1 “The kingdom of heaven is like a landowner who went out early in the morning to hire workers for his vineyard. 2 After he agreed with the workers to pay them a denarion, he sent them into his vineyard.

3 “Then he went out around nine in the morning and saw others standing around the marketplace doing nothing. 4 He said to them, ‘You also go into the vineyard, and I’ll pay you whatever is right.’ 5 And they went. “Again around noon and then at three in the afternoon, he did the same thing. 6 Around five in the afternoon he went and found others standing around, and he said to them, ‘Why are you just standing around here doing nothing all day long?’ 7 ‘Because nobody has hired us,’ they replied. ‘He responded, ‘You also go into the vineyard.’ 8 “When evening came, the owner of the vineyard said to his manager, ‘Call the workers and give them their wages, beginning with the last ones hired and moving on finally to the first.’ 9 When those who were hired at five in the afternoon came, each one received a denarion. 10 Now when those hired first came, they thought they would receive more. But each of them also received a denarion. 11 When they received it, they grumbled against the landowner, 12 ‘These who were hired last worked one hour, and they received the same pay as we did even though we had to work the whole day in the hot sun.’ 13 “But he replied to one of them, ‘Friend, I did you no wrong. Didn’t I agree to pay you a denarion? 14 Take what belongs to you and go. I want to give to this one who was hired last the same as I give to you. 15 Don’t I have the right to do what I want with what belongs to me? Or are you resentful because I’m generous?’ 16 So those who are last will be first. And those who are first will be last.”

Matthew 20: 1-16 (CEB)
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INTRODUCTION

“As diverse members of the body of Christ, our shared faith compels us to work towards reconciliation with God, with each other, and with all of creation. Messiah College is dedicated to advancing diversity as a core Christian value as understood within its foundational documents in order to promote academic excellence and foster a culture of inclusion within and beyond the campus. We are committed to the process of building a community of diverse people, ideas, and perspectives that pursue intercultural competence and reconciliation in our working and learning environments.”

Messiah College Diversity Statement approved by the Diversity Committee in 2013
Letter from Dr. Bernardo A. Michael

*Namaste* Friends,

The last year has been a busy one. Nationally and internationally issues of diversity, equity, and inclusion took on prominence that consumed the time, energies and the very lives of hundreds of thousands of human beings, their communities, societies, and nations. The politics of race, gender, class, and justice continue to dominate conversations in the United States and violent and brutal wars in the Middle East and Eastern Europe triggered off wave after wave of refugee movements on a planetary scale that will rearrange the demographic composition of many nation states. As processes of globalization intensify and our planet shrinks into dense networks of connections and interconnections, the relevance of diversity and inclusion will continue to play out for decades to come.

At Messiah College, the notion of inclusive excellence continues to gather momentum with the launching of the next institutional strategic plan “Embracing Change as Opportunity” (2016-2020). The plan calls for increased recruitment and retention of educators, domestic multicultural and international students, conducting a comprehensive campus climate survey, opportunities for employees’ professional development that will foster inclusive excellence and more robust forms of community engagement. Six years ago, such strategic initiatives did not exist and it will be only apt to recall that it was the Institutional Strategic Plan “Fulfilling Our Promise” (2008-2012, Theme 4, Goal 1) that gave birth to the college’s first Diversity Strategic Plan in 2011. The growing presence of diversity, equity, and inclusion in our strategic planning process is a good sign of the college’s maturing commitment in this vital area of service and social engagement. It also signals the growing support of senior leadership for inclusive excellence, a term that can be found embedded in numerous campus documents and papers. Consequently, I remain confident that in the years to come the work on inclusive excellence will continue to incarnate itself in Messiah College’s senior leadership, overall campus climate, and institutional culture. Given all that is taking place in our neighborhoods and the wider world, we need to renew our commitment to building a diverse, inclusive and integrated community in the service of church and society. Indeed, the twenty first century will be a test case for humanity’s ability to pursue this vision.

Let us recall the parable of the vineyard in Matthew 20 (verses 1-16) which urges us to work together to build that beloved vineyard whose excellence is matched by its inclusivity. Can we conceive of a return to those crossroads often neglected by church, society, and vocation to welcome the strangers living in our midst? Perhaps, then might we live in greater communion with God, our neighbors, and even our alienated selves. I would also like to take the opportunity to welcome Dr. Todd Allen who will assume his role as Messiah College’s new Special Assistant to the President and Provost for Diversity Affairs (starting Fall 2017). Please do take a moment to greet him when you see him around campus.

One of the great blessings of working in the areas of diversity and inclusion has been the growing student involvement in these efforts. The Student Government Association and student leaders across campus are the inheritors of the world our generation leaves behind and to have them as partners on this journey has been exciting and inspiring. Their spiritual maturity, wisdom, and intellect was very visible in a letter they circulated to the College community, senior leadership and the Board of Trustees. At one point the letter, dated 21 April 2017 and

Dr. Todd Allen
signed by 205 student leaders, stated, “We hope that this letter will serve both as an expression of thanks and an encouragement to continue this work [relating to diversity, racial reconciliation, and inclusion] for future generations of Messiah College students. We recognize that we have not yet arrived at a perfectly inclusive campus. Indeed, we know that we will never be able to achieve this. Nevertheless, we have seen the attitudes and programs listed above carry us far and we have felt the love of Christ evident in them.” Surely, if our student leaders have seized this vision, then they are preparing themselves to live lives of service, leadership and reconciliation in church and society.” How inspiring must this be for many who have committed their lives to this kind of work in their scholarship, teaching and institutional service!

In the pages that follow you will find a select sample of efforts, both strategic and tactical, that have pushed the agenda for making excellence inclusive at Messiah College during the past two years. This report could never be undertaken without the help of my colleagues from many offices across campus. In particular, I would like to place on record my heartfelt thanks to: Leah Bergstrom, Dan Custer, Rebekah Glick, Casey Kerins, Jeremiah McCoy, Laura Miller, Lorena Reinert, Esther Rosier, and Minoska Villegas.

_Dhanyabad and with much aloha,_

Bernardo A. Michael  
Special Assistant to the President and Provost, for Diversity Affairs (2010-2016)  
Member, Diversity Working Team (2016-2017)
Faculty & Staff

The past few years have seen a slight increase in full-time faculty and staff from underrepresented backgrounds. In 2011, both full-time faculty and full-time staff were comprised of 6% underrepresented populations. Over the past five years, this number has risen to 9% for full-time staff, and 8% for full-time faculty.

