



THE COALITION OF IDENTITY-BASED ORGANIZATIONS'

PETITION FOR NECESSARY STUDENT RESOURCES IN EIC

DECEMBER 8TH, 2022

“The EIC team is energized by these changes and looks forward to partnering with Drexel’s schools, colleges, administrative units and student body to realize our vision for a stronger, more vibrant, equitable and inclusive Drexel where all feel welcome and valued.” [9]

We, the Coalition of Identity-Based Organizations (CIBO), would like to partner with EIC. As identity-based student organizations, we serve the important role of advocating for our communities on campus. The organizations we represent have many concerns about the way their identities and communities will receive support at Drexel University, especially given the recent administrative changes to EIC. However, we are unable to speak up about our concerns as we do not see a leadership structure where the student voice can be heard and respected. We have identified the source of the issue to be OED’s connection to HR. This connection has caused OED to prioritize compliance and employee support over the needs of the student body. The goal of this petition is to build the necessary channels for students to advocate within EIC to address OED’s shortcomings. Once the goals of this petition have been met, CIBO aims to continue our partnership with EIC in the form of proposals for more support and resources written by our organizations and the communities they represent at Drexel.

CIBO would like to begin private petition negotiations with EIC and Student Success during Week 1 or 2 of the Winter Term. If petition negotiations have not begun or timely arrangements have not been made by January 20th, 2023, CIBO will publicly share this petition on change.org to collect signatures from the Drexel community. Additionally, the appointment of an Associate Director of the SCIDI without petition negotiations will result in an immediate public sharing of this petition with the Drexel community regardless of the January 20th, 2023, deadline.

Furthermore, this petition will be publicly shared with the Drexel community if, after 4 months of private petition negotiations, progress has not been made. EIC has demonstrated that 4 months is enough time to discuss and enact administrative changes as this reflects the time period between Maurice Cottman, former Director of the SCIDI, announcing his departure on May 4th, 2022 and EIC acquiring the SCIDI on September 8th, 2022.



Overarching Goal

Address the lack of support for students in OED due to its connection with HR by creating the necessary structures and channels in EIC to allow for improved accountability, transparency, and student advocacy.

Primary Demands

- An immediate pause on the hiring round for the Associate Director of the SCDI to allow for petition negotiations
- The non-negotiable compensation of MyKella Mitchell for fulfilling the Essential Functions of the Associate Director of the SCDI
- A transparent announcement from EIC addressing their connection to HR, its negative impact on EIC's ability to support students, and a pledge to make immediate changes to prevent this conflict in the future
- The recognition of CIBO as a formal union of identity-based student organizations with permanent support
- For the SCDI to become a third department in EIC reporting directly to the Chief Diversity Officer and Student Life with an intentional separation from HR in order for it to serve as the bridge between students and administration

Correlated Requests

- The inclusion of the student voice, most specifically, the SCDI student workers, in all future hiring rounds for the SCDI
- For Spiritual and Religious Life to be given the leadership of a full identity-based center, following the structure defined by the CBC
- The connection of Assistant Directors of identity-based centers to work directly with SCDI leadership in addition to their work underneath their respective Director and the Executive Director of Diversity, Inclusion and Belonging
- More transparent job titles within the Department for Inclusive Culture and Belonging
- A stronger connection between the Assistant Director for Diversity, Equity, and Inclusion, a role that focuses on the education students receive, to the SCDI
- More explicit positions for education and culture building within EIC



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TERMINOLOGY

Offices and Departments

- CBC:** Center for Black Culture
CE: Campus Engagement
EIC: Office of Institutional Equity and Inclusive Culture
HEDS: Higher Education Data Service Consortium
OCA: Office of Campus Activities
OED: Office of Equality and Diversity
SCDI: Student Center For Diversity and Inclusion
SCIC: Student Center for Inclusion and Culture
HR: Human Resources
SRL: Spiritual and Religious Life

Phrases

- AHLANA:** African American, Hispanic/Latinx, Asian, Native American
DEI: Diversity, Equity, and Inclusion
DEIB: Diversity, Equity, Inclusion, and Belonging
DIB: Diversity, Inclusion, and Belonging
EEO: Equal Employment Opportunity
LGBTQ+: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning. A “+” is added to include identities not listed



REGARDING THE ONGOING HIRING ROUND

CIBO acknowledges that our proposed structure is not congruent with the ongoing hiring round for an Associate Director for the SCDI. CIBO is calling for an immediate pause in the hiring round in order to allow for petition negotiations.

CIBO is requiring EIC to have full transparency with the applicants regarding the nature of the pause on the hiring round. We expect this petition to be immediately shared with the applicants. It would be unethical to intentionally withhold this petition regarding the students' needs in the administrative structure of EIC from a newly appointed Associate Director of the SCDI.

CIBO respects the time and labor the candidates put into their applications. We thank them for their dedication to serving the Drexel student body and we look forward to partnering with future SCDI leadership.



PROPER COMPENSATION FOR MyKELLA MITCHELL

Note: Since the job posting has been taken down as the application period is over, in addition to the citation posted in my References, I have attached a PDF of the Associate Director of the SCDI job posting at the end of this petition. This PDF was downloaded on September 8th, 2022, from the link included in the citation.

On September 2nd, 2022, the application for the position of Associate Director of the SCDI was posted to Careers at Drexel. This position was “*classified as Exempt with a salary grade of L*” [3]. Its “*Essential Functions*” were listed as:

1. Promote a sense of belonging through interaction with students, student leaders, and the SCDI staff.
2. Partner and collaborate with key offices and affinity groups to program, amplify cross-cultural awareness, and build an inclusive and welcoming environment.
3. Serve as Chair for the SCDI Advisory Board to gain insight from the larger Drexel community, assess needs, and work collaboratively to enhance the student experience.
4. Supervise Assistant Director of the SCDI and student staff on programming initiatives and management of resources in the SCDI.
5. Partner with Student Success team to run, staff, and sustain Mario’s Market (food pantry).
6. Work collaboratively with the Executive Director of Diversity, Inclusion, and Belonging and OED to support the University Chaplains team and the student leadership from Spiritual and Religious Life (SRL) student organizations.
7. Assist in the management of services and programs designed to increase the recruitment, retention, matriculation, and graduation of a diverse population including Accepted Student Days, Move In, Welcome Week, Commencement, etc.
8. Coordinate large-scale programmatic efforts such as Transgender Day of Remembrance, The Ball, LUNA, Drag Show, and other community celebrations.
9. In coordination with the EMSS Communications and Marketing team, work to develop web and social media presence for the SCDI and SRL.
10. Oversight of department budget.

MyKella Mitchell has fulfilled every one of these functions in addition to her responsibilities as Assistant Director of the SCDI. She has also fulfilled the requirements of the “*Job Summary*” to “*report to the Executive Director of Diversity, Inclusion and Belonging (DIB)*” and “*to work some evenings and weekends*” [3].

I would like to call attention to functions 3, 5, and 6 as examples of a few ways that MyKella’s achievements fulfill the functions listed above.

While the SCDI Advisory Board does not yet exist, MyKella has worked alongside CIBO “*to gain insight from the larger Drexel community, assess needs, and work collaboratively to enhance the student*



experience.” [3] Even without the necessary structures in place, MyKella still has been able to take the steps necessary to listen to Drexel community members as a respected community resource and point of contact during this period of immense change.

When Mario’s Market was vandalized on September 29th, MyKella immediately worked with the student organizations and Student Success in order to address the incident and put protections in place to prevent future vandalism. At the same time, MyKella coordinated with the CBC and CCI to assist in planning their separate month-long food drives to support Mario’s Market.

In addition to large-scale programmatic effort of the Transgender Day of Remembrance services that occurred on November 18th at 10am and were attended by the Vice Provost of Diversity, Equity, and Inclusion Leslie Ashburn-Nardo and President John Fry, MyKella coordinated a new large-scale programmatic effort nearly 12 hours earlier. On November 17th, from 6-8pm the SCDI hosted “Thanks to the Land” [19] with the Drexel Indigenous Students of the Americas and hosted guest speaker Adam Waterbear DePaul, the Storykeeper of the Lenape Nation. This event was attended by 83 participants.

Drexel University has made it clear that someone who fulfills the Essential Functions listed above will be compensated with an L grade salary. We are calling for Drexel University to immediately provide MyKella Mitchell with 4 months (September, October, November, December) of L grade salary to compensate her for her fulfillment of the Essential Functions of the Associate Director of the SCDI while the hiring round was conducted. As our petition calls for an immediate pause to the ongoing hiring round to allow for petition negotiations, for each subsequent month until the hiring round is completed, CIBO expects MyKella Mitchell to be compensated with an L grade salary since she will continue to serve as the only full-time professional staff member for the SCDI.

