DIVERSITY, EQUITY, & INCLUSION TRANSPARENCY REPORT

FOR THON™ 2024

THON™

THON is committed to **improving the culture of our organization** and **removing inherently discriminatory practices** through education, outreach, and structural changes. We aim to create a **more diverse and inclusive environment with equitable opportunity** for every Penn State student and community member.

THON Weekend 2024

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The following report outlines the steps that THON™ took in 2024 to improve upon our Diversity, Equity, and Inclusion efforts. Diversity, Equity, and Includion are essential to increating a welcoming community for all volunteers, supporters, and families. We recognize that our efforts are not perfect. We are not experts in DEI, but we are actively taking actionable steps to transform our organization. To see how our efforts continue to expand, please visit the THON 2025 Action Plan when published in Summer of 2024.

The **THON 2024 Action Plan** outlined goals and actionable items to imporve DEI efforts within the THON Community. It was presented to all directors, captains, and committee members.

The THON 2024 Action Plan can be found HERE. A new version will be released each summer with an updated outline of goals and versions.

DIVERSITY: All the ways in which people differ, including but not limited to race, gender, age, national origin, self-identification, religion, ability, sexual orientation, socioeconomic status, education, and language.

EQUITY: The practice of acknowledging barriers and providing resources intended to overcome biases and imbalances, with specific recognition that not all people require the same accommodations.

INCLUSION: The creation of environments in which all people can be involved, valued, and respected.

ACCESSIBILITY:

Ensure that THON is accessible to all in the community.

◊ THON Leadership worked to improve the level of accessibility and inclusivity for THON Volunteers and supporters related to facilities, language barriers, sensory experiences, and available accommodations. THON Leadership leveraged expertise from various offices at Penn State such as the Student Disability Resources Office.

◊ Accessibility at various events was increased, including expanding promotional materials and accommodation requests including increased captioning and ADA support.

ACCOUNTABILITY:

Hold THON's Leadership accountable for DEI initiatives.

◊ **Diversity, Equity, and Inclusion Focus Group**

  ◊ This focus group consisted of the four DEI Captains on Communications. The DEI Lead, DEI Projects Coordinator, DEI Programs Coordinator, and the New and Multicultural Org Liaison, as well as the Communications Director and the Executive Director

◊ **DEI Projects**

  ◊ The **Diversity, Equity, and Inclusion Projects Focus Group** was a focus group that is new to THON for THON 2024. Captains from each committee who were working on DEI related tasks met bi-weekly to discuss various projects and actionable items to implement within their captain committees. These meetings were open discussions to further DEI initiatives and create change in the THON Community.

◊ **DEI Programs**

  ◊ The **Diversity, Equity, and Inclusion Programs Focus Group** was a focus group that is *new to THON for THON 2024*. Its purpose was to implement programs across all THON committees that provided resources to Captains and Committee Members to improve awareness and knowledge about diversity, equity, and inclusion.

◊ **Code of Conduct**

  ◊ All Volunteers signed the THON 2024 Code of Conduct. This document outlined the expectations for all THON Volunteers.

◊ **DEI Feedback Form**

  ◊ The THON 2024 DEI Team created a feedback form to gather input and feedback from Captains regarding the DEI efforts within THON.

APPLICATIONS & INTERVIEWS:
Utilize volunteer applications and interviews to continue THON's DEI initiatives.

◊ New committee member applications were **name-blind** to captains during the application review period.

◊ All THON Volunteers were asked a **DEI-related question** during their interviews.

◊ Interviews were conducted in casual attire to reduce the burden related to clothing of an interview.

◊ An **Accommodation Form** was added to the Committee Member Application so that applicants could request necessary accommodations while they carried out their positions.

◊ These requests were viewed by only the Communications Director and Executive Director and did not impact the application.

COMMUNITY RELATIONS:
Build and strengthen relationships between THON and the community, with the understanding that THON has a significant impact on the Penn State Community at large.

◊ DEI Leadership **met with faculty from centers within the University** throughout the year to receive input and feedback on THON's initiatives throughout the year. Some of these centers include Student Disability Resources Office, the Center for Sexual and Gender Diversity, and the Paul Robeson Cultural Center.

◊ DEI Leadership **met with other student leaders** to discuss diversity, equity, and inclusion across the Penn State Community. These were organized by groups such as UPUA and SPA.

DEI FOCUSED POSITIONS:

◊ There were four DEI specific captain positions: **DEI Lead**, **DEI Programs Coordinator**, **DEI Projects Coordinator,** and **New & Multicultural Organizations Liaison**.