![Graph showing underrepresented full-time faculty and full-time staff from 2011 to 2016.](image-url)
Student Enrollment

The following graphs depict student enrollment diversity between 2011 and 2015, comparing Messiah College to other schools in the Council of Christian Colleges and Universities (CCCU) and those belonging to the College’s Benchmark Group. SUR/ECP stands for Students from Under-Represented Ethnic and Cultural Populations. Additionally, there is information on our Martins and Amigos Scholars Retention rates.
The table to the right shows retention rates for students who are recipients of the Lloyd and Lois Martin Multicultural Scholarship or who have been selected to participate in the Amigo Peer Mentoring Program (now the R.H. Flowers Mentoring Program). More information on these can be found at:

http://www.messiah.edu/info/21314/financial_aid_for_undergraduate_programs/2368/the_lloyd_and_lois_martin_multicultural_scholarship

and

http://www.messiah.edu/info/20797/amigo_mentoring_program
Percentage of International Students in Fall First Year Cohort, 2011-2015

International Student Graduation Rates, 2011-2015
“My heart has been heavy this summer as I’ve reflected on our nation’s troubled legacy of racism. I pray that our collective resolve as a Christian educational community will be to dedicate ourselves to the Kingdom work of reconciliation. In recent months, we witnessed painful violence in Orlando; Baton Rouge; Dallas and Milwaukee among other communities. We are trying to figure out our way forward nationally, regionally, and as a College. For those of us who benefit most from dominant power structures we have to confront the fact that while “race” may seem invisible to us—even as we benefit from it, racism confronts brothers and sisters of color every day in obvious and insidious ways. Individually and corporately, we miss out on a full spectrum of the power and beauty of community because racism has adversely shaped our public institutions and policies, as well as our personal perspectives and experiences. The Messiah College community’s contribution to the common good will not be realized without a commitment to racial justice and reconciliation.”

President Kim S. Phipps, State of the College Address 23 August 2016
Institutional Strategic Plan. In 2015-2016 there were a number of intentional campus wide efforts to foster and encourage diversity and inclusion on campus. The College’s new institutional strategic plan “Embracing Change as Opportunity” (2016-2020) spells out several important initiatives. Perhaps of considerable significance is the effort to raise student diversity levels to 20 percent. If noted sociologist Michael Emerson is correct, this is the percentage level that can trigger cultural change across our campus, because at 20 percent that possibility of contact between minority and majority groups is 99 percent. In addition, the College will conduct a climate survey that will update the climate survey conducted nearly 10 years ago in 2007. In addition to this a renewed emphasis on under-represented faculty recruitment and retention, community engagement, developing intercultural competencies in student learning, teaching, and professional development are other important initiatives supported by this institutional strategic plan.

Office of Human Resources and Compliance receives a Department of Justice Grant: In Fall 2015, the Department of Justice’s Office on Violence Against Women (OVW) announced $8.5 million in grants to reduce sexual assault, domestic violence, dating violence and stalking on college campuses. Institutions will use the money to “enhance victim services and develop programs to prevent, investigate and respond to sexual assault, domestic violence, dating violence and stalking on campus.” Messiah College was among one of the 27 colleges and universities selected to receive a grant of nearly $330,000 that will bring the College into compliance with the standards of Title IX, the Violence Against Women Act (VAWA), and the Clery Act.
Multicultural Student Recruitment & Retention: The College has created a new position of Assistant Director of Admissions and Multicultural Student Recruitment. Allan Mathew (’13) has been appointed to this position and will work with the assistance of three work study students (the Multicultural Admissions Recruitment Committee or MARC) to intensify Messiah College’s multicultural student recruitment efforts. He is also a member of the Martin’s Policy and Planning Team, an arm of the Admissions Office with representation from the Intercultural Office that focuses specifically on recruiting multicultural scholars through the Lloyd and Lois Martin Multicultural Scholarships and the Rachel Helen Flowers Scholarship.

Dr. Neryamn Nieves (’87), Assistant Director of Multicultural Scholarship Programs, oversees and manages the Martin Scholars Program and the R.H. Flowers Mentoring Program (formerly the Amigo Peer Mentoring Program) which provides students with academic, social, and spiritual support as well as opportunities for leadership. The first-year program stresses racial reconciliation through an eight-session curriculum delivered by upper class student leaders. During the 2015-2016 year, there were 42 Martin’s Scholars and 84 Amigo Scholars.

QuEST Assessment Update: Over the past year the General Education Committee reviewed course-level and institutional research data related to QuEST Outcome Three – Christian Faith encourages the development of informed Christian convictions. The infographic to the left explains the findings which reveal a robust level of biblical literacy and theological awareness. A package of revisions to QuEST course objectives is currently working its way through governance. The revisions primarily accomplish two goals a) making objectives clearer for students and, thereby, more effectively evaluated and b) aligning the objectives to the essential goals of the course, removing aspects that were not appropriate in scope or level to the course or adding aspects that had not been previously listed, but which were essential aspects of all the courses within a requirement.

The General Education and Common Learning program delivers curriculum related to six of the College Wide Educational Objectives. This year the committee is analyzing the data for the final outcome area: Social responsibility spurs students to know self, know good, do good, as a prelude to program review that will occur next year. Dr. Robin Lauermann, Dean of General Education, Common Learning and Advising, is spearheading this effort with her team connecting the dots between these faith-based learning outcomes and the institution’s ongoing commitments to inclusive excellence.
The Teaching and Learning Initiative (TLI): During the month of October 2015 the Teaching and Learning Initiative organized several Teaching Tuesday sessions on the theme of Inclusive Excellence. Presenters shared their teaching-learning experiences in the areas of disability services, universal design, race, ethnicity, gender, and international students. Teaching Tuesdays typically takes place on Tuesdays and offer members of the campus community an opportunity to attend short informal presentations followed by discussions on topics related to teaching and learning. The TLI also organized a Professional Learning Community (PLC) around the theme of ‘Inclusive Excellence: Voices from the Academy.’ PLCs provide an opportunity for a group of educators to engage in sustained and purposeful study of a topic relevant to teaching and learning. Jenn Fisler, Professor of Education and Director of the Teacher Education Program and Bernardo Michael facilitated this semester long PLC. Participants read and commented on the readings from the academic work of Thomas Nelson Laird, Colette Cann, Eric DeMeulenaere, Geneva Gay, Gloria Ladson-Billings, Philip Michael “Uri” Triesman, and Richard Slimbach.

Diversity and Inclusion Educator Teams. As part of an ongoing initiative to create diversity and inclusion teams across the academic division and in coordination with the Provost, the school deans and the Vice-Provost Dean of Students, four educators were invited to attend the AAC&U conference on “Diversity, Learning, and Student Success: Shifting Paradigms and Challenging Mindsets,” 17-19 March 2016 at Philadelphia. They included Marcelle Giovannetti, Kerry Hasler-Brooks, Daniel Inouye, Charles Jantzi, and Matthew Lewis. The group reported that the conference heightened their awareness about the theoretical and practical ways in which inclusive excellence can enhance student learning. Particularly helpful were the sessions on undocumented students, sexual identity, implicit bias and intergroup dialog. Finally, at this conference, Bernardo Michael attended a pre-conference workshop on “Creating Inclusion, Equity, and Excellence while Navigating the University's Political Terrain.”

Intercultural Office: Over the past year the Intercultural Office sought to serve First Generation students by brainstorming about various options such as a mentoring program, welcome week orientation sessions, a dedicated First Year Seminar, monthly newsletters and Facebook page, advising and a chapel series. Concrete next steps will be explored in the coming year. Additionally, the Office is working to improve its assessment protocols through reviews at the start and middle of each year. The Office will display its outcome data more prominently in its hallways. For instance, there is a 93% satisfaction rate with Intercultural Office programs. In 2015 Director of International Student Programs, Hope Newcomer participated in several SEVIS/Designated School Officer (DSO) trainings while networking with various departments at
the College to address previously unknown aspects of international student advising. In addition to this, Hope was involved in reviewing and rebooting the Friendship Family Program that connects international students to host families in the community. In 2015-2016 there were 135 international students (including Third Culture Kids or TCK’s). Out of the 29 countries represented at Messiah, Malaysia topped the list with 33 students. The Office of Multicultural Programs put on events that engaged power and privilege, one of the Student Affairs themes. For instance, the Black Students Union organized a discussion, “I don’t mean to be racist but, don’t all lives matter?” Additional events included an Open Council on Whiteness, Domestic Violence and the Flint Water Crisis presented by the Multicultural Council. Additional changes in the recruitment and retention of underrepresented students, international programs, and chapel offerings have been addressed elsewhere in this report.