It is non-negotiable that MyKella Mitchell is properly compensated for her labor.



TRANSPARENT ANNOUNCEMENT FROM EIC

CIBO is calling upon EIC to send an authentic, transparent announcement to the entire Drexel University community addressing (1) its connection to HR and how this connection limited OED's focus to compliance rather than support; (2) a pledge to prevent these concerns from recurring by taking immediate action to create a stronger advocacy channel for students in EIC.

CIBO's listed goals are supported by the results of the Higher Education Data Service Consortium (HEDS) Diversity, Equity, and Inclusion survey. In the Qualitative Findings Report developed by Kimberly Sterin, it is stated that *"When considering which one change they would make to enhance the sense of community at Drexel, respondents who expressed a belief in the value of diversity, equity, and inclusion efforts were clear: they want action. Respondents expressed a tiredness with university messaging about DEI and a readiness to see these promises be put into motion. To support this call, Drexel community members suggested several ways to follow through on stated DEI commitments including: (1) Call for accountability and transparency; (2) Calls for more diverse leadership, faculty, and student body; and (3) Calls for equitable resource distribution"* [17]. It is clear that the entire Drexel university community requires accountability and transparency from EIC.

Transparency in Connection to HR

In order to uphold EIC's mission statement to *"lead and promote Drexel's equity and inclusion imperative with integrity, trust, and respect that is grounded in accountability and courageous self-examination"* [6], EIC must acknowledge its connection with HR. Furthermore, EIC must address how this connection to HR severely limited OED's capacity to support students as HR is a department focused mainly on compliance for university employees [1].

Stronger Advocacy Channels For Students

EIC must pledge to protect the integrity of the recently acquired SCIDI by making immediate changes to the EIC leadership that ensure the SCIDI will forever be unaffected by EIC's connection to HR. As per the EIC Guiding Principles, EIC must announce these changes and the full reasoning behind them in order to provide Drexel with *"transparency in [their] policies, processes, and procedures"* [6]. The remainder of this petition outlines the structures necessary for the SCIDI to remain a pillar of student advocacy and *"to bridge the gap between Drexel's administration and its students"* [2].

EIC must acknowledge the role CIBO has played in addressing these concerns. In recognizing CIBO's contributions, EIC must pledge to further support the voice of student organizations and ensure that our coalition remains an important and respected member of the university's decision-making process. Not only will this acknowledgement reinforce EIC's original announcement where it stated the acquisition of the SCIDI was to *"reflect [EIC's] stronger connection to Student Success and its enhanced services to the University community"* [9], but it will also address concerns raised by respondents in the HEDS DEI survey:



“Calls for transparency often included suggestions for more inclusive input in decision making and authentic listening to minoritized populations. As one respondent asserted that they would like to see a more “collaborative climate with less top down directing and more bottom-up innovation”. Overall, these respondents expressed that the actionless “lip service” as they described is not enough to satisfy their desires for a DEI-rich campus community at Drexel. They want action; they want to co-create that action; and they want the details of that action to be clearly communicated and available to all Drexel community members.”

[17]

It is necessary for EIC to demonstrate “courageous self-examination and thought leadership” [6] by providing the entire Drexel community with “transparency in [their] policies, processes, and procedures” [6].

CENTRALIZATION OF STUDENT-FOCUSED INITIATIVES

It is essential that EIC acknowledges the unique relationship between the student body and Drexel University. Unlike faculty, professional staff, administrators, and alumni, students rely on Drexel University beyond professional services. Outside of attending their classes, many students are required to live in housing and eat meals provided by Drexel University. Many students rely on the healthcare services provided by the university. Many students rely on the spiritual and religious services provided by Drexel University in order to practice their beliefs. Every minute of students' lives, every service students seek out, every decision students make, is impacted by their connection to Drexel University. It is essential that EIC acknowledges this unique relationship between the student body and Drexel University in order to be able *"to critically self-examine its services, review its policies and procedures with an equity lens, and make modifications as an essential part of the growth and enhancement of its services"* [9]. The student body requires support beyond educational resources and reporting structures.

We recognize not all these measures can be immediately implemented. Many of these measures require hiring rounds to be conducted which take many months and university resources. To respect the time and labor necessary to host equitable hiring rounds, CIBO only applies the 4-month timeline for petition negotiations to the administrative structural items that immediately affect the SCIDI. These include the reporting structure of the SCIDI and the recognition of CIBO.

On the following pages, Figure 1 outlines the current structure of EIC and Figure 2 outlines the structure we have identified that will allow for student advocacy, support, and equitable distribution of resources within EIC.

- A blue box represents a department
- A yellow box represents an administrative position
- A gold box represents a collection of individuals from separate departments
- A box with a dotted line represents a position that does not exist yet
- An arrow denotes a "reports to" relationship
- A dotted line denotes a partnership
- It is assumed that individuals reporting to the same leader work in collaboration
- A yellow dot denotes a direct connection to HR
- A blue dot denotes a direct connection to Student Success
- *Note: Mackenzie Luke has a starred blue dot as her position as Interim Title IX Coordinator is temporary and separate from her primary position as Assistant Vice President of Student Success*



