

Diversity Council at Keystone College
6/8/2020 – 10am
Feedback and Action

ASK.LISTEN.ACT

The Members of the diversity council met to discuss Keystone college and diversity. Below are our action items/thoughts, brought up within the meeting to provide a structure moving forward in making Keystone college a more inclusive place. The action items/thoughts are broken up into three different categories, to help with supporting our students. They are Education/Training/ Understanding, College Systemic Culture shift, and Local Community/National Resources

Education-Training/ Activities/Understanding

Education-Training

Support staff - training and inclusiveness - Sodexo facilities and dining services

Trauma - direct impact and added stress (microaggression)

Consistent education and reeducation opportunities for faculty, staff and students about diversity, privilege, and inclusion.

Activities

Bringing people together/places to go on campus i.e. review gym hours or identify other places for students to spend time together

Inclusive trips – Museums/Parks

Topics for diversity luncheon – working together with the BSU

Create and change the look around campus to include – imagery, poems, places that support inclusive views and messages. Images may be available in the archived copies of Keystone's history

Black Lives Matter banner - suspension bridge location

Banners around campus, including all

Understanding

Dive into the history of Keystone College, creating a dialogue – What have we done in the past?

Creating a relationship with the community for students living in the community

Respect back and forth, give respect = get respect

Acknowledgement of diversity at Keystone College, i.e. women

College Systemic Culture shift

Human Resources

HR policy/ continue to seek to hire more diverse faculty and staff

Support staff - training and inclusiveness - Sodexo facilities and dining services

Academics

Faculty member, African American literature Class

Integrate diversity into all Classes like the Public health Program is planning to do.

Campus reads – Summer/Freshman?

Student Life

Student code of conduct

Student Activities policies, Student Government policies/constitution

Local Community/National Resources

National Museum of African American of History and Cultural

[NMAAHC DIGITAL RESOURCES GUIDE](#)

Local organizations and build partnership slash relationships

Black Scranton Project - [Black Scranton Website](#)

Vision - We are a local non-profit dedicated to archiving and celebrating the African American heritage and culture of the Scranton Area.

What They Do:

The Black Scranton Project exposes our community to the historic narratives of the African American community of Scranton, PA and cultivates awareness and unity through arts and public history.

Spring Hills Foundation – [Spring Hills Foundation Website](#)

Mission: to preserve the working family farm as an educational venue for sustainable land use and as a source of inspiration for artists of all disciplines who, through their passion and experience, will promote community involvement with the working landscape.

The Belize Fund - [The Belize Fund Website](#)

Mission: Helping Others: a nonprofit human services organization that assists American Indians with basic daily living needs, promotes their art and culture, and inspires others to join our efforts; and supports quality education for the children of Belize with resources and materials

Educational Book List

- **Divided Sisters** by Midge Wilson and Kathy Russell
- **The Bluest Eye** by Toni Morrison
- **Their Eyes Were Watching God** by Zora Neal Hurston
- **White Fragility: Why It's So Hard for White People to Talk About Racism** by Robin DiAngelo
- **How to be an Anti-Racist** by Ibram X. Kendi
- **The New Jim Crow: Mass Incarceration in the Age of Colorblindness** by Michelle Alexander
- **They Can't Kill Us All: Ferguson, Baltimore, and a New Era in America's Racial Justice Movement** by Wesley Lowery
- **I Know Why the Caged Bird Sings** by Maya Angelou
- **Fatal Invention: How Science, Politics, and Big Business Re-create Race in the Twenty-first Century** by Dorothy Roberts
- **Locking up Our Own: Crime and Punishment in Black America** by James Forman
- **The Miner's Canary: Enlisting Race, Resisting Power, Transforming Democracy** by Lani Guinier and Gerald Torres
- **The Wretched of the Earth** by Franz Fanon
- **Native Son** by Richard Wright
- **Invisible Man** by Richard Ellison
- **Cane** by Jean Toomer
- **The Autobiography of Malcolm X**

[Essential Anti-Racist Reading List](#)

[Summer Reading: Over 40 Books on Race, Racism, and the Black American Experience to Read Now, as Recommended by Rutgers-Newark Faculty](#)