International Programs: In October 2015, the Community of Educators (COE) Senate approved the Off-Campus Programs Committee’s report titled, “Revised Criteria and Process for Approving New Semester-Long Off-Campus Programs.” A set of baseline criteria has now been established for all semester-long off-campus programs at Messiah. Additionally, a new Process for Reviewing Semester-Long Programs at Messiah College (and accompanying rubric) was put in place. The next steps would be to continue to collaborate with school officials and retain faculty voice in the process. The total number of students participating in the College’s off-campus programs has risen from 564 in 2014-2015 to 630 in 2015-2016. The top three semester-long study abroad programs are the LCC International University (Lithuania), GoEd Africa (Rwanda) and the Australia Studies Center. The Departments of Management and Business, Nursing and Education lead in sending students on credit-bearing off campus programs. For the first time, the Intercultural Office offered a five-week re-entry chapel series to facilitate the re-entry process for students returning from off-campus programs. The 12-15 students who attended the chapel found it extremely useful for unpacking their experiences through discussion and assessment.

During 2015-2016, the Task Force for International Training and Development focused on leadership training for service teams from the Agape Center, AROMA sports ministry, the Collaboratory, and Cross-Cultural courses. The training covered topics such as international risk management, disability and Engle Center support and services, and compliance with federal requirements. It might be worthwhile noting that six out of the seven leaders of multicultural organizations are women. The newly instituted Student Coordinator of Diversity and Leadership Initiatives (housed in the office of Multicultural Programs) will not seek ways to recruit and retain a greater number of male leaders.

Town Hall Meetings as a Strategic Response: The Division of Student Affairs has taken strategic steps to meet an urgent need for the College to respond quickly to current events that take on an institutional, regional, national or even international significance. Student Affairs professionals have formed Rapid Response Groups (R2Gs) as part a part of a larger Cocurricular Program Team (CPT). All programs thus developed on short notice are anchored to Student Affairs Learning Outcomes. The Cocurricular Programming Team also serves in an advisory capacity for Welcome Week, leadership programming, and 6th Day Sexuality Series initiatives.
In that spirit, two Town Hall meetings were organized by the Division of Student Affairs and the Student Activities Board (SAB) in response to two sets of national events—the death of black men at the hands of police and the creation of ‘White Student Unions.’

The first town hall meeting “What's Going On? A Town Hall Meeting on Race and Current Events,” was organized on 28 September 2016 to discuss the recent police shootings that resulted in the death of two black men—one in Tulsa, Oklahoma, and the other in Charlotte, North Carolina. This town hall was held at Alexander Auditorium from 5:00-6:00pm. Recently the national media has drawn attention to the efforts on many campuses to create ‘White Student Unions.’ In response to the creation of an anonymous social media account celebrating a White Student Union at Messiah College, Student Affairs and SAB hosted a town hall meeting to discuss: “Why doesn't Messiah College have a White Student Union?” At this event, which was held on October 19th, 2015 at 7:15 pm, was attended by nearly 100 students who asked open and honest questions about the idea of a White Student Union. The ensuing discussions (though at times challenging) proved very productive and raised awareness about the need to know more about the history of race and racial reconciliation in the United States.

President’s Cabinet and Student Government Leaders Reading Group: During 2016-2017, 26 leaders (both senior administrators and student leaders) will read and discuss Drew Hart’s (’07) recently published book Trouble I’ve Seen: Changing the Way the Church Views Racism (2016). Hart and alumni of the College joined his alma mater as an Assistant Professor of Religion in the Biblical and Religious Studies Department. In this well-received book, Hart challenges the legacy of systemic racism that still endures in the United States and suggests anti-racist practices for churches to follow to ensure that the nation takes concrete steps towards justice and reconciliation. Meetings were held on December 10, 2016.

President Phipps participated in a plenary session at the CCCU Diversity Conference on “Diversity, Inclusion and the Christian Academy: A Matter of Faith, Excellence and Institutional Survival.” The conference was held at North Park University, Chicago, from 25-27 September 2015. She was accompanied by three members of the Diversity Committee, namely, Bernardo Michael, Neryamn Nieves, and Kevin Villegas.

Dr. Angela C. Hare appointed Dean: Dr. Angela Hare, Professor of Mathematics, has been appointed the Dean of the School of Science, Engineering and Health. A distinguished educator, she brings to bear a passion for diversity and inclusion and has been a long-time and staunch supporter of such initiatives on campus. Dr. Hare has taught introductory mathematics, calculus, linear algebra, geometry, statistics, and secondary mathematics curriculum and instruction. She has also been an advisor to the
Collaboratory Education Group, in which she and her students work in partnership with teachers at a primary school for disabled children in West Africa. In 2016, she received the Barnabas Award for her work with the Collaboratory in Burkina Faso.

**Assessment Update.** A measure of institutional vitality is its capacity to plan, implement and evaluate comprehensive diversity efforts. Messiah College is taking steps in this direction with the help of Dr. Robert Reyes from the Human Development and Family Science Department. Over the past year he has developed a reporting tool for this purpose. Made up of two forms, an assessment plan form and an assessment report, this tool will measure the progress so far made on the various action steps of the Diversity Strategic Plan. Lead Persons for each of the action steps will identify the measures they will be using for assessment and generate a report that will delineate the progress made so far in each of their respective areas.

**College Ministries** under the leadership of the College Pastor Dr. Don Opitz has introduced a new chapel program model that allows for a diverse offering of teaching, worship, educational and small group experiences. Especially popular have been the six-week series that have touched on a diverse and rich set of themes and topics such as poverty and aid, worship through the arts, disability and Christian faith, difficult life transitions, self-identity, and faith integration in health and human professions. The new chapel structure recognizes three categories of events: Informative/Educational, Social/Fellowship, and Celebratory.

**Center for Public Humanities**

On Thursday 17 November 2016, Dr. Earl Lewis delivered the Messiah College American Democracy Lecture titled, “History, Mental Health, and Humor: The Lingering Effects of Slavery and Race.” This annual lecture is sponsored by the Center for Public Humanities. Dr. Lewis who is the President of the Andrew W. Mellon Foundation has pushed for a renewed commitment to the humanities, the arts, and higher education. A noted social historian, Lewis has held faculty appointments at the University of California at Berkeley, the University of Michigan, and Emory University. He has championed the importance of diversifying the academy, enhancing graduate education, re-visioning the liberal arts, exploring the role of digital tools for learning and connecting universities to their communities.
Humanities Symposium Speakers of 2015 & 2016 deliver challenging lectures: Michelle Norris and Kelly Brown Douglas delivered well-attended lectures on Race in America and Slavery and Justice. Norris is an award-winning journalist, host and special correspondent for NRP while Douglas is the author of *Stand Your Ground: Black Bodies and the Justice of God* and Professor of Religion at Goucher College. Both speakers raised important questions about the troubling legacies of race in America and the way out that tangled past.

