



From: **Mediarelations** mediarelations@psu.edu
Subject: Re: Summary findings of university financial support for DEIB (Updated deadline: 2/14/24 at 12 pm ET)
Date: February 21, 2024 at 10:12 AM
To: Wyatt Massey wmassey@spotlightpa.org
Cc: **Mediarelations** mediarelations@psu.edu

See below

From: Wyatt Massey <wmassey@spotlightpa.org>
Sent: Monday, February 19, 2024 4:47 PM
To: **Mediarelations** <mediarelations@psu.edu>
Subject: Re: Summary findings of university financial support for DEIB (Updated deadline: 2/14/24 at 12 pm ET)

I am seeking clarity on this statement from the university: "Please make clear in your story that individual units define their budget line items and where money is used. The funds we are talking about go toward broader initiatives that are in addition to whatever the units may decide."

1. Please define what you mean by "units." Is the unit level referred to in your statement the ones given budget allocations here: <https://budgetandfinance.psu.edu/budget-allocations> ?

Yes. Unit is a generic term. Those listed on the webpage are business areas/units.

2. Given the above statement, is it then correct to say that the central administration does not provide any direction or influence in how these units (as defined above) spend money and that the units have 100% autonomy over what gets funded and what does not?

Units are led by budget executives who have autonomy over their expenditures.

Thank you.
Wyatt

On Feb 14, 2024, at 3:32 PM, **Mediarelations** <mediarelations@psu.edu> wrote:

See responses below in blue

Also, can you tell us when this story may be slated to run and when you plan to run anything related to Trustees discussion of Paterno issues

Thanks

From: SpotlightPA Massey <wmassey@spotlightpa.org>
Date: Friday, February 9, 2024 at 10:23 AM
To: **Mediarelations** <mediarelations@psu.edu>
Subject: Summary findings of university financial support for DEIB (Updated deadline: 2/14/24 at 12 pm ET)

We are completing our reporting related to questions of DEIB financial support and Penn State's DEIB plan. Having taken in the information offered by the university previous questions, I am offering a summary of our findings to provide Penn State with the opportunity to respond to any, all, or none of the information below.

If the university feels something is missing proper context or is wrong, please let me know. I can be reached via email here or at 445-236-0562.

My deadline is Wednesday, Feb. 14, 2024 at 12 pm ET. At this time, this is a firm deadline. If the university feels it cannot meet this stated deadline, I request that you all contact me in advance to discuss the matter. I have previously asked for such communication on stated deadlines.

Canceling the Center for Racial Justice

In her Oct. 26, 2022 statement canceling the Center for Racial Justice, President Neeli Bendapudi promised to further invest in existing diversity, equity, inclusion, and belonging efforts at Penn State. Specifically, she said, "I have determined that enhancing support for current efforts by people who know Penn State best will be more impactful than investing in a new venture, and so we will not pursue efforts to launch a Center for Racial Justice."

The president's decision triggered national media attention and statements of condemnation from campus caucuses representing students of color, as well as from the Pennsylvania Legislative Black Caucus. There was also an on-campus protest outside of Old Main in Nov. 2022. During the Nov. 18, 2022 town hall, President Bendapudi said the decision to cancel the center was "traumatizing to many."

Bendapudi suggested to the committee searching for the center's director that Penn State did not have money for the center; the search committee mentioned this in an Oct. 2022 letter to the president. However, in its Oct. 26, 2022 news release, the university pledged that "the University's financial investment in existing DEIB initiatives across Penn State will be at least as much as would have been committed to the Center for Racial Justice over the next five years." The university later clarified the investment to be at least \$3.5 million over five years, the estimated cost of the Center for Racial Justice.

Investments are in fact adding up to be more than the original estimate, with \$4 million already spent or set aside for this year and next.

