



PennState
College of Agricultural Sciences

AgScience

R E S E A R C H

Civil Rights Compliance for Research

September 7, 2023

Deep Dive Series



PennState
College of Agricultural Sciences

Penn State University Land Acknowledgement

The Pennsylvania State University campuses are located on the original homelands of the Erie, Haudenosaunee (Seneca, Cayuga, Onondaga, Oneida, Mohawk, and Tuscarora), Lenape (Delaware Nation, Delaware Tribe, Stockbridge-Munsee), Shawnee (Absentee, Eastern, and Oklahoma), Susquehannock, and Wahzhazhe (Osage) Nations. As a land grant institution, we acknowledge and honor the traditional caretakers of these lands and strive to understand and model their responsible stewardship. We also acknowledge the longer history of these lands and our place in that history.

Indigenous Land Granted to Universities in Pennsylvania

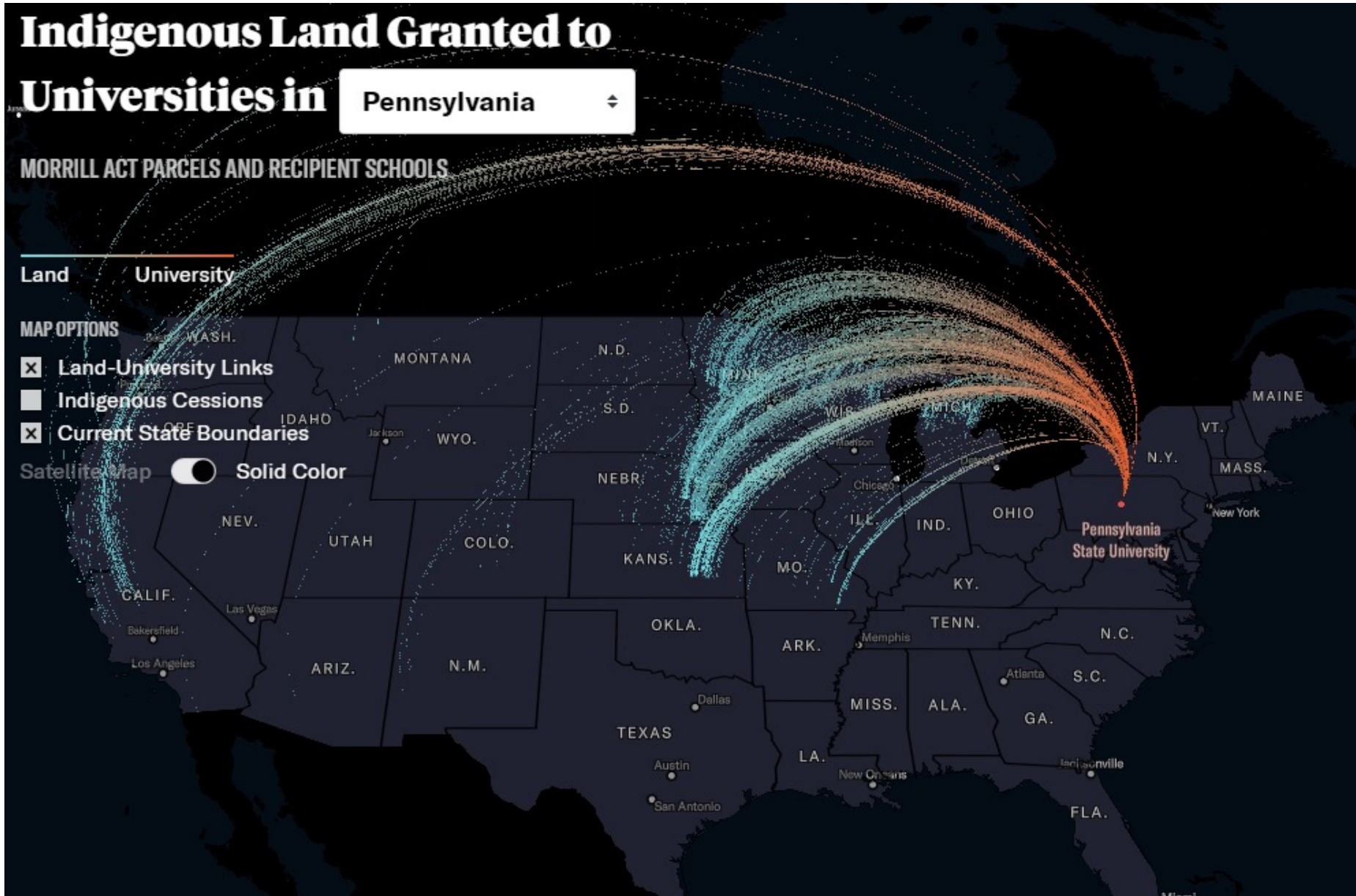
MORRILL ACT PARCELS AND RECIPIENT SCHOOLS