Campus Dialogue Grant Award: Messiah College was one of 31 institutions awarded a Campus Dialogue Grant from the Bridging Theory to Practice (BTtoP) organization; over 230 proposals were submitted for consideration. The awarded grants provide support for one-year projects (calendar year 2017) based around a thematically integrated dialogue involving an intentional group of diverse campus constituents. The grant was authored by Dr. Peter Powers, Dean of Humanities, and Cynthia Wells, Director of The Ernest L. Boyer Center, in collaboration with Provost Basinger and with the assistance of Erin Beck. The grant program will be co-directed by Powers and Wells. Messiah’s awarded grant of $5,000 focuses on developing a shared narrative of human flourishing for the common good that aligns with our institutional mission. The BTtoP grant initiative aspires to shift the cultural narrative of the value of higher education from one that focuses on a better job to one that views higher education as a pathway to a better life.

There were Giants: Film and media arts students Kyle Kull (’15) and Scott Orris (’15), and Jonathan Wolf as Executive Producer, collaborated with Professor Nathan Skulstad to produce *There Were Giants*, a documentary film about the former Negro League baseball team, the Harrisburg Giants. The documentary explores a largely unknown history of race relations and baseball which had been segregated since 1867. However, in 1954, a Negro League team in Harrisburg called the Harrisburg Giants became the first team in the Eastern Negro League to integrate white players on their team. The film premiered in Fall 2016.

Martin Luther King Jr. Commemoration Week: The Multicultural Office, College Ministries and the Agape Center partnered to host several events to commemorate Martin Luther King Jr. Week in January 2016. Programs included a screening of *Selma*, a chapel series with Carolyn McKinstry (at right) as invited speaker. McKinstry was a survivor of the bombing of the 16th Street Baptist Church (1963) spoke on the topic of forgiveness and reconciliation. The events ended with a B-Sides concert featuring Darris Snead. The 2017 Martin Luther King Jr. Commemoration Common Chapel was addressed by Lisa McNair, the sister of Denise McNair, one of the four girls killed in the infamous 1963 bombing of the Sixteenth Street Baptist Church in Birmingham, AL. Lisa McNair’s powerful and poignant testimony served to remind listeners about the continuity of the long arc that stretches to connect trauma, pain, forgiveness and healing.
A highlight of the 2017 chapel was the performance by the United Voices of Praise (UVP) which serves as Messiah College’s gospel Choir. UVP was recently reorganized and led by the talented Eric C. Byrd (at right) a lecturer at the Department of Music with an interest and expertise in Jazz and African American Gospel. The group has begun performing to highly appreciative audiences across and beyond campus.

Chapel on LGBTQ+ community and Christian Faith:
Christopher Yuan and Justin Lee were invited to Messiah for an evening chapel on October 31st, 2015 at 7:00pm to provide two differing viewpoints regarding the interaction between members of the LGBTQ+ community and the Christian faith. Justin Lee is the president of the Gay Christian Network and author of the book Torn, which discusses the struggles he faced as a Christian who came out. Christopher Yuan teaches at Moody Bible Institute and speaks locally and internationally to youth, in conferences, on college campuses, in churches, and in prisons. He and his mother share their journey in their book Out of a Far Country.

As an addition to this event, on November 4, 2015 the Human Rights Awareness club co-hosted an event with the Engle Center 6th Day Sexuality program and Student Activities Board (SAB). The event was entitled ‘LGBTQ – Responding to Their Stories.’ Participants raised and sought answers to questions such as, ‘What does LGBTQ mean?’, ‘How do I respond to someone who is coming out?’, ‘How can I be a friend and an ally?’ as well as topics such as the social concerns of this community on and off campus and how to respond to and support someone who is coming out.

On 30 November 2016, Mike Blount of 6th Day Sexuality Programming and Alana Anthony of Human Rights Awareness moderated a dialog on the topic, “Locker Room Talk: A Conversation on Sexual Assault, Language, and People in Power.” The dialog addressed the vexed question of people in positions of power exercising their right to speak in ways that are full of assumptions, ignorance, and aggression.

Six-Week Chapel Series: Two of the six-week chapel series focused on the themes of sexuality and study abroad experiences. Students attending the first chapel were given copies of Justin Lee’s and Christopher Yuan’s books and broke up into small groups during meeting times to discuss feelings and experiences surrounding sexual identity. The series ran from November 3rd, 2015, to the end of the semester. The second chapel focused on Study Abroad Experiences which gave students the opportunity to meet other study abroad participants from other study abroad programs, share experiences, and reflect together. This series ran from March 17th to April 21st, 2015.

The Queer/Straight Alliance (QSA), an unofficial student group at Messiah College, invited various college administrators, including President Phipps, and members of the Multicultural Office, Student Government, Office of Diversity Affairs, Engle Center, and faculty members, to
a potluck dinner on campus. The dinner provided a space for students to share their experiences non-straight and/or non-cisgendered students. Students shared their personal stories in order to foster understanding between the administration and the QSA on campus.

**Gender and Ministry:** In March 2016, as part of Women’s History Month, the Gender Concerns Committee organized a discussion panel of male and female pastors to discuss the role of gender in their call to ministry and their interpretation of Biblical passages on gender roles. In addition to this, the men at Messiah have been provided with more programs for education and discussion on male character development. During the year, 604 men attended a fall and spring chapel series in addition to Potlatch, a time of worship and authentic sharing between men. The attendees at these events ranged from men from residence floors and Bible study groups to those who wanted to step out of their comfort zone by themselves and grow deeper in understanding masculinity. Messiah men began discussing authentic questions that they have not raised elsewhere: Am I good enough? What is my identity based on? Do I have what it takes? Fear of failure, and the masculine culture of comparison. Men were challenged to confront contradictory messages of masculinity in today’s culture about what it means to be a Christian man with real needs that men have but seldom express. In addition, nearly 40 men participated in the sexual addiction and porn recovery groups on campus.

**Conference Participation:** Members of the Messiah College community attended or participated in the following conferences/workshops: *Meeting of Indian Christian Theologians, Church Leaders and Friends of Indian Christianity (located in Eastern USA)*, organized by the Christian Institute of South Asian-American Concerns (CISAC) & Princeton Forum, Asian Indian Christian Church, Berkeley Heights, NJ, 12 August 2015; *The Welcoming Communities Conference [on refugee and immigrant integration]*, Radisson Hotel, Camp Hill, PA, 26 October 2015; *“Transformational Intergroup Dialog Train-the-Trainer Program.”* 2 day workshop by Tchet Dorman and Hillary Blecker. Temple University, Philadelphia, 7-8 January 2016. Our own President Phipps also presented on the president’s panel at the Pennsylvania chapter of the National Association for Multicultural Education at Dickinson College on March 3, 2017. In both presentations, she shared about Messiah’s commitment to diversity and reconciliation.