FIGURE 1: THE CURRENT ADMINISTRATIVE STRUCTURE OF EIC

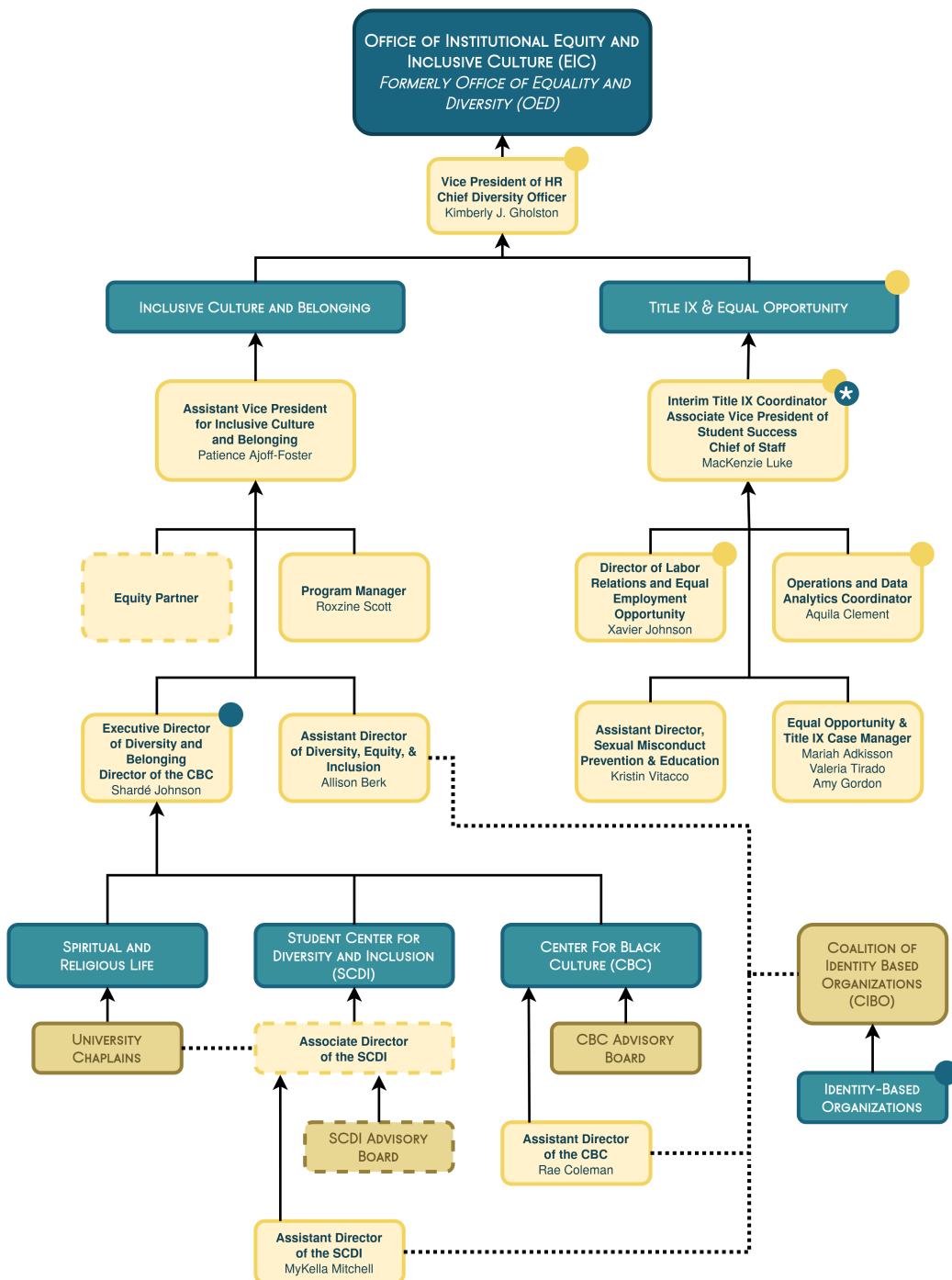
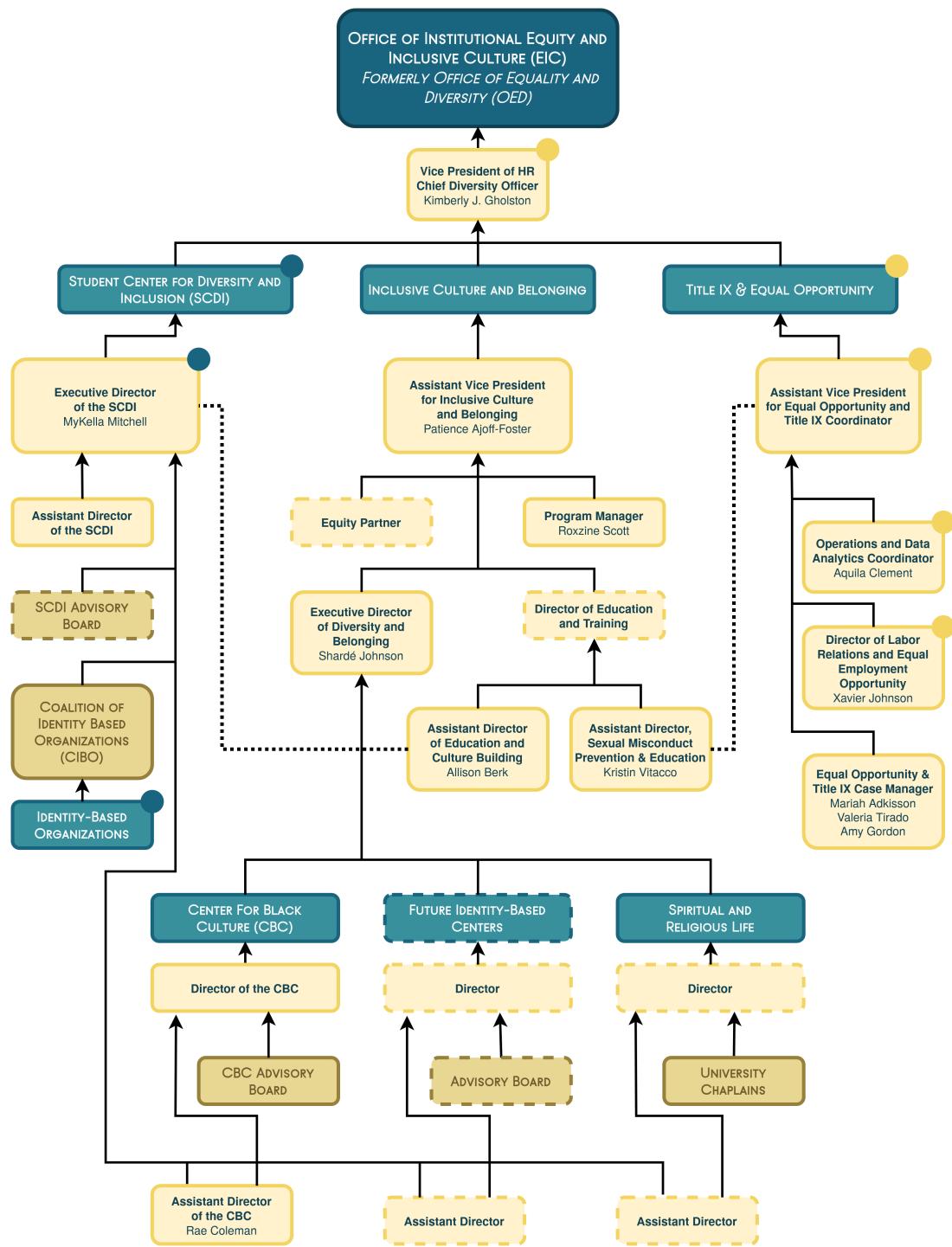


FIGURE 2: THE PETITIONED ADMINISTRATIVE STRUCTURE OF EIC



THE LEADERSHIP OF THE SCDI

Currently EIC has two departments: the Department of Inclusive Culture and Belonging led by the Assistant Vice President for Inclusive Culture and Belonging and the Department of Title IX and Equal Opportunity led by the Assistant Vice President for Equal Opportunity and Title IX Coordinator. Currently, the SCDI will be led by an Associate Director who will report to the Executive Director for Diversity, Inclusion and Belonging who reports to the Assistant Vice President for Inclusive Culture and Belonging and Student Success. This current administrative set-up is not an equitable distribution of resources to allow for the SCDI to support the student body and its additional unique needs.

CIBO is calling for the SCDI to exist as a third department in EIC, with its leadership reporting directly to the Chief Diversity Officer and Student Life. This will allow for more stable and equitable leadership in EIC. Given the unique support that students require and the wide range of identities the SCDI supports, it is essential the SCDI leadership is comprised of, at minimum, a Director and Assistant Director with a preference for an Executive Director as opposed to a Director. The current plan for an Associate Director and Assistant Director reporting to the Executive Director for Diversity, Inclusion and Belonging will not provide the SCDI with the dedicated leadership it needs to effectively *“support and empower students of all backgrounds as they build a sense of community that reflects the diversity of Drexel University’s student body”* [18].

CIBO is calling for the SCDI to exist with (1) intentional and transparent separation from HR, (2) a stronger connection to Student Life, and (3) a formal platform for CIBO to exist and facilitate the support of student organizations.

Intentional and Transparent Separation of the SCDI from HR

As previously stated, it is essential for EIC to address its intrinsic connection to HR and the barriers this has presented to the active support of the student body. CIBO expects EIC *“to critically self-examine its services, review its policies and procedures with an equity lens, and make modifications as an essential part of the growth and enhancement of its services”* [9] and to ensure the SCDI leadership never reports to current or former members of HR.

CIBO acknowledges this is not entirely possible as the Chief Diversity Officer, Kim Gholston, also serves as the Vice President of HR. However, we trust the December 11th, 2019 presidential announcement that Kim Gholston’s appointment *“as Drexel’s Chief Diversity Officer [...] will be separate from her continued senior leadership position within HR”* [14]. The direct connection to Student Life allows for the accountability within EIC to ensure the SCDI’s mission of advocacy and empowerment are not obstructed by the passive nature of compliance.

Additionally, CIBO is appalled that the SCDI student workers were not respected during the hiring round for the Associate Director of the SCDI, especially considering the SCDI is staffed exclusively by student workers. The SCDI student workers were required to take the initiative and to ask to serve on a student interview panel. This oversight is extremely concerning and unacceptable as even the hiring round for the Vice Provost of Diversity, Equity, and Inclusion included an interview panel consisting of



over 25 students leaders from across the university. We ask that EIC provides “*transparency in [their] policies, processes, and procedures*” [6] specifically regarding this hiring round and the leadership that has been leading it. We also ask that EIC pledges to prevent this issue in the future by ensuring that all hiring rounds for SCDI Leadership positions involve a student interview panel consisting of, at minimum, the SCDI student workers. It is essential that student body is aware of and can have a voice in the process behind choosing the leadership for this center that serves them.

Stronger Connection with Student Life

CIBO does recognize the Executive Director of Diversity, Inclusion and Belonging’s connection to Student Success and its leadership and oversight for the SCDI and “*other relevant student-facing initiatives/events*” [9]. We additionally recognize the “*leadership and strategic direction*” toward “*designing and implementing an integrated vision for all diversity, equity and inclusion strategies, programs and initiatives to support the University’s mission and vision across all campuses*” [9] that the Assistant Vice President for Inclusive Culture and Belonging provides. However, the strategic direction of the SCDI requires more than student-facing initiatives and events. It requires direct and active advocacy on behalf of students. Furthermore, an integrated vision for all DEI strategies would not be effective for all members of the Drexel community. It is essential that EIC recognizes the unique relationship that students have with Drexel University; a relationship that goes beyond employment.