Recall a recent response: *The \$2 million investment in DEIB initiatives mentioned by the president during Faculty Senate comes from the President's Strategic Investments within the University budget. A \$2 million investment was made in FY 24, and part of that money has already been spent funding DEIB-related expenses that might not have otherwise occurred. Another \$2 million investment is planned for FY 25.*

The juxtaposition of supposedly not having money for the center with promising to invest more money in existing projects confused some university employees. More than 420 Penn State faculty signed onto an open letter in Nov. 2022 that stated, in part, "Either the university did not have the resources for the center, or they had the money all along and were going to invest it elsewhere."

You have already reported on this aspect and the president discussed this during a town hall meeting more than a year ago.

President Bendapudi moved away from a firm DEIB financial investment during the Nov. 18, 2022 town hall, stating that if she gave a specific number, "I'm making that up. I don't know yet." Jennifer Hamer

was introduced as the president's special advisor during the town hall. The special advisor was tasked with gathering information on existing DEIB programs and considering programs for additional funding. Penn State spokesperson Lisa Powers said Hamer's report, which was released in August 2023, is "important background and a strong foundation" but "not a 'to do' list."

The administration has declined calls to reverse its decision on the Center for Racial Justice. In a Dec. 2022 email to university trustees, Rachel Pell, then-interim vice president for strategic communications, said university employees expressing criticism of the president's decision or disappointment "appear to not see or be interested in listening to the full picture of what [Bendapudi] is trying to accomplish."

We note that this quote has been taken out of context.

President's DEIB Plan, Questions of Accountability

During the Nov. 2022 town hall, President Bendapudi said people were too focused on "inputs," such as the amount of money going toward DEIB projects, and cast doubt on whether formal centers like the one proposed at Penn State or launched by other universities would make a difference. "We've got to invest in the people that are already here doing the work," the president said. The president said people should hold her accountable to "outcomes" of her goals.

Penn State ignored a Spotlight PA request to speak to Bendapudi (or another university official) about her diversity plan and related financial commitments.

President Bendapudi's DEIB goals for the university include closing graduation rate gaps, diversifying faculty, providing "equitable professional development opportunities for staff," and improving the sense of belonging.

The plan provides direction for the university but so far does not have specific metrics for measuring success of those goals or forms of accountability if such goals are not met. An Oct. 17, 2023 release from the university on DEIB stated that Penn State's "goal group" on this topic identified that there is a "need for a University-wide strategy with defined goals and accountability."

Spotlight PA sent Penn State a series of questions on this topic of measurable goals and accountability for the president's DEIB vision. The questions, among others, included how the public can determine whether Penn State created "equitable professional development" or what level of student and employee diversity it was hoping to achieve through its recruitment objective. An unnamed university spokesperson responded with a link to Penn State's DEIB dashboard, which describes demographic information for students and employees. The university offered no further information.

We hope you have seen the story: "[DEIB agile teams move student support, faculty and staff hiring efforts forward](#)," which describes the tremendous progress made toward the president's DEIB goals and spells out investments in people and programs that are occurring.

Penn State spokesperson Lisa Powers told Spotlight PA via email that President Bendapudi is creating a "a broader, more inclusive DEIB vision." The changes may not be visible to everyone, Powers wrote, adding "Penn State leaders do not plan to coalesce around one area of diversity, but are focused on a broader definition of diversity that encompasses many more stakeholders and supporters." When asked for clarity on what "broader" meant, an unnamed university spokesperson said it meant investing in people with disabilities, members of religious groups, and the LGBTQ community –

The exact response was: *Broader and more inclusive across identities and at the intersection of identities. Many groups need additional investment – examples such as veterans, those with disabilities, LGBTQ population, religious groups and more.*

Of note, these are just a few. There are many other groups being served by a broader definition of diversity.

The university's current approach to diversity appears to place less emphasis on race than the previous administration. President Bendapudi's DEIB vision statement and recent university announcements do not include words like "racism" or "anti-racism," which were key parts of President Bendapudi's previous role as president of the University of Louisville. Penn State ignored a question from Spotlight PA about why such words are not being used now.