**Webinars Hosted by the Office of Diversity Affairs (2015-2016):** Over 70 individuals drawn from across campus attended the following webinars that touched on various aspects of inclusive excellence. 1. “Microaggressions: A Campus Climate Conversation” with Maura Cullen on 30 September 2015. Maura Cullen, a leading diversity expert, provided insight and suggestions for assessing and improving an institution’s campus climate. 2. “Interfaith Engagement for
Residence Life Professionals” hosted by InterFaith Corps on 18 November 2015. This webinar was designed for residence life professionals to expand their own skill set through discussion and also to see how other residence life professionals are working to promote interfaith cooperation and diversity within their student communities. 3. “Student Success Assessment: A tool to impact the academic success of males of color hosted by Qualtrics” on 20 January 2016. Based on studies showing that males of color have less academic success in higher education, this seminar presented information on the challenges faced by such students by using a Student Success Assessment Tool that takes into account non-cognitive variables to measure and assess these often-overlooked dynamics that impact a student’s success. With a more thorough understanding of the challenges these students face, institutions of higher education can tailor support to meet individual needs. 4. “Diversity, Equity & Inclusion Training for Faculty & Staff A Discussion with Dr. Kathy Obear” on 29 March 2016. Participants were offered tools to help analyze Messiah’s current culture and climate as well as training resources to help deepen cultural competencies of staff and faculty. Ultimately, individuals gained the ability to identify the skills and competencies they want administrators, staff, and faculty to demonstrate. 5. Overcoming Implicit Bias in Higher Education: How to Recruit, Hire, Manage, and Retain a Diverse Team of Academic Faculty with Dr. Mathew L. Ouellett on 22 March 2016. Individuals gained strategies they can use to recruit, hire, and sustain a more diverse team of academic faculty and staff. Further, they learned about results from the latest research on implicit bias and got proven strategies they can use to anticipate and reduce its effects. 6. “Move Beyond Civility: How to Facilitate Difficult Dialogues in the Classroom” on 27 September 2016. Dr. Kathy Obear shared information on facilitation strategies, training activities, and resources that enhance capacity for intergroup dialog that supports student learning and success.

Civil Rights Tours: In Summer 2015, the College sent seven individuals on the Civil Rights Tour, and this number increased to 16 members in Summer 2016. Out of these, four students accompanied the group for the first time. Additionally, five individuals from the Office of Admissions participated in the tour as part of a special initiative of the Division of Enrollment Management and the Office of the President. Participants gained exposure to the troubled history of race relations in the United States and met with survivors of the Civil Rights Movement. Assessments of the Civil Rights Tour reveal overwhelmingly positive reactions with many energized to learn more and become agents of reconciliation on campus and in their communities. These tours continue to act as catalysts by creating a core body of individuals committed to inclusive excellence and institutional transformation in their respective areas of work. In the past participants of these tours have shared their passions in their roles as discussion facilitators in various diversity professional development opportunities across the campus. In 2017, the College selected 21 individuals, including Board of Trustee Member Dr. Emerson Lesher to participate in the trip.  

“The Civil Rights Bus Tour was a wholly transformative experience for all of the students involved. Those nine days of difficult history and deep listening challenged us far beyond our comfort zones and connected the past and the present in profound ways, ultimately moving our perceptions of our nation’s racial story - and our own racial story - from our heads to our hearts.”

Jake Edmunds ’17
SGA President
Scholarship Colloquy Luncheons: The 2016 academic year commenced with a focus on the documentary *Searching for Sugarman* (2012) film and a reading from the late Richard Twiss’ *Rescuing the Gospel from the Cowboys: A Native American Expression* (2015). *Searching for Sugarman* documents the intriguing story of Sixto Rodriguez, whose music becomes popular in South Africa. Directed and written by Malik Bendjelloul, the film was named Best Documentary of 2013 at both the British Academy Film Awards in London and the Academy Awards in Hollywood. Richard Twiss, a member of the Rosebud Sioux Tribe, was an evangelical pastor, educator, and author. Twiss defined his life calling as helping to build bridges of understanding and mutual appreciation both among Native American/First Nations people and between indigenous and non-indigenous North American peoples. The selected reading from his posthumously published book discusses God’s presence within Native American cultures and how Native American Christians can help non-indigenous North American Christians better understand their own faith. These events took place on 30 August and 14 September 2016.

Service Day April 14, 2016: 1,455 Messiah volunteers participated in more than 26 projects on campus and throughout the region. The mission statement for service day states that it serves “to encourage students, faculty and staff alike to participate in service and engaging with and contributing to the local community on a personal level.” Service Day is designed to help fulfill Messiah College's mission to prepare students “for lives of service, leadership, and reconciliation in church and society.” Service opportunities include the Special Olympics track, field, and pool events which are held on campus.

The inaugural cohort of the new Martin’s Program being corded by Provost Randall Basinger and Vice Provost/Dean of Students Kris Hansen-Kieffer, Spring 2016.
**International Banquet:** 50 countries were represented at the 2016 International Banquet. Over 400 guests attended the popular event to celebrate the diversity of nationalities represented in the student body. In addition to a flag procession and fashion show of traditional garb from various countries, students contributed to a talent show that ranged from traditional African dances to featuring the vocal talents of students who sang songs from their representative countries.

**Film: 42: The True Story of an American Legend:**
As part of the See Diversity Anew event, Human Resources invited employees to view and discuss the Jackie Robinson story to explore ways in which they could integrate the film’s message in their work on campus and even beyond. Nearly 400 employees participated in group discussions that revolved around the themes of sports and segregation which formed the background to the emergence of Jackie Robinson and his close relationship with coach Branch Rickey. The discussions generated thoughtful conversations and participants found opportunities to speak candidly about the film from their own life experiences.
“The Stoics stress that to be a citizen of the world one does not need to give up local identifications, which can be a source of great richness in life. They suggest that we think of ourselves not as devoid of local affiliations, but as surrounded by a series of concentric circles [signifying our diverse social affiliations] …Outside all these circles is the largest one, humanity as a whole. Our task as citizens of the world will be to “…draw the circles somehow toward the center…”


Top 10 Best Disability Friendly College and Universities in the US: In June 2016 College Choice named Messiah College #9 on its “50 Best Disability Friendly Colleges” list. Messiah College’s Office of Disability Services (ODS) under the leadership of Dr. Amy Slody (at right) currently supports and accommodates nearly 200 students with physical, psychological and learning disabilities. This is a testament to the ODS’ core commitment to serve not just the legal requirement of the American with Disabilities Act but the moral and ethical responsibility to treat all members of the community with fairness. One of the services offered at Messiah is the creation of an Accommodation Profile (AP) that is negotiated between the Director of Disability Services and the student seeking aid. Common assistance given as a result of the AP may include extended time on exams, proctored exams, note-taking assistance and alternative text forms. These primary services are free while more specialized assistance is available at the expense of the student.

Harvest Moon Festival: The Asian Student Alliance hosted an event to celebrate the Harvest Moon Festival on September 27th, 2015. Students enjoyed Chinese food. The activities included games from Korea. All the money earned from the food donations was donated to Place of Grace Ministries, a non-profit organization based in Bangkok, Thailand, that supports the local Thai community through food banks, education, and prayer ministries.