The most important role of the SCDI that has not been acknowledged by OED or EIC leadership is the role it plays in building a community for students. The SCDI provides a home for students who have never or rarely had a community of their own before. Before the pandemic in 2019, the SCDI was located in the basement of Creese. While this space was physically small, its design of one central room with many offices attached allowed for the SCDI to function as resource spaces, and an area for student organizations to host events and as a community lounge. Even the small community specific resource spaces that existed in the surrounding offices had couches, kettles, and identity-specific resources. Charlie Stuart, recalls from his freshman year, “*I was spending time with friends in the SCDI. A trans woman saw the basket of nail polish the SCDI had out and expressed she never had the opportunity to explore her gender expression before and didn’t know how to paint her own nails. Another student who happened to be there offered to paint her nails.*” It is small meaningful experiences like this that are necessary for students’ personal growth and development during their college experience.

These experiences are difficult to measure. As shown in the HEDS climate survey, respondents expressed mixed feelings about the community that Drexel embodies. The Qualitative report organizes these responses into nine categories: Welcoming, Inclusive, Community-in-Progress”, A Community of Communities, Academic, Fine, Antagonistic, Disjointed and Non-existent. Regardless of the categories, when addressing Calls for Authentic Engagement, the Qualitative Report states, “*Additionally, respondents also asked for more shared physical spaces to hold community*” [17]. While this report expands on this to specifically talk about the connection between Drexel’s campuses, the previous paragraphs talk about the need for “*hosting more inclusive discussion across community in shared spaces as a way to*

enhance community” and that “if these discussions feel forced then they risk being ineffective” [17]. The SCDI existing as a physical and open lounge space for students to connect and authentically interact is essential at Drexel University.

This need is further expressed in a different perspective by Sky Harper, President of Drexel’s Indigenous Students of the Americas (DISA). When speaking about student organizations’ advocacy on campus, he stated, *“I feel that for the most part, Drexel has listened to DISA and has offered vocal support, but they have not made any initiatives to help the Indigenous student population as a whole, and I feel that they expect DISA to initiate it all. The original thought I had in mind when starting the group was to function as more of a social community to foster a network for students, but we’ve been forced to focus on a more informative mission and try our best to advocate for students, even though we don’t have the social background and numbers. I think that is one of the barriers that Native American and Indigenous students face, we are seen as a student organization, rather than a student population.”* His sentiments further demonstrate how essential it is for students and student organizations to receive systemic support so that they may focus on building community.

Students require an environment where they can exist, socialize, and explore their identities. Many students come to Drexel from environments where they had better access to their communities. However, many other students come to Drexel from environments where they could not express, learn about, or find community for their identities, particularly if those identities are marginalized in society. It is necessary for the SCDI to have a direct connection with Student Life as students’ lives and identities depend on the opportunities for socializing, culturally relevant learning, and community-building that the SCDI fosters.

A Platform for CIBO

Given that the SCDI Leadership will continue to serve as the Campus Engagement contact for identity-based organizations, it is necessary for CIBO to be an actively supported organization in the SCDI. It is necessary for the identity-based student organizations to have a collaborative community to share the difficulties their communities face and to support each other in overcoming these challenges. Too often, it falls on the plates of students alone to advocate for their communities. An active partnership between the SCDI and CIBO will allow for official channels for the SCDI and EIC to listen to the concerns of students and enact change on their behalf.

While CIBO does not believe the SCIDI should be overseen by the Department of Inclusive Culture and Belonging, we do attest that strong connections must exist between these two departments in order for the Assistant Vice President of Inclusive Culture and Belonging to *“design and implement an integrated vision for all diversity, equity and inclusion strategies, programs and initiatives to support the University’s mission and vision across all campuses”* [9].

In addition to collaboration between the SCDI Leadership, Assistant Vice President of Inclusive Culture and Belonging, and the Assistant Vice President of Title IX and Equal Opportunity, we also are calling for connections from the SCDI to the Identity-Based Centers and to the educational initiatives of EIC.

Identity-Based Centers

It is important to acknowledge the necessary creation of other identity focused centers. CIBO’s petitioned structure and inclusion of future identity-based centers follow EIC’s blueprint of the CBC, in which there exists a Director, Assistant Director, and Advisory Board to support Drexel students, faculty, professional staff, and alumni.

Currently, the identity-based centers are overseen by the Executive Director for Diversity, Inclusion, and Belonging. This role sits jointly between EIC and Student Success to oversee the CBC, SCDI, SRL, and *“other relevant student-facing initiatives/events”* [9]. It is true that these offices require a strong connection to Student Success in order to be effective. However, the SCDI is the only office that solely serves students. Furthermore, on June 12th, 2020, the Office of the President announced the creation of the CBC in its Pledge to Address Systemic and Institutional Racism. It was stated that *“Programs and services offered through the Center for Black Culture will be open to all Drexel students, faculty, professional staff and alumni who want to engage with and gain a greater understanding of the Black experience.”* It was further stated the CBC *“will be guided by an advisory board with broad representation from the campus community. In particular, we will seek leaders among our Black students, faculty and professional staff to be part of the visioning and leadership as this new center moves forward”* [13]. It is clear that identity-based centers following this structure should not have their primary leadership overseen by Student Success in order to effectively serve all members of the Drexel community.

Spiritual and Religious Life as an Identity-Based Center

CIBO is appalled that the University Chaplains were not contacted or consulted regarding their move to EIC from Student Life, and call for them to be given the dedicated leadership these respected members of our community deserve. We call to have SRL treated as an identity-based center following the CBC blueprint.

While SRL is primarily focused on the spiritual and religious development of students, the University Chaplains are also necessary resources for the entire University. They play an essential role during the Invocation of Drexel’s Commencement Ceremonies [16]. Both students and employees require

spiritual and religious accommodations [12]. Additionally, CCI recently postponed an event that had been originally scheduled over Yom Kippur. CCI is thankful for the guidance that Rabbi Isabel de Koninck provided so that CCI could adjust the way they host events to prevent this issue in the future. It is clear that the University Chaplains provide indispensable university-wide services to “cultivate a culture of belonging [...] to integrate diversity and inclusion throughout the organization” [6].

Strengthened Intersectionality Between Identity-Based Centers

It is essential to recognize that the separation of the SCDI from the Department of Inclusive Culture and Belonging to become its own department in EIC would sever the partnership between the SCDI and the identity-based centers. We do not want to break the promise that the CBC would “be a partner resource to the Student Center for Diversity and Inclusion.” [13]. We propose to have the Assistant Director of each identity-based center to either report jointly to the SCDI or directly partner with the SCDI to support student organizations, the unique needs of the student body, and to promote intentional intersectionality between centers.

Additionally, this mimics the design of the SCDI that existed in Creese. In 2017, the SCDI housed six identity-based resource centers. These included the Women’s Resource Space, Tumbo La Umoja (the Black Resource Space), the Gender & Sexuality Resource Space, Students in Recovery (the Recovery Resource Space), and El Centro Latinx (the Latinx Community Resource Space). Each of these resource spaces were staffed by SCDI student workers. Each of these resource spaces hosted numerous events, sponsored recurring support groups, collaborated with one another to host intersectional events, and collaborated with identity-based student organizations. After Creese flooded early into the pandemic, the SCDI and SORC were moved to the Rush Building in 2020. These resource spaces were not preserved in the move. CIBO met with former Director of the SCDI, Maurice Cottman, to understand this decision. He explained to us that with the creation of the CBC and the precedent it set, there would not enough funding to provide each of the other 5 resource spaces with a Director, Assistant Director, and Advisory Board. Instead, he decided it would be more effective to create new resources with an intersectional lens. These include the Nondenominational Prayer Room, Meditation Room, Mario’s Market, the Lactation Room, the library, and the Sensory Room.

It is necessary for the SCDI to be connected to the identity-based centers to rebuild the essential resources that we could not afford to sustain. Furthermore, in order for each identity-based center to accurately serve all members of the Drexel Community, it would be more effective for the Assistant Director of each identity-based center to jointly report to the SCDI than to have each center report to the Executive Director of Diversity, Inclusion, and Belonging, a position split between EIC and Student Success.



Expansion of Education and Transparent Job Titles

EIC's pamphlet from the October *Nuestra Cultura* exhibition opening shows that the Department of Inclusive Culture and Belonging has a section for "DEIB Training & Education". However, this is not reflected in the current EIC structure.