Spotlight PA asked Penn State whether a faculty oversight committee, which was floated during the Nov. 2022 town hall, or a similar body was in place to provide accountability to leadership to implement DEIB-related changes. President Bendapudi had said during the Nov. 2022 town hall that she wanted accountability from employees and students. A Penn State spokesperson responded to Spotlight PA's question with a section of a recent Penn State press release that does not mention oversight or accountability.

Again, [the Agile Service Teams](#) charged by the president to oversee various aspects of DEIB change and progress does involve a wide variety of University stakeholders.

Among the DEIB accomplishments the university provided were developing a misconduct reporting system, launching a DEIB page for hiring/training, launching a preliminary resource page for students, hiring a "gender diverse care role" for LGBTQ students and two positions in the Office of Disability Services. The university said it allocated \$2 million for DEIB for a president-controlled fund for fiscal years 2024 and 2025. Such money, in part, went to support the Center for Black Digital Research.

Among the areas that also have received funding from the President's Strategic Investment pool are the [Africana Research Center](#) and [Student Disability Resources](#) for renovation of offices in Boucke Building. Also as indicated previously, this is "new money," as discussed in the past by President Bendapudi when she indicated that a mix of new efforts and ongoing activities would receive an influx of funds. Other DEIB expenses in FY24, like the provost's budget for diverse faculty hiring and the budgets of the Office of Educational Equity and units, are not included in the \$2 million allocation.

Funding Changes in FY2023

The Center for Black Digital Research was one project Hamer listed in her DEIB report (Under Appendix M). Hamer listed 10 Penn State projects that have "immediate promise of supporting diversity, equity, inclusion, and belonging on campus."

Hamer's list combined with the list provided in President Bendapudi's Oct. 26, 2022 statement total 17 projects (when removing duplicates). They are:

"Just Transformations" Mellon Foundation Initiative (College of the Liberal Arts)
2022 Summer Institute for Equity in the Academic Experience
African Feminist Initiative (College of the Liberal Arts)
Africana Research Center (College of the Liberal Arts)
Alliance for Education, Science, Engineering & Design with Africa (College of Earth and Mineral Sciences)
Antiracist Development Institute (in Dickinson Law)
BUILD @ Penn State (in Human Resources)
Center for Black Digital Research (College of the Liberal Arts)
Center for Disability Studies (College of Education)

Center for Education and Civil Rights (College of Education)
Center on Engineering and Social Justice (College of Engineering)
Consortium for Social Movements and Education Research and Practice (College of Education / College of the Liberal Arts)
Counseling and Psychological Services
Midcareer Faculty Advancement Program
Restorative Justice Initiative (in College of Education)
Rock Ethics Institute
Student Disability Services (Acad Support Unit)

Following questions from Spotlight PA the university acknowledged that neither the Center on Engineering and Social Justice, nor the Center for Disability Studies actually exist. This leaves 15 programs.

Data Penn State submitted to the Pennsylvania Department of Education (the annual Stairs Report, specifically Volume II of the respective years) provides unit-level financial insight for six of the programs. When adjusted for inflation (to July 2023 standards), between fiscal years 2022 and 2023, Penn State:

Please make clear in your story that individual units define their budget line items and where money is used. The funds we are talking about go toward broader initiatives that are in addition to whatever the units may decide.

Cut more than \$146,500 from the Rock Ethics Institute.
Cut \$74,600 from the Center for Black Digital Research
Cut nearly \$25,000 from the Center for Education and Civil Rights
Added nearly \$73,000 to the Africana Research Center
Added more than \$22,000 to Counseling and Psychological Services
Added \$29,500 to Student Disability Services (There are additional investments being made as part of renovations to the space used by Student Disability Resources)

In total across the six programs, Penn State cut \$121,000 from the group's collective budgets.
(Again, these decreases in funding are determined within units for a variety of reasons)

Spotlight PA asked Penn State to provide comparable financial information for the other units not mentioned in the public data. Penn State declined this request.
The actual response was: Penn State does not provide budget details for these entities. Overall budget figures for colleges where centers are housed may be found here: <https://budgetandfinance.psu.edu/budget-allocations>. (as noted above, the funding of centers remains with units to determine)

Spotlight PA spoke to 10 people with knowledge of unit finances of the programs in question. Each said that Penn State's financial support was held flat (amounting to a cut when inflation is considered) or cut. The cuts, they said, required some faculty and students to do unpaid or share a salary for work Penn State previously considered and paid as full-time.