Celebrating Black Diversity Night: The Black Student Union (BSU) hosted a Celebrating Black Diversity night featuring music, food, and dance on February 19th, 2016. Music included the talents of Messiah's United Voices of Praise gospel choir, Messiah Alum Bro. Calvin Tucker Jr.,
and other talented student performers. BSU provided an African/Jamaican dinner from a local restaurant *Mariama's African and Jamaican Cuisine*. The after party, which featured more music and dancing, had a $1 entry fee and all the proceeds were donated to the *National Urban League*.

**Terrorism Talkback Session:** The French Club at Messiah hosted a session on 16 November 2015 to discuss the terrorist attacks that occurred in Paris on November 13th, 2015. Students who have lived in both the Middle East and in Europe also shared their stories and reactions to the attacks. As a group, students processed through their own pain as well as that of Muslim communities and France. The event occurred on November 16th at 7:00pm.

**Syrian Refugee Crisis Talk with Dr. Abboud:** Dr. Samer Abboud came to Messiah in November 2015 to address the College on the Syrian Refugee Crisis. Hosted by the Human Rights Awareness coalition, the event informed students about the situation. Students learned that more than 50% of Syria's population was displaced at the time of the meeting and that the U.N. predicted 4.27 million Syrian refugees by the end of 2015, making it the worst exodus since the Rwandan genocide. Dr. Samer Abboud from Arcadia University has done much study and research on the topic.

**Uncovering the Stigmas of Immigration:** SAB and La Alianza Latina co-hosted an event addressing the misrepresentation of immigrants in the US. "Uncovering the Stigmas of Immigration," an interactive event held on October 7th at 5:30 pm, was focused on "rehumanizing" our conversations about immigration in the United States. The event began with a catered Puerto Rican dinner and a celebration of Hispanic Heritage Month and finished with a panel discussion between students, faculty, and professionals. The conversation sought to contextualize and humanize our understanding of what it means to be an undocumented immigrant in the USA.

**Dr. Robin Collins,** Chair of the Department of Philosophy, received a $217,000 grant from the John Templeton Foundation for his project, “The Fine-Tuning for Scientific Discovery.” Dr. Collins, who is a Distinguished Professor of Philosophy, specializes in philosophy of science, philosophy of religion, metaphysics, and philosophical theology. Professor Collins is widely regarded as the foremost expert on the fine-tuning argument, an argument for the existence of God based on the extraordinarily precise structure that the universe must have for life to exist. He is currently finishing two books on this topic: one that provides a detailed analysis of the evidence for fine-tuning and one that carefully makes the philosophical case from fine-tuning to divine creation.

narratives. Enslaved Americans interpreted the Bible and used it as a source for hope, empowerment, and literacy to produce a powerful narrative about liberation. And they did all this in the midst of attempts to use evidence from Scripture to ensure their continued enslavement. This important book recovers the early history of black biblical interpretation to shed light on the ‘miracle’ of African American hermeneutics.

**Overcoming Geographies of Race:** On November 3, 2015 Dr. Willie Jennings, Associate Professor of Theology and Black Church Studies at Duke Divinity School, delivered a lecture on ‘Overcoming the Geographies of Race.’ He won the Grawemeyer Award in Religion (2015) for the publication of *The Christian Imagination: Theology and the Origins of Race*, which has received wide acclaim in the Academy. His work investigates the intersection of race, theology, and colonialism. He was the first invited guest from the Ethnic & Area Studies major and will serve as the Department of Biblical and Religious Studies’ 2015-2016 ‘Religion & Society’ speaker.

**Azaguno: African Dance and Drumming Performance:** Azaguno is a colorful and vibrant multi-ethnic ensemble and international touring group which focuses on the performance of traditional African, African-American, Caribbean and Latin American music and dance. Through the drum, the voice, the dance and other visual art forms, Azaguno brings to stage a unique African theatrical experience. Azaguno means ‘a master drummer’ among the Ewe people of Ghana in West Africa and was founded in 2001. The group, comprised of 15 musicians and dancers, is co-founded and directed by Dr. Paschal Yao Younge, a native of Ghana who is an Associate Professor of Multicultural Music Education at Ohio University, with Dr. Zelma Badu-Younge as dance director and choreographer. The event was sponsored by the Messiah College School of the Arts and held on Friday, March 18th at the beautiful Calvin and Janet High Center for Worship and Performing Arts.

**The Count Basie Orchestra:** Started in 1935 in Kansas City, Missouri, by William “Count” Basie, this orchestra became the “greatest swing band in all the land!” The group travels all over the world under the direction of Scotty Barnhart (trumpet). The orchestra continues the excellent standards set by Count Basie in swinging and shouting the blues with precision and swing… and is still the “most explosive force in jazz!” The orchestra gave a scintillating performance at Messiah College on November 6, 2015.
Songoy Blues B Sides Concert: Songhoy Blues formed in 2012, when Islamic extremists banned music in northern Mali. The four rockers came together as an act of musical expression and cultural defiance--they, along with many other Malian musicians, would not be prevented from creating music. While playing in the southern Mali capital of Bamako, they were discovered by music manager Marc-Antoine Moreau, who connected them with Nick Zinner of the Yeah Yeah Yeahs. They have been featured in the documentary "They Will Have to Kill Us First: Music in Exile" and are on their first U.S. tour. The event was hosted by Messiah College’s Student Activities Board and held on April 13th, 2016. Later in the year, on Saturday, 12 November 2016, the Messiah College Student Activities Board welcomed NF to the Brubaker Auditorium stage with special guest, Canon. Beginning at 8pm, they had an energy filled night enjoying some of this year’s most awarded and popular Christian hip-hop artists.

Focus on Whiteness: Across the campus there is a growing interest in understanding the crucial role played by the idea of whiteness, as an idea, identity, and repertoire of beliefs and practices. Perhaps one of the most contested of terms in diversity and inclusion work, many institutions have floundered in this area of critical engagement. Over the past two years, there has been growing interest and engagement on the part of various constituencies on campus: students, faculty, and administrators. On 18 November 2016, the Office of Multicultural Programs hosted a screening of the film: ‘White People’ and an open discussion of how race impacts students at Messiah College called, ‘Open Council on Whiteness: Exploring What It Means to Be White. ‘White People’ follows filmmaker Jose Antonio Vargas around the country as he talks with young white people about the concept of whiteness and how they understand their race/ethnicity in the context of modern American society. After the viewing, Dr. John Harles, Professor of Politics, moderated a student panel discussion and a short Q&A session where students shared their own identity journeys and reflections on the film. In Fall and Spring of 2016-17, over 30 alums of the Civil Rights Bus Tour gathered to discuss Jim Wallis’ America’s Original Sin: Racism, White Privilege, and the Bridge to a New America (2016). While it was difficult to coordinate everyone’s schedules to attend the 7 discussion meetings, it was encouraging to see many from this group eager to grapple with the difficult question raised in the book and the promise of reconciliation that is still yearned and hoped for.

Finally, on 25 April 2017 a panel of faculty members that included Drs. Jean Corey, Drew Hart, Bernardo Michael, and Emerson Powery spoke at a chapel titled, “Following Jesus and Reframing Whiteness: Where do we go from here?” The event which was held at Hostetter Chapel was well attended and students and panelists raised many important questions about the historical process of white identity development and the continuing need for racial healing and transformation. The presence of such reflective energies on campus echoes the recent (and welcome) call of the Association of American Colleges and Universities (AAC&U) which in partnership with the
Kellogg Foundation has asked all American higher education to take seriously the task of Truth, Racial Healing and Transformation.