The only EIC contact whose position addresses education is the Assistant Director of Sexual Misconduct Prevention and Education from the Department of Title IX and Equal Opportunity. We learned this was not the case when CIBO met with Alison Berk. Her position as the Assistant Director of Diversity, Equity and Inclusion focuses on the DEIB education that students receive. This is not clearly communicated by EIC.

First, the Department of Inclusive Culture and Belonging needs more transparent titles that reflect the responsibilities of the position. In a department focused on Inclusive Culture and Belonging, it is not clear how the responsibilities of an Equity Partner is different than those of the Assistant Director of Diversity, Equity and Inclusion, or how their responsibilities differ from those of the Executive Director of Diversity, Inclusion, and Belonging. These titles built on repetitive buzzwords do not allow for transparency or accountability.

To address the above concerns, CIBO is calling for the creation of a Director of Education within the Department of Inclusive Culture and Belonging in order to more clearly demonstrate their commitment to "*increased educational opportunities*" [9]. This position would oversee the education the entire Drexel community receives regarding DEIB and Sexual Misconduct Prevention with the assistance of two positions: the Assistant Director of Culture Building and Education and the Assistant Director of Sexual Misconduct Prevention and Education.

The Assistant Director of Culture Building and Education would fulfill the functions of the current Assistant Director of Diversity, Equity, and Inclusion. In addition to their responsibilities regarding education, this position would also actively build a more inclusive culture at Drexel. Currently, the Assistant Director of Diversity, Equity, and Inclusion has been working alongside a student advocating for land acknowledgement plaques on campus. Furthermore, Drexel Indigenous Students of the Americas (DISA) has been working to find resources and opportunities to spread awareness of indigenous culture and establish representation on campus, as well as finding direct academic and extracurricular opportunities for students who identify as indigenous, such as scholarship and professional network opportunities. EIC is lacking a position dedicated to amplifying these initiatives and spreading this education to the entire Drexel community. It should not be the onus of students to continually advocate for their communities and the resources they need, on top of their many responsibilities as Drexel students. To address this, we have connected the Assistant Director of Culture Building and Education to the SCDI as a partnership. This will also allow for a stronger connection to students to both directly learn about the education students need and to create a formal channel for students' concerns to be heard, amplified, and alleviated.

The Assistant Director of Sexual Misconduct Prevention and Education would work more closely with



the Assistant Director of Culture Building and Education in order to ensure all members of the Drexel community have access to high quality education. It is important for this role to work closely with both the Department of Title IX and Equal Opportunity and the Department of Inclusive Culture and Belonging, as sexual misconduct and prevention is both a legal ethical issue and a diversity, equity, and inclusion issue. If we focus solely on the legal implications of sexual misconduct, we cannot address the unique ways that sexual abuse exists in different cultures or the systemic barriers that prevent people of different marginalized identities from reporting. Education regarding sexual misconduct and prevention cannot be successful if it is not viewed through a lens of inclusive culture and belonging.



IMPROVED COMMUNICATION WITH THE DREXEL COMMUNITY

CIBO is calling for the SCDI to exist as a third department in EIC with leadership reporting directly to the Chief Diversity Officer. As stated in the September 8th announcement, “*Feedback that emerged from the Anti-Racism Task Force work and the fall 2021 climate survey confirmed that EIC needed to enhance its service experience to the Drexel community through improved advocacy, communication and response times, as well as increased educational opportunities*” [9]. A direct line of communication from SCDI Leadership to the Chief Diversity Officer will facilitate the growth of EIC.

The SCDI’s mission first and foremost is advocacy. As stated in their mission statement, “*The Student Center for Diversity and Inclusion (SCDI) supports and empowers students of all backgrounds as they build a sense of community that reflects the diversity of Drexel University’s student body. Our office engages Drexel’s AHLANA, LGBTQIA, first generation, and international student populations through direct advocacy and intentional identity-based community building. We are active advocates for student diversity, intersectional social justice, and education on campus; and we work to ensure our students feel their whole identity is included and respected during their time here at Drexel*” [18]. On the contrary, the word advocacy does not appear once in the EIC mission statement, vision, or guiding principles [6]. It is clear the SCDI’s expertise is necessary in order for EIC to enhance its services in response to the feedback from the Anti-Racism Task Force and the fall 2021 climate survey.

Furthermore, the fall term has shown that the current line of communication to SCDI Leadership through the Executive Director for Diversity, Inclusion and Belonging and the Assistant Vice President for Inclusive Culture and Belonging is ineffective. This has been demonstrated both in how individuals have brought concerns to leadership, and in university-wide pamphlets, materials, and messaging.

Individual Concerns and Communications

On September 19th, Charlie Stuart reached out to the Chief Diversity Officer, Assistant Vice President for Inclusive Culture and Belonging, Executive Director for Diversity, Inclusion and Belonging, and the Assistant Director of the SCDI to schedule a meeting for discussing his extensive research on the EIC rebranding decision, and the potentially devastating consequences for the SCDI and the student organizations it partners with. It is concerning that the meeting originally organized by the Assistant Vice President for Inclusive Culture and Belonging did not include the Assistant Director of the SCDI. It became Charlie’s responsibility to ask for the SCDI leadership to be included in the meeting regarding the SCDI’s role in the restructuring of OED into EIC.

A full month later, when the meeting took place on October 21st, it was disappointing and dismissive. None of the concerns raised in the letter were addressed. When he asked why the position of Director of the SCDI was demoted to an Associate Director position, Charlie was not provided an answer. The most distressing part of the meeting was the way student concerns were handled. For example, when discussing the creation of the Center for Black Culture during the national Black Lives Matter protests, Charlie mentioned that this was concerning to students. Students have shared their fears that their communities must experience extreme public trauma and immense outcry in order to receive supportive resources on campus. These claims were supported by the Assistant Director of the SCDI,



who stated she had students share the same fears of “who has to die for a community to be supported at Drexel” with her. The response they received was disheartening. They were told that that was not the intention and students should not feel like they have to watch their community members die in order to get support. Rather than making plans to address how students actually felt, Charlie was consistently told how students should feel instead. This directly contradicts the SCDI’s mission of student support and empowerment [18].

Additionally, on September 23rd, Sanjana Suresh, the Student Life Committee Chair within Drexel’s Undergraduate Student Government Association (USGA), reached out to the Assistant Vice President for Inclusive Culture and Belonging and Executive Director of Diversity, Inclusion, and Belonging on behalf of Sky Harper, President of Drexel Indigenous Students of the Americas (DISA). Their email was regarding their concerns for the Indigenous student population on campus. The response they received was very passive. The response did express the desire to “increase awareness and support [...] through programming and other means” but did not provide any form of direct action or support. They were referred to the Assistant Director of Diversity, Equity, and Inclusion, but were provided with no contact information or introduction. These passive actions are contrary to the SCDI’s core values of direct advocacy. Furthermore, they raise concerns about the leadership, oversight, and strategic direction the Assistant Vice President for Inclusive Culture and Belonging and Executive Director of Diversity, Inclusion, and Belonging will provide for the SCDI.

We also feel that EIC continues to be influenced by OED’s previously established objective of providing services, programming, and resources to faculty and professional staff. The position of EIC’s Assistant Vice President for Inclusive Culture and Belonging formerly existed as OED’s Executive Director of Diversity and Inclusive Culture, a role which focused chiefly on faculty and professional staff resources [11]. Under a leadership role that was formerly designed to concentrate on the development of faculty and professional staff DEI resources, student-facing priorities have been left to, and continue to, fall through the cracks, as we have witnessed in practice up till now.

Some student leaders have experienced how inhibiting this can be when collaborating with EIC - for instance, when Latinos for a United Campus (LUC) partnered with EIC to coordinate the *Nuestra Cultura* exhibition in October. The Assistant Vice President for Inclusive Culture and Belonging repeatedly suggested that Bienvenidos, the Hispanic/Latino Faculty & Professional Staff Association, be added as a contributing sponsor of *Nuestra Cultura*, even though Bienvenidos had not contributed to the organizing efforts of the exhibition. The Assistant Vice President for Inclusive Culture and Belonging believed that including Bienvenidos in the marketing material would boost interest and engagement in the exhibition. LUC and the exhibition curator disagreed because this decision would grant undue credit to an uninvolved faculty/professional staff organization, and shoehorn it into an event lead by student leaders to “*showcase some of the work by a group of Westphal undergraduate Latinx artists*” [10].