Many of the program leaders asked not be named due to fear of retaliation from university leadership, such as further budget cuts. One faculty member told Spotlight PA that Penn State's decision to cancel the Center for Racial Justice and then promise to better fund existing work came off as an attempt to pit people against one another and force people to support the president's decision in hopes of getting more money. Some program leaders did not realize Hamer's report was published or that their work was mentioned. That is unfortunate, as the work and report were well publicized and discussed during town halls in which the entire University community was invited to attend.

Faculty and students who spoke with Spotlight PA expressed concern about the university approach to DEIB and a feeling that the administration disregards employee/student input and lacks accountability.

Again, my deadline is Wednesday, Feb. 14, 2024 at 12 pm ET. Thank you.

Wyatt

On Jan 31, 2024, at 4:04 PM, Mediarelations <mediarelations@psu.edu> wrote:

The \$2 million investment in DEIB initiatives mentioned by the president during Faculty Senate comes from the President's Strategic Investments within the University budget. A \$2 million investment was allocated in FY 24, and a portion of that money has already been spent funding DEIB-related expenses that might not have otherwise occurred, such as the additional funds provided to the [Center for Black Digital Research](#), a joint effort between the College of the Liberal Arts and the University Libraries. Another \$2 million investment is planned for FY 25.

This is "new money," as discussed in the past by President Bendapudi when she indicated that a mix of new efforts and ongoing activities would receive an influx of funds. Other DEIB expenses in FY24, like the provost's budget for diverse faculty hiring and the budgets of the Office of Educational Equity and units, are not included in the \$2 million allocation.

In terms of metrics and measures, please visit <https://opair.psu.edu/deib-dashboard/>. You may want to reference this story, which provides more details: <https://opair.psu.edu/deib-dashboard/>

From: Wyatt Massey <wmassey@spotlightpa.org>
Sent: Wednesday, January 31, 2024 12:11 PM
To: Mediarelations <mediarelations@psu.edu>
Subject: Re: University financial support for DEIB (Deadline: 2/2/24)

Please see the questions below. Also please note my deadline is Feb. 2 at 4 p.m. ET.

1. During the January 2024 Faculty Senate meeting, President Bendapudi said Penn State committed \$2 million to DEIB. Could you please clarify the nature and timing of this money? Specifically, is the referenced money something that has been spent this fiscal year or is scheduled to be spent? Is it money spent in a previous fiscal year or scheduled for an upcoming fiscal year?

2. In the November 2022 town hall, President Bendapudi said people were too focused on "inputs" for DEIB work and should instead focus on outcomes. I'm wondering whether the university has clearly defined and measurable outcomes, including a timetable, for the [president's DEIB goals](#). The [recent university update](#) states that Penn State needs a "University-wide strategy with defined goals and accountability."

The following questions are based on the [president's DEIB goals](#), excluding the DEIB inventory which has already been completed:

"Establish baseline metrics and goals for campuses and units to close DEIB gaps." Could you please state what the goals are and what the specific gaps are that need to be closed? More plainly, the university wants to close the gaps to what?

"Increase recruitment of underrepresented students, faculty, and staff." Increase the recruitment to what level? So that employee demographics are comparable to a certain demographic area, such as the state of Pennsylvania?

"Close gaps in graduation rates across backgrounds and identities." Close gaps to what? Making all demographic groups the same? And if so, what is the metric the university is using to measure all groups against?

"Diversify Penn State's faculty across all ranks and tracks." Similar to above, diversify all ranks to what?

"Create robust communities of support for faculty, staff, and students of all backgrounds." How will the university community and public know whether this goal has been achieved?

"Create equitable professional development and advancement opportunities for staff at all levels." How will the university community and public know whether this goal has been achieved?