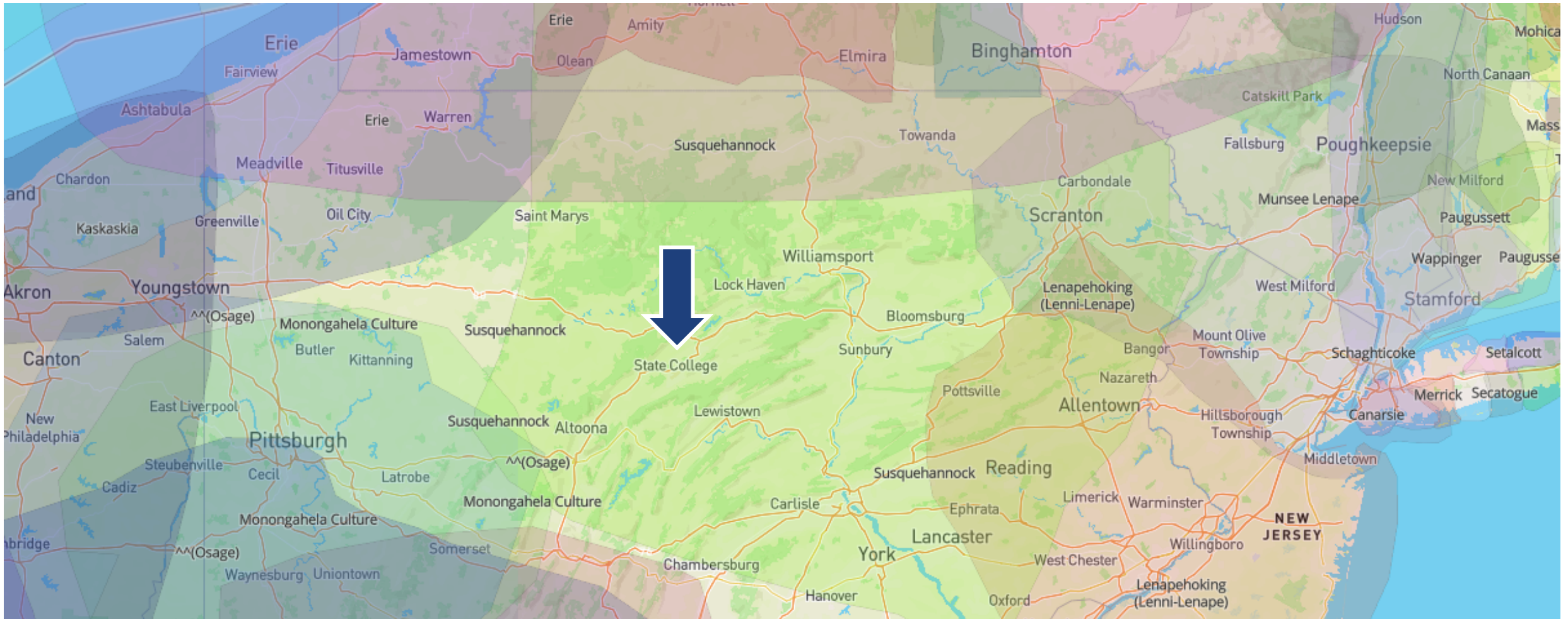
Land University

MAP OPTIONS

- Land-University Links
- Indigenous Cessions
- Current State Boundaries

Satellite Map Solid Color





Map accessed from <https://native-land.ca/>

Presentation objectives

- Examine why doing civil rights work is important to the research mission of our College
- Review our federal civil rights responsibilities
- Identify where you can find support in meeting civil rights responsibilities

PENN STATE VALUES

INTEGRITY

We act with integrity and honesty in accordance with the highest academic, professional, and ethical standards.

RESPONSIBILITY

We act responsibly, and we are accountable for our decisions, actions, and their consequences.

EXCELLENCE

We strive for excellence in all our endeavors as individuals, an institution, and a leader in higher education.

RESPECT

We respect and honor the dignity of each person, embrace civil discourse, and foster a diverse and inclusive community.

DISCOVERY

We seek and create new knowledge and understanding, and foster creativity and innovation, for the benefit of our communities, society, and the environment.

COMMUNITY

We work together for the betterment of our University, the communities we serve, and the world.

PennState



values.psu.edu

This publication is available in alternative media on request.

Penn State is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

Why civil rights?