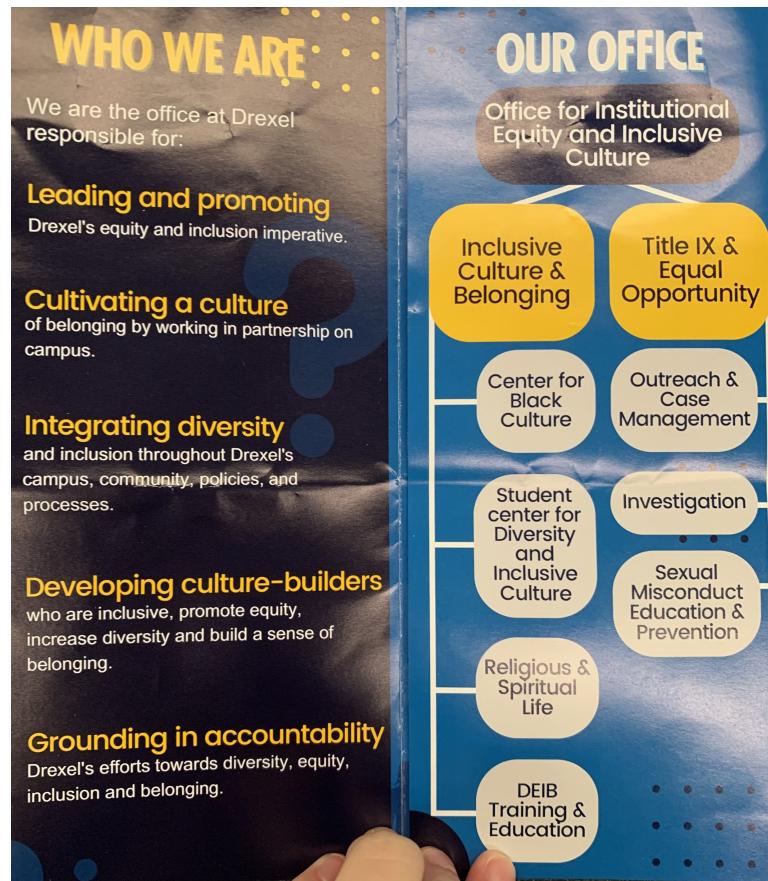
Additionally, CIBO found that LUC was not linked as a co-host on the DragonLink event listing [10]. This is particularly damaging as DragonLink is a student-focused platform that student organizations are required to use to host their events, manage their memberships, and store essential organization

paperwork for future executive boards, even after if the student organization has folded or frozen. Because future board members, organization members, and student life researchers could turn to an organization's Dragonlink page to view the organization's archived history, documents, events, and images, an uncredited or improperly credited event may mean that a part of the organization's history is lost. Marketing materials for *Nuestra Cultura* did list LUC as the presenter. However, their organization name was included only in the promotional images; their name was not included in the description text, their logo was not used, and there were no links to promote their organization. These oversights demonstrate that EIC is currently not structured to adequately support or collaborate with students. While we value the identity-based initiatives that EIC supports for faculty and professional staff, it should not come at the expense of the multiple dimensions of support that students need or the credit for their efforts. The EIC's and Assistant Vice President for Inclusive Culture and Belonging's current strategic direction for the SCDI will not allow this vital student resource to flourish.

Luis Benitez, President of LUC, expressed, *"I think that EIC has more of a closer kinship to Bienvenidos than LUC. Although the members of Bienvenidos do excellent work as individuals, I do ask myself 'why hasn't EIC further contacted LUC, an organization that without a doubt has done more for the Latinx community on campus, or has worked closer with professors like Steve Dolph who continuously work for the better of the Latinx culture in Drexel and Philadelphia all year round?' The Nuestra Cultura event was a good event, but you can't just create a single event for the community and pat yourself on the back. There's more work that has to be done."*

Incorrect Information in EIC Materials

For the Nuestra Culture exhibition opening reception hosted on October 12th, EIC created new pamphlets to promote the office and its recent rebranding. In addition to the extensive number of careless typos, these pamphlets have the SCDI incorrectly listed as the "Student Center for Diversity and Inclusive Culture" instead of "Student Center for Diversity and Inclusion". While this error appears to be minor, it shows a clear lack of attention and value to the resources that students rely on. Furthermore, this incorrectly listed title is the only place the word "student" appears on this pamphlet.



The need to improve EIC's communications also extends to its digital presence, most specifically its website. Some of the resources that the EIC intends to promote are rendered inaccessible for Drexel community members who visit the website to learn more. Many hyperlinks that are intended to redirect to more information about the SCDI and Office of SRL are broken, rendering these services ineffective to those looking for support:

1. The EIC homepage's right sidebar under "Other Resources" has a broken link for the SCDI [7]
2. Visiting the tab "Diversity at Drexel", clicking the heading "Intercultural Center", then scrolling to the bottom of the page, has broken links for the SCDI, Office of SRL, and Study Abroad Office [5]
3. Visiting the tab "Diversity at Drexel", clicking the heading "Campus Groups and Events", the link for the SCDI redirects to a webpage for titled "Student Groups" [4]. Additionally, the "Student Groups" page also contains a broken link to the nonexistent "Office of Campus Activities (OCA)" [8], further demonstrating a lack of attention to student resources.

There is only one location where the SCDI is correctly linked in the EIC website: on the "Student Groups" webpage, where the right-side, SCDI-titled, blue information box provides an ambiguous "Learn more" button [8].

Should students and Drexel community members be directed to find more information about the SCDI through EIC's website, they would have much difficulty finding the purpose, location, and invaluable resources of the SCDI and SRL. Additionally, in Charlie Stuart's initial letter to EIC leadership in September, he raised the concern that EIC's Religious Accommodations webpage does not include the SCDI's Nondenominational Prayer Room. It has been 3 months since Charlie's initial letter and the Religious Accommodations webpage still has not been updated [12]. Preparations for the Nondenominational Prayer Room started in 2020 when the SCDI moved from Creese to Rush. It opened to the Drexel community when Drexel reopened for in-person instruction in September 2021. CIBO understands that website updates take time to be processed and implemented, especially in large sites with such high traffic such as Drexel's, yet knowledge of these resources is necessary for members of the Drexel community who require religious accommodations. This is the second academic year where EIC/OED has been unable to provide this information regarding religious accommodations to new students searching for it when they arrived their fall term. The HEDS Qualitative Report stressed the need for improved university communications [17]; the leadership of the SCDI is necessary for the Drexel community to remain informed about the resources available. Furthermore, the SCDI leadership must be respected and properly supported in order to facilitate timely and accurate information in EIC's promotional efforts.

Disrespectful University-Wide Messaging Regarding Transgender Day of Remembrance

The Office of the President recently demonstrated the university-wide necessity of the SCDIR's leadership and advocacy. On November 18th, as per the essential function of the Associate Director [3], the SCDI hosted the annual Transgender Day of Remembrance services. At these services, the Drexel transgender flag is raised above all three of our campuses *“to honor those who have lost their lives through anti-transgender violence”*. At Drexel, *“we not only use this day to mourn, but to also continue the fight towards a better existence for all members of [the nonbinary and transgender] communities”* [20]. This period of mourning was exacerbated by the devastating shooting at Club Q in Colorado Springs on November 19th.

The message from the Office of the President on November 22nd regarding the tragedy was tone-deaf and insulting. The opening paragraph states, *“The deadly mass shooting at the Club Q in Colorado Springs Saturday evening dealt a punishing blow to the great sense of unity and hope that many of us felt just a day earlier at an inspirational, student-led Transgender Day of Remembrance gathering at the Paul Peck Alumni Center. It underscored the tragic reality that LGBTQIA+ people face heightened, ongoing threats to their safety and well-being”* [15]. It is incredibly disrespectful to the Drexel community for President Fry to attend these solemn services and, as a white, cisgender, heterosexual man, call attention to his own statement, and fail to recognize the organizations and individuals who have been organizing these events and providing actual support to the Drexel community. MyKella Mitchell is a queer Black woman who works tirelessly to put together these services and to ensure that the LGBTQ+ community is supported at Drexel. The Queer Student Union (QSU), Queer People of Color (QPOC), and the formerly-operating Out in STEM (oSTEM) student organizations further this work to build unity, community, and safety among peers. Every year, queer student

organization leaders courageously speak at these services. Even as these organizations mourn, they continue to provide support for the LGBTQ+ community at Drexel.