3. If the university is currently developing such measurable outcomes, when can the public expect to know them?

4. The president's goals website states these, and others, will be pursued over five years. Is the five year window the appropriate time metric for which to measure the above-stated goals?

5. The president's goal website and [related announcement](#) does not include terms like "racism" or "antiracism." I note that President Bendapudi often used these terms in her previous presidential role in Kentucky and made "antiracism" a policy / universitywide goal. Is there a reason Penn State is not using these terms?

My deadline is Friday, February 2, 2024 at 4 p.m. ET. As previously requested, if Penn State does not feel it can answer these questions by that deadline please communicate with me in advance and we can potentially extend the deadline.

Thank you.
Wyatt

On Jan 25, 2024, at 3:53 PM, Wyatt Massey <wmassey@spotlightpa.org> wrote:

Got it. During the Jan. 23 faculty senate meeting, President Bendapudi said \$2 million was committed to DEIB. Is this figure money that was spent or is expected to be spent in the current fiscal year? Or does that reflect expected spending for an upcoming fiscal year?

On Jan 25, 2024, at 11:36 AM, Mediarelations <mediarelations@psu.edu> wrote:

Answers here:

Q1) Given the president's previous comments and the special advisor's report, I'm curious what the oversight/accountability measures are for implementing President Bendapudi's DEIB plan, what the structure of this oversight looks like, and what measures are in place if goals are not achieved. Does a faculty oversight committee, such as the one mentioned during the Nov. 2022 town hall, exist?

We hope you were able to listen to President Bendapudi's remarks related to DEIB during Faculty Senate on Tuesday. In addition, in the story related to Penn State's road map – the following information can be found:

How is Penn State investing in diversity, equity, inclusion and belonging (DEIB)?

Bendapudi: We are continuing to make meaningful investments in areas that will bring greater equity for students, faculty and staff of all identities. I'm excited about recent efforts to further support LGBTQ+ and military-connected community members, which include two new employee resource groups and the hire of a gender diverse care role in Student Affairs. We're also making investments in the Office of Student Disability Resources to increase the number of staff and are renovating and relocating both the testing center and offices where students seek support. Among efforts to support students, we are strategizing to address high DFW (the percentage of students who receive a D, F or who withdraw) courses that are critical for student academic success.

To support staff diversity, Human Resources recently launched a [new DEIB resource page](#) with information on inclusive hiring practices; partnered with [Diversejobs.net](#) to automatically post all Penn State job postings to the site (without cost to units); is working on comprehensive inclusive hiring training for those serving on search committees, hiring managers, and HR staff; and will soon be implementing the ability for employees to share their pronouns and name pronunciations in Workday early this year. HR and the Office of Equal Opportunity and Access are collaborating to implement a new standardized process to provide affirmative action plan data to units during job searches. To support faculty diversity, we are establishing new procedures for all academic units to create faculty recruitment plans for tenure-line searches that address how units develop diverse candidate pools and evaluate candidates. Our decision-making must align with how we can make measurable progress in the four priority areas I've previously shared, to: close gaps in graduation rate outcomes across identity groups; increase faculty diversity; expand access to staff professional development; and improve a sense of belonging for all Penn Staters.

Q2) Penn State's previous response to my questions on this topic (Lisa Powers's 1/11/24 email, see below) says the university's current investments are "part of Penn State's strategic initiatives to support a broader, more inclusive DEIB vision." Could you please clarify what the current DEIB vision is being compared to? More plainly, when the university says "broader" and "more inclusive," I'm wondering broader than what? More inclusive than what?

Broader and more inclusive across identities and at the intersection of identities. Many groups need additional investment – examples such as veterans, those with disabilities, LGBTQ population, religious groups and more.

Q3) My reporting suggests the Center for Disability Studies (listed in Dr. Hamer's report as one of "Ten Formal Centers and Initiatives with a DEIB-core") does not exist. I am wondering if the university could confirm this?

Dr. Hamer's report relied on input from a wide variety of areas across the entire University. It came to our attention following the publication of her report, that the Center for Disability Studies was not an official center.