**Multicultural Worship Night** "After this I looked, and there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the Lamb. They were wearing white robes and were holding palm branches in their hands. And they cried out in a loud voice: Salvation belongs to our God, who sits on the throne, and to the Lamb.” -Revelation 7:9-10. Inspired by this verse, the Multicultural Council sponsored an evening of multicultural worship and reflection on 22nd November 2015. This student-led event was a call to worship, praise, and remain grateful.

**African Philosophy: Thought and Practice:** Kenyan philosopher and activist, Dr. Reginald Oduor is internationally known for his scholarship in political philosophy, ethics and philosophy of religion. Blind since he was a baby, he is also one of Kenya’s leading voices for the rights and inclusion of people with disabilities. In November, Messiah students enjoyed two sessions by Dr. Oduor entitled “How Africa Can Help America” and “African Philosophy: Thought and Practice.”

**Celebrating BollywoodNite:** Bollywood refers to the genre of mostly commercial films being produced by India’s film industry based out of the city of Mumbai (formerly Bombay). On 18 April 2017, the Office of Diversity Affairs screened the movie *Drishyam* (163 mins, 2015). Drishyam is a Crime/Drama/Mystery directed by Nishikant Kamat and produced by Kumar Mangat Pathak, Ajit Andhare and Abhishek Pathak. The film stars Ajay Devgan, Shriya Saran and Tabu. The film is a remake of Jeethu Joseph’s Malayalam language film of the same name. Students enjoyed the show tasting Indian snacks and drinks at this Bollywood-inspired evening. Screenings in previous years included *Yeh Jawani Hai Deewani*, *Zindagi na Milege Dobara*, *Barfi*, *Omkara*, and *Wake Up Sid*.

**9/11 Memorial Concert:** On 10 September 2016, the School of the Arts sponsored a 9/11 Memorial Concert in Parmer Hall where the Harrisburg Symphony Orchestra Maestro Stuart Malina, members of the Mendelssohn Piano Trio, together with friends from Ukraine, Russia, Taiwan, Australia, the United Kingdom and the United States performed a special concert commemorating the 15th anniversary of 9/11. Pianists Malina and Ya-Ting Chang were joined by Chris Rose, percussionist of “The President’s Own” Marine Band, and Messiah faculty member and percussionist Erik Forst for Bartok’s monumental Sonata for Two Pianos and Percussion, written during the turbulent years leading up to World War II. The passionate and elegiac Piano Quintet in F Minor by Brahms followed, performed by Peter Sirotin, violin; Fiona Thompson, cello; Ya-Ting Chang, piano, of the Mendelssohn Piano Trio; with friends Leonid Ferents, violin; and Michael Stepniak, viola.

**Student Activities Board (SAB) & Cultural Engagement:** As part of the SAB’s cultural engagement initiative, a discussion featuring voices from faculty and students gathered on 29 September 2016 at the South Side Cafe to discussion questions of Christian faith and gender. Questions posed included: Why is God referred to as a "He"? How do Christians place unique
gender expectations on men and women? What is the historical legacy of women in the church? How do we imagine Christianity and God in relation to ideas of maleness and femaleness? With coffee supplied by Elementary Coffee Co. of Harrisburg, the animated discussions revolved around theology, psychology, consent, personal experience, and more. SAB through its Cultural Engagement Executive seeks to bring popular culture into focus through dialogue, art, music, and performance.

David Kim and the Messiah College Symphony Orchestra. On Wednesday, March 29, 2017 at 8:00 p.m., Parmer Hall. Violinist David Kim, concertmaster of the Philadelphia Orchestra performed as soloist with the Messiah College Symphony Orchestra under conductor Timothy Dixon. Born in Carbondale, Ill. in 1963, David Kim started playing the violin at the age of three, began studies with the famed pedagogue Dorothy DeLay at the age of eight, and later received his bachelor’s and master’s degrees from The Juilliard School. David Kim was named Concertmaster of the Philadelphia Orchestra in 1999.

Tim Warfield to play at Messiah College on April 7, 2017. Hailing from York, PA., saxophonist Tim Warfield has appeared on nearly 70 recordings and has been lauded for his swaggering and soulful musical approach. He has appeared on several Grammy-nominated recordings, including Stefon Harris’ “The Grand Unification Theory” and Nicholas Payton’s “Dear Louis” and “Sonic Trance.” Additionally, Warfield has performed with such notable legends as Dizzy Gillespie, Isaac Hayes, Billy Paul, Peter Nero and the King and Queen of the Hammond B-3 organ Jimmy Smith and Shirley Scott. His recordings “One for Shirley” and “A Sentimental Journey” showcase his organ band and have received critical acclaim, including features in The New York Times by writer Ben Ratliff in 2008 and 2010. His organ band hosts a stellar cast of musicians, including trumpeter Terell Stafford, organist Pat Bianchi, drummer Byron Landham and percussionist Daniel Sadownick. Warfield is currently an artist-in-residence at Messiah College.

A Conversation about Fair Housing with Angela McIver: On March 18, 2006, the Office of Diversity Affairs hosted Angela McIver, Executive Director of the Fair Housing Rights Center in Southeastern Pennsylvania, to present a lecture entitled: “Fair Housing: How I got Schooled.” This lecture was attended by faculty and was followed by a time of discussion. Later, four interested students accompanied Angela McIver to dinner. The conversation that ensued revolved around fair housing and disadvantaged minorities in the current political climate. Dr. McIver also met with faculty in the Departments of Sociology & Anthropology and Psychology in an effort to garner academic interest in the work of fair housing and develop collaborations. She also met with Dr. David Pettegrew who spearheads the Digital Harrisburg project to learn about how the digital tools and resources available through that project might advance her own work in the fair
housing area and to explore possible collaborations in the future. It is hoped that there will be concrete signs of interest in this area.

Dr. Angela McIver has served as the Executive Director of the Fair Housing Rights Center in Southeastern Pennsylvania since 2007. She has over 16 years of human service experience, specializing in community partnerships and coalitions affecting adults and youths. She is the co-founder of Women Cultivating Women, an organization that empowers girls and strengths intergenerational relationships among women. In addition to volunteering with several community organizations, Angela serves on the Montgomery County Advisory Council to the Pennsylvania Human Relations Commission and on the Executive Committee for the Black Male Development Symposium.

**Sabbatical Presentation by Dr. Bernardo Michael.** Dr. Bernardo Michael spent his sabbatical year in India in 2014. In December, he offered reflections on the research he did during that time in a lecture entitled "In the footsteps of Charles Freer Andrews (1871-1940): Reflections on a Sabbatical Year in South Asia." Dr. Michael spent 2015-2016 conducting research and gathering materials at over 40 sites in India pertaining to the life and work of the Anglican educator and activist Charles F. Andrews (1871-1940). Dr. Michael is a Professor in the Department of History at Messiah College in addition to serving as the Special Assistant to the President and Provost for Diversity Affairs. Much of the impetus for this research comes out of Dr. Michael’s work at the Office of Diversity Affairs.