It is university wide messaging such as this that shows a systemic lack of support and amplification of the SCIDI. It is not clear if the Chief Diversity Officer, Assistant Vice President for Inclusive Culture and Belonging, or Executive Director for Diversity, Inclusion and Belonging were consulted in the writing of this email. However, it is clear neither the SCIDI nor the queer student organizations were consulted in the writing of this message about the recent trauma their community faced or the meaning of the memorial services they hosted. It is unacceptable for the Office of the President to use the mourning and trauma of transgender Drexel community members as “*inspiration*” for cisgender “*hope*” [15]. CIBO is calling for the SCIDI to exist as a third department in EIC with leadership reporting directly to the Chief Diversity Officer in order to facilitate a more direct line of communication to prevent future transgressions against historically marginalized communities at Drexel.

REMARKS

The Coalition of Identity-Based Organizations (CIBO) is a student-founded, student-led, and student-focused organization. CIBO was established to address the concerns raised by the September 2022 rebranding of the Office of Equality and Diversity into the Office of Institutional Equity and Inclusive Culture. This petition is the product of many months of research and meetings. Following this petition process CIBO intends on continuing its mission to serve as a support for all identity-based organizations in whichever way they need it. CIBO would like to thank Luis Benitez and Alex Gonzales Montoya for their immense contributions to organizing the student leaders in addition to their responsibilities to their respective organizations.

CIBO would like to thank Alison Berk, Assistant Director for Diversity, Equity and Inclusion; Rae Coleman, Assistant Director of the Center for Black Culture; and MyKella Mitchell, Assistant Director of the Student Center for Diversity and Inclusion for taking the time to meet with us. We are grateful for their time and insight and we look forward to working with them in the future.

CIBO would like to thank former Student Center for Diversity and Inclusion leadership Maurice Cottman, Von Eaton, and Dr. Alex Iannucci for taking the time to meet with us following their departures. We are grateful for their continued insight and support.

This petition and its demands were written exclusively by students and recent alumni. This petition has been endorsed by the organizations that have signed it. CIBO would like to thank Charlie Stuart for his immense contribution to the construction of this petition. CIBO would also like to thank the many voices that provided input in the creation and proofreading of this document with an additional thanks to Karen Li and Ky McCormick for their immense editing contributions.

The following signatures from each organization are listed in alphabetical order as all our representatives are equally valued and respected. Furthermore, the logos of these organizations appear on the cover page in alphabetical order going clockwise. Signatures with an asterisk (*) denote students that serve as an executive board member for more than one organization.



Charlie Stuart
CIBO Leadership
CCI DEI Council Coordinator
oSTEM Founding President 18-20
Class of '22



Luis Benitez
CIBO Leadership
SCDI Student Worker
LUC President 22-23
Open Door President 22-23
DISA Treasurer 22-23



Alex Gonzales Montoya
CIBO Leadership
SCDI Student Worker
QPOC President 22-23



SIGNATURES

AMERICAN MEDICAL WOMEN'S ASSOCIATION (AMWA)



Lakshmi Parvathinathan
President

ASSOCIATION OF LATINO PROFESSIONALS FOR AMERICA (ALPFA)



John Solano*
President



Kasey Ponce*
Vice President



Gabriela Olivares
Event Coordinator

CHABAD STUDENT GROUP



Gisele Kahlon
President



Rachel Civan
Treasurer

COMMUNITY STUDENT ASSOCIATION (CSA)



Olha Savitska
President



Jenna Nguyen
Commuter Resource Coordinator



SIGNATURES

DRAGON'S FIRST



Martha Victoria*
President



Kaylee Wilson
Co-Vice President



Nathan Nazario*
Co-Vice President



Laura Rendon-Garcia
Event Coordinator



Patrick Chapagain*
Secretary



Emily Simkovich
Treasurer

DREXEL AFRICAN STUDENTS ASSOCIATION (DASA)



Madelaine Akinyemi
President



Mobolawa Adio
Vice President



Andrew Kigara
Treasurer



Kayla Adae-Mensah
Community Outreach Chair



Somto Ogah
Identity and Representation Chair



Kolade Oyegbade
Student and Alumni Relations Chair



Raven Boateng
Graphic Designer



SIGNATURES

DREXEL BLACK GRADUATE STUDENT UNION (DBGSU)



Mikaili Anderson
Treasurer

DREXEL JHALAK



Ashmita Deb
Primary Contact

DREXEL K-POP CLUB



Amanda Lam
President



SIGNATURES

**DREXEL LATINX MEDICAL STUDENT ASSOCIATION
PRE-MEDICAL LATINO UNDERGRADUATE SOCIETY (DLMSA+)**



Alana Martínez Alonso
President



Valeria Arango-Aliaga
Vice President



Martha Victoria*
Event Coordinator



Diana Pimentel-Lomeli
Public Relations



Sky Harper
Co-Founder
President



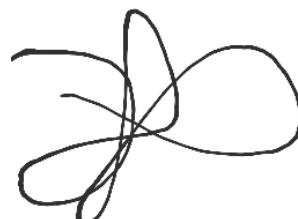
Raquel Ramos
Co-Founder
Vice President



Joshua Barufaldi
Vice President



Luis Benitez*
Treasurer



Dot Pallanes
Event Coordinator



SIGNATURES

DREXEL UNIVERSITY POLISH SOCIETY (DUPS)



Natalia Weglicka
Vice President

DREXEL VETERANS ASSOCIATION (DVA)



Nicholas Eltman
President

FILIPINO INTERCULTURAL SOCIETY OF DREXEL UNIVERSITY (FISDU)



Jamie Dabu
President



Samantha Santos
Internal Vice President



Grant Natindim
Treasurer



Maya Duberstein
Secretary



Sarah Pineda
Graphics Chair



Sofia Royandoyan
Historian



SIGNATURES

GRADUATE CHRISTIAN FELLOWSHIP AT DREXEL UNIVERSITY (GCF)



Joshua Roy Palathinkal
Treasurer

INTERNATIONAL STUDENTS UNION (ISU)



Mark El Moujabber
President

JAPANESE UNDERGRADUATE STUDENT ASSOCIATION (JUSA)



An-nika Sarah Ismael
President

JEWISH STUDENT ASSOCIATION (JSA)



Atara Saunders
Co-President 2023



Sophie Scheer
First Year Outreach Chair

SIGNATURES

LATINOS FOR A UNITED CAMPUS (LUC)



Luis Benitez*
President



Kasey Ponce*
Vice President



John Solano*
Treasurer



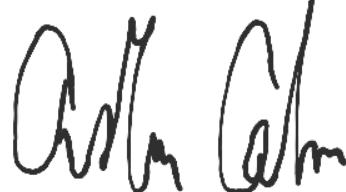
Martha Victoria*
Event Coordinator



Ilse Nunez
Secretary

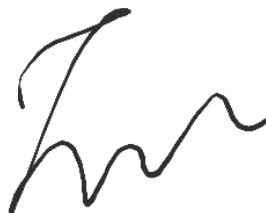


Nathan Nazario*
Community Service Coordinator



Aileen Cabrera
Marketing Director

NATIONAL ASSOCIATION OF ASIAN AMERICAN PROFESSIONALS (NAAAP)



Frances Yu
Vice President



SIGNATURES

NATIONAL SOCIETY OF BLACK ENGINEERS (NSBE)



Ehi Simon
Treasurer

NEPALI STUDENT ASSOCIATION (NSA)



Patrick Chapagain*
President



Medhavi Pandit
Vice-president



Niyam Acharya
Event Coordinator

OPEN DOOR WELLNESS COMMUNITY



Luis Benitez*
President



Nicky Jushchyshyn
Vice President

OUT IN STEM AT DREXEL UNIVERSITY (oSTEM)



Charlie Stuart*
Founding President



Ky McCormick
Event Coordinator



SIGNATURES

QUEER PEOPLE OF COLOR (QPOC)



Alex Gonzales Montoya*
President



Nana Apatu
Vice President



Laura Mew
Secretary



Hunter Cheng
Marketing Chair

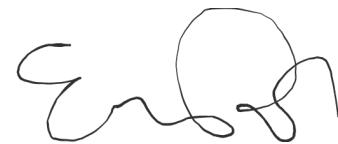


Karen Li
President (2021-22)
Class of '22

QUEER STUDENT UNION (QSU)



E Berlin
President



Erin Poole
Vice President



Nicole Haley
Treasurer



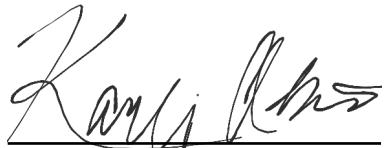
Sara Grimaldi
Event Coordinator



Veronica Adams
Secretary

SIGNATURES

SOCIETY OF WOMEN ENGINEERS (SWE)