Q4) Similarly, I cannot find a website or other information about the Center on Engineering and Social Justice (listed in Dr. Hamer's report as one of "Ten Formal Centers and Initiatives with a DEIB-core"). Could you please direct me to where I can find more information about this current Penn State initiative?

We have learned this center is still in proposal stage within the College of Engineering.

From: Wyatt Massey <wmassey@spotlightpa.org>
Sent: Thursday, January 18, 2024 1:54 PM
To: Mediarelations <mediarelations@psu.edu>
Cc: Mediarelations <mediarelations@psu.edu>
Subject: Re: University financial support for DEIB (Deadline: 1/24/24)

Please see the four questions below:

1. Part of Dr. Hamer's charge as special advisor was to define "executive leadership accountability" (Pg. 5 of the final report). Similarly, Dr. Hamer recommended that in order for Penn State to foster a welcoming community it must "Develop a comprehensive vision that centers on equity, minimizes silos, and better coordinates duplicative efforts, identifies goals, and **outlines a plan with leadership accountability** that better utilizes financial resources and talent to elevate fairness in learning and working environments." (Pg. 20).

During President Bendapudi's November 2022 town hall discussing her DEIB plan, she said, "I want faculty involvement. I want faculty accountability. I want it to be staff and students included." However, the president would not commit to what such an oversight body would look like (number of participants, etc.).

Given the president's previous comments and the special advisor's report, I'm curious what the oversight/accountability measures are for implementing President Bendapudi's DEIB plan, what the structure of this oversight looks like, and what measures are in place if goals are not achieved. Does a faculty oversight committee, such as the one mentioned during the Nov. 2022 town hall, exist? Does it include staff and students? If it's easier to direct me to resources online that answer these questions, please do so as I have not yet found specific information to this topic.

2. Penn State's previous response to my questions on this topic (Lisa Powers's 1/11/24 email, see below) says the university's current investments are "part of Penn State's strategic initiatives to support a broader, more inclusive DEIB vision." Could you please clarify what the current DEIB vision is being compared to? More plainly, when the university says "broader" and "more inclusive," I'm wondering broader than what? More inclusive than what?

3. My reporting suggests the Center for Disability Studies (listed in Dr. Hamer's report as one of "Ten Formal Centers and Initiatives with a DEIB-core") does not exist. I am wondering if the university could confirm this?

4. Similarly, I cannot find a website or other information about the Center on Engineering and Social Justice (listed in Dr. Hamer's report as one of "Ten Formal Centers and Initiatives with a DEIB-core"). Could you please direct me to where I can find more information about this current Penn State initiative?

Please let me know if anything is unclear. My deadline is Jan. 24, 2024 at 4 p.m. ET. If the university feels it cannot meet this deadline, please let me know in advance and we can see what can be adjusted.

Thank you.

Wyatt

On Jan 11, 2024, at 3:45 PM, Powers, Lisa Marie <lmr8@psu.edu> wrote:

Wyatt

Penn State does not provide budget details for these entities. Overall budget figures for colleges where centers are housed may be found here: <https://budgetandfinance.psu.edu/budget-allocations>. One center listed in the original report from Dr. Hamer may not be active.

The October 2022 announcement you cite did mention several centers as examples of ongoing scholarly work in various DEIB areas at Penn State. That announcement also highlighted a number of other potential opportunities to explore for investment.

In the month that followed that release, President Bendapudi announced her four specific DEIB goals. Dr. Hamer's report, released about 6 months ago, is seen as important background and a strong foundation on which to build and advance the president's DEIB goals. The report is considered a first step, not a "to do" list, and has always been referenced as an effort to inventory Penn State's current DEIB activities and inform future steps.

Penn State leaders do not plan to coalesce around one area of diversity, but are focused on a broader definition of diversity that encompasses many more stakeholders and supporters. This widens the conversation and allows the growth of equity work across all identities. We are looking at under-resourced areas in the DEIB space and filling those needs.

