patrick Littlewolf after his performance during Cultural Week. The event was sponsored, in part, by the Office of Social Equity.