Karli Akin
President



Cailey Ruderman
Vice President



Jessica Jiang*
Secretary

STUDENT CENTER FOR DIVERSITY AND INCLUSION (SCDI)



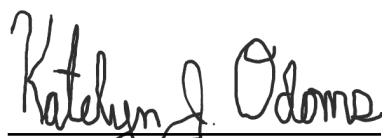
MyKella Mitchell
Assistant Director of the SCDI



Alex Gonzales Montoya*
Student Worker



Charlotte Meader
Student Worker



Katelyn Odoms
Student Worker



Luis Benitez*
Student Worker



Mackenzie Fusco
Student Worker

STUDENTS OF COLOR IN PSYCHOLOGY (SOCPSY)



Laylah Jones
Event Coordinator



SIGNATURES

WEST INDIAN STUDENT ESTABLISHMENT (WISE)


Jibreel Basdeo

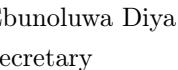
Jibreel Basdeo
President


Jhannaë Burton-Mundell

Vice President


Akeelah Savory

Akeelah Savory
Event Coordinator


Ebunoluwa Diya

Secretary

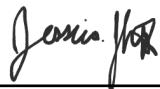

Jessica Merzy

Culture Ambassador

WOMEN IN COMPUTING SOCIETY (WiCS)


Tam Phi

President


Jessica Jha

Treasurer


Jessica Jiang*

Event Coordinator


Ayesha Mubashir

Diversity and Inclusion Director


Miriam Majeed

Diversity and Inclusion Chair


Yashodha Ravichandran

Technical Chair


Jasmine Ben-Whyte

Technical Chair


Mandy Ho

Finance Chair

SIGNATURES

WOMEN'S EMPOWERMENT AT DREXEL

Ellie Herman

Ellie Herman
President



Ashlyn Bird
Vice President

Emily Batori

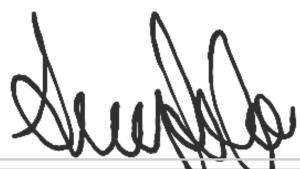
Emily Batori
Co-Vice President



Christina Sacca
Event Coordinator

NON-IDENTITY-BASED SUPPORT

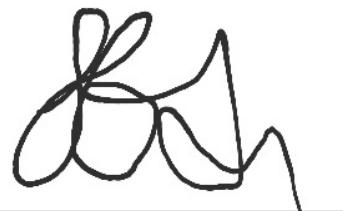
The following signatures are those from executive board members of student organizations that are not identity-based. These student leaders have signed the petition aware that their organization does not fall under CIBO's umbrella, however they would still like to express support as they rely on the resources the identity-based organizations provide. CIBO thanks them for their support.



Serena Shafer
Drexel Game Developers Group
President



AJ Easterday
Entrepreneurial Game Studio
Program Manager (20-22)
Westphal Student Council (21-23)



Kiara Santos
The Triangle
Editor in Chief



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- [5] Office of Institutional Equity and Inclusive Culture. *James E. Marks Intercultural Center*. URL: <https://drexel.edu/equity-inclusive-culture/diversity/intercultural-center/> (visited on 12/04/2022).
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CAREERS AT DREXEL

Drexel University is an Equal Opportunity/Affirmative Action employer that welcomes individuals from diverse and neurodiverse backgrounds and perspectives, and believes that an inclusive and respectful environment enriches the University community and the educational and employment experience of its members. The University prohibits discrimination against individuals on the basis of race, color, national origin, religion, sex, sexual orientation, disability, age, status as a veteran or special disabled veteran, gender identity or expression, genetic information, pregnancy, childbirth or related medical conditions and any other prohibited characteristic. Please visit our [Policies page](https://drexel.edu/hr/resources/policies/) (<https://drexel.edu/hr/resources/policies/>) to view all University policies related to Human Resources and [News and Announcements](https://drexel.edu/hr/about/news/) (<https://drexel.edu/hr/about/news/>) for workplace postings.

Background investigations are required for all new hires as a condition of employment, after the job offer is made.

Please note, the city of Philadelphia has mandated the COVID-19 vaccination for all Universities. More information can be found in the [COVID-19 Vaccination Policy](https://drexel.edu/hr/resources/policies/dupolicies/hr75/) (<https://drexel.edu/hr/resources/policies/dupolicies/hr75/>).

ASSOCIATE DIRECTOR, STUDENT CENTER FOR DIVERSITY AND INCLUSION

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Job no: 499481

Work type: Full-Time

Location: University City - Philadelphia, PA

Categories: Drexel University, Enrollment Management and Student Success

Job Summary

The Associate Director of the Student Center for Diversity and Inclusion (SCDI) supports Drexel University's commitment to being a welcoming, inclusive, respectful, engaging, and diverse community. In partnership with Drexel Student Life team, the Associate Director will advise over 30 identity-focused and spiritual and religious based student groups. The Associate Director will support programming provides, but not limited to, those who identify as LGBTQQA (Lesbian, Gay, Bisexual, Transgender & Gender Non-Binary, and Queer/Questioning, Asexual) and ALANA (African, Latino/a, Asian and Native American) students.

This role reports to the Executive Director of Diversity, Inclusion and Belonging (DIB), a position that jointly sits within Drexel's Office of Equity and Diversity (OED); and the Division of Enrollment Management & Student Success (EMSS). The Associate Director is required to work some evenings and weekends.

Essential Functions

- Promote a sense of belonging through interaction with students, student leaders, and the SCDI staff.
- Partner and collaborate with key offices and affinity groups to program, amplify cross-cultural awareness, and build an inclusive and welcoming environment.
- Serve as Chair for the SCDI Advisory Board to gain insight from the larger Drexel community, assess needs, and work collaboratively to enhance the student experience.
- Supervise Assistant Director of the SCDI and student staff on programming initiatives and management of resources in the SCDI.

- Partner with Student Success team to run, staff, and sustain Mario's Market (food pantry).
- Work collaboratively with the Executive Director of Diversity, Inclusion, and Belonging and OED to support the University Chaplains team and the student leadership from Spiritual and Religious Life (SRL) student organizations.
- Assist in the management of services and programs designed to increase the recruitment, retention, matriculation, and graduation of a diverse population including Accepted Student Days, Move In, Welcome Week, Commencement, etc.
- Coordinate large-scale programmatic efforts such as Transgender Day of Remembrance, The Ball, LUNA, Drag Show, and other community celebrations.
- In coordination with the EMSS Communications and Marketing team, work to develop web and social media presence for the SCDI and SRL.
- Oversight of department budget.
- Other duties as assigned.

Required Qualifications

- Minimum of a Bachelor's Degree.
- Minimum of 3 years of progressive higher education experience.
- Ability to work some nights and weekends.

Preferred Qualifications

- Master's Degree.

Location

University City, Philadelphia PA

Additional Information

This position is classified as **Exempt** with a salary grade of **L**. For more information regarding Drexel's Professional Staff salary structure, <https://drexel.edu/hr/career/ducomp/salstructure/> (<https://drexel.edu/hr/career/ducomp/salstructure/>)

Special Instructions to the Applicant

Please make sure you upload your CV/resume and cover letter when submitting your application.

Review of applicants will begin once a suitable candidate pool is identified.

Advertised: Sep 2 2022 Eastern Daylight Time

Applications close: Nov 3 2022 Eastern Daylight Time

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Drexel University, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) publishes the [Drexel University Security & Fire Safety Annual Report](https://drexel.edu/publicsafety/crime-reports-prevention/clery/) (<https://drexel.edu/publicsafety/crime-reports-prevention/clery/>) for current and prospective students and employees. This report contains important safety information and crime statistics for the previous three years. These statistics pertain to reported crimes that have occurred on campus, in certain non-campus buildings or properties that are owned or controlled by Drexel University, and on public property within, or immediately adjacent to and accessible from the campus.

Printed copies of this report are also available by calling the Public Safety Administrative Office, 215.895.1550.

Additional information about the services provided by the Drexel University [Department of Public Safety](https://drexel.edu/publicsafety/) (<https://drexel.edu/publicsafety/>) can be obtained by visiting their website.

JOB ALERTS

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Position Type



Professional Staff (1)

Work type



Full-Time (1)

Locations

Philadelphia



University City - Philadelphia, PA (1)

Categories

Division / College



Enrollment Management and Student Success (1)

Organization



Drexel University (1)