- Research is federally funded through the Hatch Act
- Legal responsibility to uphold federal legislation and policy
- Subject to federal review to ensure compliance

Photo accessed from [archives.gov](https://www.archives.gov) under public domain

The University is committed to equal access to programs, facilities, admission, and employment for all persons. It is the policy of the University to maintain an environment free of harassment and free of discrimination against any person because of age, race, color, ancestry, national origin, religion, creed, service in the uniformed services (as defined in state and federal law), veteran status, sex, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions, physical or mental disability, gender, perceived gender, gender identity, genetic information, or political ideas. Discriminatory conduct and harassment, as well as sexual misconduct and relationship violence, violates the dignity of individuals, impedes the realization of the University's educational mission, and will not be tolerated. Direct all inquiries regarding the nondiscrimination policy to the Affirmative Action Office, The Pennsylvania State University, 328 Boucke Building, University Park, PA 16802-5901, Email: aao@psu.edu, Tel 814-863-0471.

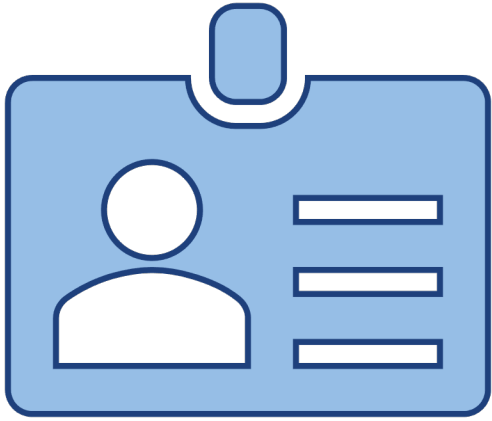


PennState

College of Agricultural Sciences

Civil rights responsibilities for Research





Organizational Capacity

- Designate staff to handle civil rights matters
 - 🙌
- Follow non-discrimination policies
 - AD67, AD72, AD85, AD88, etc....
- Remain updated on civil rights-related topics
 - Agendas for staff meetings or conferences

Civil Rights Knowledge and Procedures



Complete civil rights trainings



Participate in
internal civil rights reviews

Advisory Boards and Committees

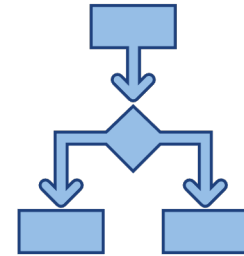


Track all research-related advisory boards and awarding committees, including member's

- Names
- Race, ethnicity, and gender information



Conduct barrier analysis to address underrepresentation on research-related advisory boards and awarding committees



Outline the process and criteria for recruitment and selection onto all research-related advisory boards and awarding committees

Resource Allocation

- Collect race, ethnicity, and gender data for research or experiment station faculty and funding
- Conduct barrier analysis to address underrepresentation in faculty or funding
- Outline policies or criteria for distributing resources to NIFA-funded principal investigators

Research/Experiment Station Faculty (2021-2022)

Name (Last, First)	Race	Ethnicity	Gender
Creighton, Jessica	White	Not Hispanic or Latino	Female
Smith, John	Black/African American	Not Hispanic or Latino	Male
Doe, Jane	2 or more	Hispanic or Latino	Female

NIFA Research/Experiment Station Funding (2021-2022)

Project Name	Source of funding	Award Date	Funding amount	Funding period
Principal Investigator (PI)				
PI Race		PI Ethnicity	PI Gender	

Graduate Students



Outline policies for how graduate students apply and are selected for assistantships



Track race, ethnicity, and gender data for graduate students and assistantships



Conduct barrier analysis to address underrepresentation for graduate students and assistantships



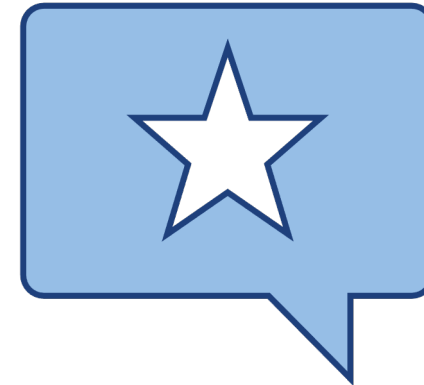
Non-Discrimination based on Sex

 **PennState**
Affirmative Action Office



Understanding Title IX at Penn State

Training, policies, & reporting



Reviews, complaints, & guidance



ARBORIST SHORT COURSE SERIES

GAIN HIGH-DEMAND SKILLS AND WORK OUTSIDE. TAKE YOUR CAREER TO THE NEXT LEVEL AND EARN ISA CREDITS!

Trained and knowledgeable tree care workers are in high demand. This webinar series will increase your green industry marketability while helping you prepare for the International Society of Arboriculture (ISA) Certified Arborist exam.