**Rachel Taylor, Politics Student, Book Signing:** Messiah College Junior, Rachel M. Taylor, accomplished the publication of her book *Freedom: My Right to Speak* (Getting Results, 2015). Woven out of papers written over her first two years at Messiah, the book celebrates her pursuit of self-discovery and life-long learning at Messiah College. The Office of Diversity Affairs sponsored a book signing to honor Rachel for her impressive accomplishment and for being a model for others to emulate.

**The Collaboratory wins “Team of the Year Award”:** The Collaboratory’s bridge team recently won the “Team of the Year” award from Bridges to Prosperity, an organization that builds foot bridges for residents in isolated communities around the globe. The Collaboratory team’s advisor Brian Swartz, Professor of Engineering, and students Andrew Joy, Ben Holderman and Zach Engle were recognized at the organization’s annual 2015 conference in Colorado for their work.
on constructing two foot bridges in the Panamanian villages of Arraijan and Bajo Grande.

**Field Trip to the National Museum of African American History and Culture.** On October 1, 2016, a group of Messiah students and faculty visited the newly opened National Museum of African American History and Culture in Washington, D.C. Conceptualized nearly a century ago, the museum now showcases nearly 400 years of history of African Americans from slavery to the present. The museum’s Founding Director Lonnie G. Bunch III summed up its task when he noted the following: “The African American experience is the lens through which we understand what it is to be an American.”

**Panel Discussion on “#BlindnessIsNot” held on 18th October 2016.** Messiah College Education Association and the Messiah chapter of the Public Relations Student Society of America hosted a “#BlindnessIsNot” panel discussion aimed at raising awareness of what blindness is and deconstructing stereotypes of what blindness is not. Blind students, faculty, and members of the community surrounding Messiah College spoke on how blindness impacted their daily life. Every October, which is Meet the Blind Month, the National Federation of the Blind supports activities and advocacy for blind members of our community.

**Human Rights Awareness** is coordinating a two-part series on recent African-American history and the use of excessive police force called **Filling the Gaps: From the Civil Rights Movement to Black Lives Matter.** This educational series is in response to recent events and students’ desire to know more and discuss these issues. We hope this series increases knowledge about issues surrounding both movements and the historical ‘gap’ between the two. While we cannot attempt to discuss all complexities of these issues, we hope students will leave with a richer understanding of these topics and be better equipped to enter into tough conversations on recent issues. **Part One: Monday, November 14th 7:00-8:30pm in Howe Atrium & Parmer Cinema with Dr. Andrew Hart.** Here Dr. Hart framed the conversation with a presentation on recent history, context, and systemic issues affecting African-Americans until the Civil Rights Movement. Dr. Hart will then highlight some recent instances of excessive police force and the social forces at work in those contexts. **Part Two: Wednesday, November 16th 7:00-8:00pm in Hostetter Chapel, with Laniece Williams from Black Lives Matter.** We will briefly recap Monday’s presentation before introducing Laniece Williams, a PR Professional of the Philadelphia Chapter of Black Lives Matter (BLM), who will discuss the history of the Black Lives Matter movement, BLM’s mission, core values, and myths, and non-violent solutions that BLM poses to excessive police force, and the daily work of the Philly chapter. Both events were followed by a facilitated Q&A and small group discussion.
RISE (Refugee & Immigrant Service for Empowerment) held a one-day retreat for high schoolers and middle schoolers (Fall-Spring 2016-2017) from immigrant and refugee families. The Retreat was sponsored by the Agape Center in partnership with the Lincoln Intermediary Unit. The event was attended by 44 high school students and their families for a day of mock classes, activities, and a college access information session by the Admissions Office. The objective of this partnership is to provide high-schoolers and middle-schoolers an opportunity to imagine college life and gain practical knowledge about the college application process. The partnership is sustained throughout the year through tutoring programs. 36 Messiah students volunteered throughout the day. Around half the students were students of Color, with about 20% fluent in Spanish.

Exhibitions. Renowned Social Justice Book Artists and Founders of Women’s Studio Workshop (WSW) Tatana Kellner and Ann Kalmbach delivered an Artists’ Talk that was followed by a Reception on Friday 11 November 2016 at the Aughinbaugh Gallery. In addition to this the Gallery, the Gender Concerns Committee, and the Friends of the Murray Library collaborated to hold two Exhibitions: Drawing a Line, Artists’ Books Curated from Women’s Studio Workshop (WSW), (28 October—1 December 2016) and WSW Artists’ Books from Murray Library’s Special Collection (Thursday 10 November 2016) at the Murray Library.

Elections 2016. Given the tumult of the election season in 2016, Messiah College Ministries invited students and employees to a service of reflection and worship in Hostetter Chapel on Thursday 10 November 2016. A small group of students, educators, administrators and employees gathered to hear Scripture readings, pray, and reflect in silence. Around the same time some students led a series of six silent and spoken public demonstrations that sought to bring attention to the suffering and marginalization being experienced by many in the nation and specifically in Messiah’s student body. This #WeMatterMessiah movement presented an open invitation to all, irrespective of political loyalties, to participate in through listening, speaking or both. On Tuesday, 6 December 2016 an Open Council Discussion on the #WeMatterMessiah Movement was held. The Division of Student Affairs is to be congratulated in taking these and other important steps in delivering such events and programming to meet the wider goals of inclusive excellence.

Inclusive Excellence Lectures: Professors Emerson B. Powery and Susanna Caroselli delivered the first of two Inclusive Excellence Lectures in Spring 2017 (6 March and 29 March 2017, respectively). Dr. Powery, Professor of Biblical Studies in the Department of Biblical and Religious Studies delivered a lecture titled, “Reading the Bible in an Age of Protest: The Bible and Slavery in American Life.” Dr. Powery (at left) discussed the function of biblical interpretation during the period of the abolitionist movement in antebellum America and the impact this movement had on biblical scholarship. Dr. Caroselli who is a Professor Emerita of Art History, made a presentation on, “Teaching the “Other” where she explored the pedagogical implications of the persecution of Jews in
medieval European visual imagery. Dr. Caroselli’s (at right) and was the result of a collaboration between the Teaching and Learning Initiative and the Office of Diversity Affairs. The Inclusive Excellence Lectures provide Messiah educators and researchers a platform to disseminate their research that broadens and advances our understanding of diversity, equity and inclusion across disciplinary boundaries.
The ministry of reconciliation requires a particular set of leadership skills and a commitment to the service of others for the sake of Christ. Educators and mentors need to be people who can repair brokenness and pass on those key understandings to others as they model a commitment to reconciliation through lifestyle and active service. This type of pedagogy cannot be parochial in scope but through hospitality must be open to connecting to “the other” and allowing “the other” to share her understanding in a way that has the potential to transform the Messiah College community. To be effective, this pedagogical process requires that educators be cognizant of their own brokenness, making possible their transformation while instructing others. At the same time, true hospitality will maintain the essence of the College’s legacy by inviting those outside the community into educational dialogue.”

Lawrence Burnley, Eldon Fry, Douglas Jacobsen, Kim Phipps, & David Weaver-Zercher, on the “Pedagogy of Community Engagement,” in “Educational Commitment to Reconciliation” (Messiah College, 2009), p. 3.