For example, there have been investments in LGBTQ students with the hiring of a gender diverse care role; the Office of Disability Services has been increased by two full-time positions and the student disability resources testing facility is being renovated. The President's Post-Doctoral Fellowship Program is expanding; the equity-centered student resources hub that Dr. Bendapudi listed as a goal, is now in its demo phase and a [DEIB resource page](#) highlighting equity-focused hiring practices and training for staff has launched. Also, the president's goal for a new University-wide streamlined system for reporting wrongdoing, including bias reporting, has been developed across 24 campuses. These are just a few of the activities that have been moving forward in fulfillment of the president's goals.

These activities (and more) may not be the most visible investments to everyone across the university, but they are part of Penn State's strategic initiatives to support a broader, more inclusive DEIB vision.

From: Wyatt Massey <wmassey@spotlightpa.org>
Sent: Friday, January 5, 2024 2:37 PM
To: Mediarelations <mediarelations@psu.edu>
Subject: University financial support for DEIB (Deadline: 1/11/24)

Good afternoon

Good afternoon,

I'm working on a story about the university administration's financial commitments to DEIB work, roughly 15 months after the president's decision to cancel the Center for Racial Justice.

President Bendapudi, in the October 2022 statement announcing her decision, said, "I have determined that enhancing support for current efforts by people who know Penn State best will be more impactful than investing in a new venture." The university news story also stated that "the University's financial investment in existing DEIB initiatives across Penn State will be at least as much as would have been committed to the Center for Racial Justice over the next five years."

That October 2022 news release mentioned several programs/initiatives that could see greater investment. (see list below)

Dr. Jennifer Hamer's DEIB report also included a list of 10 formal centers/initiatives with a core DEIB. (see list below)

This being the case, I would like to speak with President Bendapudi or another university representative who can speak in depth about the university's financial investment in DEIB work. I am also curious for a formal timeline for implementing recommendations from Dr. Hamer's DEIB report.

I've gathered some budget information on the programs below from Penn State's submissions to the Pennsylvania Department of Education (Volume II of the annual Stairs Report). However, not all the programs highlighted in the October 2022 release, or in Dr. Hamer's report has a specific line item in these budget documents. That being the case, I'm requesting the university provide the actual expenditures for each of the units below for fiscal years 2023, 2022, and 2021.

If the university would like to highlight other financial commitments related to this topic, please let me know. I would request that any such figures would include historical spending on the unit/project for fiscal years 2023, 2022, and 2021, for the sake of comparison.

Units Highlighted in October 2022 Announcement

- Africana Research Center (Liberal Arts College)
- Midcareer Faculty Advancement Program
- Restorative Justice Initiative (in College of Education)
- Antiracist Development Institute (in Dickinson Law)
- 2022 Summer Institute for Equity in the Academic Experience
- Student Disability Services
- Counseling and Psychological Services
- BUILD @ Penn State (in Human Resources)
- Center for Education and Civil Rights (College of Education)
- Rock Ethics Institute

10 Formal Centers / Initiatives highlighted in Dr. Hamer's report (Page 106)

- African Feminist Initiative (College of the Liberal Arts)
- Africana Research Center (College of the Liberal Arts)
- Alliance for Education, Science, Engineering & Design with Africa (AESEDA) (College of Earth and Mineral Sciences)
- Center for Black Digital Research (College of the Liberal Arts)
- Center for Disability Studies (College of Education)
- Center for Education and Civil Rights (College of Education)
- Center on Engineering and Social Justice (College of Engineering)
- Consortium for Social Movements and Education Research and Practice (College of Education / College of the Liberal Arts)
- "Just Transformations" Mellon Foundation Initiative (College of the Liberal Arts)
- Restorative Justice Initiative (College of Education)

Please let me know if anything is unclear. My deadline is Jan. 11, 2024 at 4 p.m. ET. If the university feels it cannot meet this deadline, please let me know in advance and we can see what can be adjusted. If the university would like to schedule a formal interview after this deadline, that would be fine, but please correspond with me about scheduling it before the Jan. 11, 2024 deadline.

Thank you.
Wyatt