◊ Each Director and DEI representatives met with THON DEI Leadership to discuss the potential addition of DEI positions to each committee in THON 2024.

◊ Each CM committee had a designated **DEI CM** that attended trainings and led monthly conversations.

EQUITY PROGRAMMING:
Reduce implicit and explicit bias among THON Volunteers.

◊ The DEI Team created programming that was **reviewed regularly by all THON Committee Volunteers.**

◊ The purpose of all these DEI-focused discussions was to **further awareness and knowledge about various DEI topics**, in order to **grow as THON Committee Volunteers and people**, and **best interact with each other and the community**. Each program covered a DEI topic and included a

resource(s) or activity followed by discussion questions.

◊ **Establishing Equity Through Conversation (EETC)** discussions were biweekly discussions had by Communications Captains.

◊ Captain Discussions were **biweekly discussions** had by all THON Captains within their respective committee meetings.

◊ Committee Member Discussions were **monthly discussions** had by all THON Committee Members within their respective committee meetings.

ORGANIZATION RELATIONS:

Provide additional support for cultural, new, and/or smaller organizations by promoting inter-organization collaboration and developing additional resources.

◊ *New to THON 2024*, a liaison was dedicated solely to THON's new and multicultural organizations.

◊ The **New Organization Mentorship Program** helped foster relationships between large and small/new organizations. This acted as an additional resource and guide for new THON organizations.

◊ Throughout the year, new and multicultural organizations were given unique opportunities to grow their THON efforts through incentives and programs.

FINANCIAL SUPPORT:

Minimize barriers to entry by providing financial support for THON Volunteers who need funding to participate.

◊ THON set and actively worked to uphold the goal for finances to not be a barrier preventing dedicated individuals from volunteering.

◊ The costs associated with being a THON Volunteer were shared at initial meetings, and potentially incurred costs were presented to both captains and committee members.

◊ The application for financial assistance was shared frequently with volunteers and could be accessed online, through internal communication platforms, or by speaking with a captain/director.

◊ The Supply Logistics Committee provided volunteers with the ability to request supplies necessary to carry out the duties of their position. These supplies are provided at no additional cost to volunteers. If the requested supply is not readily available, volunteers were offered an alternative item.

◊ Necessary items not available to the committee were purchased using the **Gift Card Initiative** to lessen the financial burden on volunteers.

RECRUITMENT:

Provide all community members with the opportunity to further their involvement in THON.

◊ The Diversity, Equity, and Inclusion Lead was a member of the Recruitment Focus Group, which coordinates all recruitment planning for Committee Volunteers.
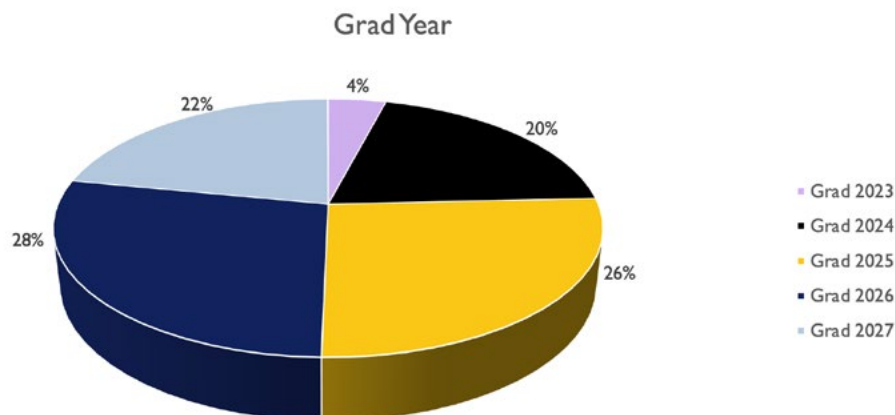
REPORTING:

Ensure that reporting processes are effective and accessible to those in the THON Community, with information and concerns viewed by the appropriate people.

◊ The **process for submitting a report** was made clear to all volunteers. Reports could be submitted in an online anonymous reporting form or any form of contact with a THON Captain or Director.

◊ **All reports were viewed within 3 academic days** by the THON Communications Director and THON Executive Director. In cases where possible, follow-up conversations were had.

◊ THON Weekend Reporting was expanded to have **three different ways for spectators to report incidents of bias or hate**. These included:

   ◊ **Anonymous Reporting** via link.thon.org/report.

   ◊ **Text Reporting** by texting "Report" to 762-ASK-THON.