WHO IS THIS FOR?

- ▶ Entry-level arborists including landscapers, parks and grounds staff, landscape architects
- ▶ Individuals interested in taking the ISA Certified Arborist exam
- ▶ Arborists who need a refresher

WHAT WILL YOU LEARN?

- ▶ Diagnosis of plant diseases and insect pests
- ▶ Nutrition and fertilization
- ▶ Selection, installation, and establishment of trees and shrubs
- ▶ Soil and water interaction and management
- ▶ Plant identification
- ▶ Assessment and management of tree risk
- ▶ Proper pruning
- ▶ Construction impacts and management
- ▶ Safety and climbing

REGISTRATION DEADLINE:

Friday, January 15, 2021

COURSE BEGINS:

Tuesday, January 19, 2021

ISA CERTIFIED ARBORIST CONTINUING EDUCATION UNITS WILL BE AWARDED TO FIRST-TIME PARTICIPANTS. MUST ATTEND LIVE LECTURES.

SIGN UP TODAY.

extension.psu.edu/arborist-series

For assistance, call 1-877-345-0891 between 8:00 a.m. and 5:00 p.m., Monday through Friday.



Penn State College of Agricultural Sciences research and extension programs are funded in part by Pennsylvania counties, the Commonwealth of Pennsylvania, and the U.S. Department of Agriculture.

The Pennsylvania State University encourages qualified persons with disabilities to participate in its programs and activities. If you anticipate needing any type of accommodation or have questions about the physical access provided, please contact Penn State Extension at 1-877-345-0891 in advance of your participation or visit.

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Code 6607 U.S. AG# 20-138 1/19/21

Public Notification and Outreach

- Furnish examples of marketing materials for events hosted by research or the experiment station
- Document outreach activity

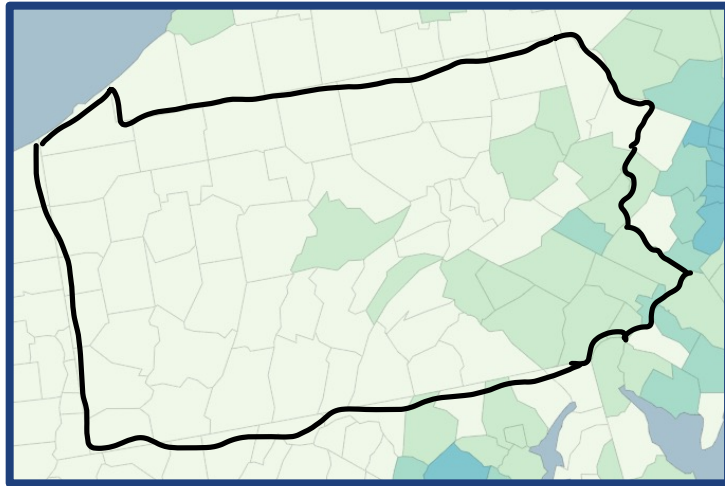
Accessibility for Individuals with Disability



Follow policies for
reasonable accommodations

Track accommodations
requests and responses

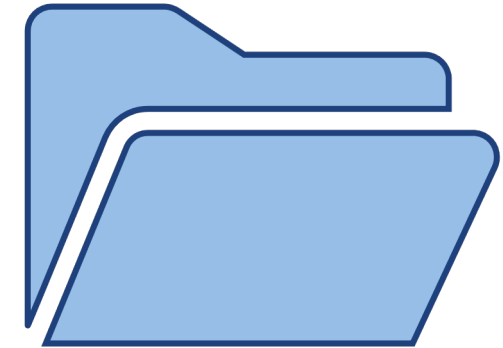
Language Access



Know language needs and language access policies and plan



Document materials written and/or translated into a language other than English



Track language access requests

Civil rights responsibilities for Research



What do you need to do?

- Complete the College of Agricultural Sciences annual Civil Rights training.
- Know how to report a discrimination complaint.
- Handle requests for accommodation, accessibility, or language services appropriately.
- Follow all University sexual harassment policies (AD85: Title IX Sexual Harassment).
- Keep agendas for staff meetings, conferences, or volunteer trainings that include civil rights-related topics, including non-discrimination.

Support for civil rights efforts

- Strategy and Compliance Specialist Eriks Dunens
 - Email: eld5417@psu.edu
 - Phone: 814-865-0312
 - By Teams chat
 - In person at this meeting
- Civil Rights Compliance Knowledgebase site
 - <https://agsci.psu.edu/inside/knowledgebase/civil-rights-compliance>

Presentation objectives

- Examine why doing civil rights work is important to the research mission of our College
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Questions?



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Thank you!



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