

# OnePCOM Diversity, Equity, and Inclusion Certificate



2022-2023 REPORT



+ 297 TOTAL PARTICIPANTS

+ 216 STAFF

81 FACULTY

+ 189 PCOM

71 GA

37 SGA

As a result of participating in the DEI Certificate program:

I made a new connection that led to a collaboration with a colleague

**68%**

STRONGLY AGREE/AGREE

I feel a sense of belonging at PCOM

**88%**

STRONGLY AGREE/AGREE

I challenge my own stereotypes and biases

**97%**

STRONGLY AGREE/AGREE

I am equipped to have conversations about diversity, equity, and inclusion

**96%**

STRONGLY AGREE/AGREE

List 1-2 specific actions you have taken as a result of the DEI Certificate workshops to increase diversity, equity, inclusion, and belonging at PCOM.

## INCLUSIVE LANGUAGE

- Learn how to pronounce others names
- Include a wider range of holidays and cultural observations to celebrate in the library.
- Create communications that are accessible for those who are neurodiverse.
- Share pronouns and offer space for others to share.

## COMMUNICATION ACROSS DIFFERENCES

- Think outside my own struggle to focus more on other marginalized groups.
- Listen with an open mind
- Connect with people outside of my social circle
- Pause to gauge why I am responding and check biases

## EDUCATE OTHERS

- Ask meeting attendees if others should be included based on location, any of the protected classes, and experiential differences.
- Assist colleagues in updating forms to be more inclusive
- Increase diversity programming for alumni