   ◊ **In-Person Reporting** which was facilitated by Communications Captains at the Gate A and C Info Booths.
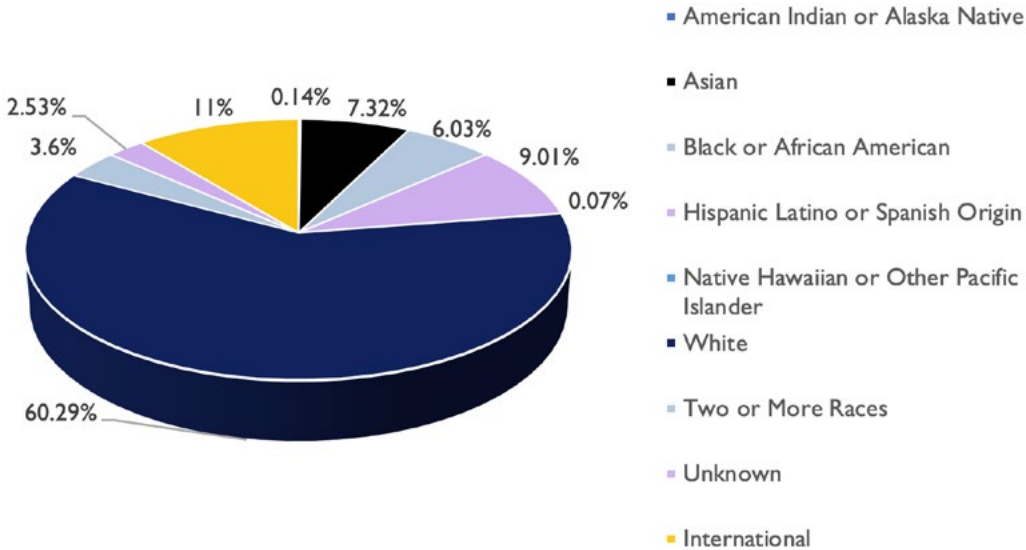
TRANSPARENCY:

This Transparency Report was published with information on what DEI Progress has occurred in our organization across the past year.
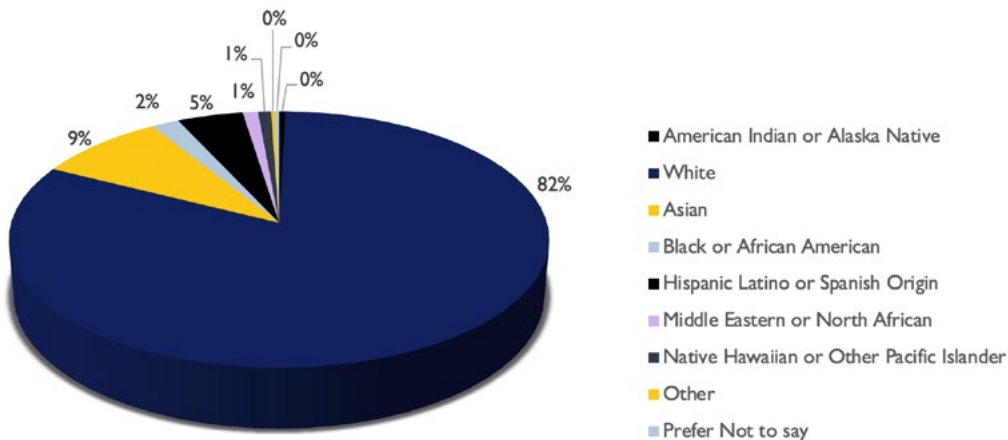
◊ Demographic statistics were collected from volunteers on a voluntary basis. Individual stats were not viewable by captains or directors. The stats of those who chose to disclose can be found on the following page.

Grad Year

- Grad 2023
- Grad 2024
- Grad 2025
- Grad 2026
- Grad 2027

Penn State Race/Ethnicity Undergraduate Demographics

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic Latino or Spanish Origin
- Native Hawaiian or Other Pacific Islander
- White
- Two or More Races
- Unknown
- International

2.53% 3.6% 11% 0.14% 7.32% 6.03% 9.01% 0.07% 60.29%

Race/Ethnicity

- American Indian or Alaska Native
- White
- Asian
- Black or African American
- Hispanic Latino or Spanish Origin
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- Other
- Prefer Not to say

0% 0% 1% 1% 0% 2% 5% 9% 82%

Gender

- Male
- Female
- Other

1.6% 29.7% 68.7%