

THON™ 2023 Diversity, Equity and Inclusion Transparency Report

Mission

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.

Introduction

The following report outlines the steps that THON took in 2023 to improve upon our Diversity, Equity, and Inclusion efforts. Diversity, Equity, and Inclusion are essential to creating 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 2024 Action Plan when published in Summer of 2023.

THON 2023 Actions

THON Action Plan:

- The THON 2023 Action Plan outlined goals and actionable items to improve equity within the THON Community. It was presented to all directors, captains, and committee members.
- The THON 2023 Action Plan can be found [here](#). A new version will be released each summer with an updated outline of goals and visions.

Accessibility:

- THON Leadership leveraged expertise from the Penn State Student Disability Resources Office to assess the level of accessibility for THON Volunteers and supporters related to facilities, language barriers, sensory experiences, and available accommodations.
- Special Events Captains met with THON's DEI Leaders and Penn State Student Disability Resources Office to increase accessibility of events such as the THON 5K and Family Carnival. This included expanding promotional materials and including information on accommodation requests.

- Any meeting held virtually had closed captioning available.
- Dancer registration materials were reviewed by THON Leadership, ensuring all necessary information is gathered in an accurate and sensitive manner.
 - There was an addition of a gender-neutral bathroom and dancer storage added for dancers who indicated on their registration materials.
- Clear and timely communication by the Entertainment Committee in the BJC for those who are light or sound sensitive.
- Those who indicated their pronouns in THINK had pronouns included on their THON Weekend name badges.

Accountability:

- The Diversity, Equity, and Inclusion Focus Group was made up of captains from each committee. This group has a project-based approach, with leadership creating change within their captain committees and met bi-weekly to discuss actionable items in the THON Community.
- For THON 2023, the Code of Conduct was rewritten, with the goal of effectively protecting volunteers and reframing expectations. All THON Volunteers were required to sign the Code of Conduct and will be held to outlined expectations.
- Individuals or groups could submit feedback at any time through the anonymous feedback or reporting form.
- Committee Member meetings were capped at two hours each week. If a captain violated this expectation, committee members could report this using a virtual form.

Applications and Interviews:

- 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.
- There was no business-dress requirement for interviews.
- THON DEI Leadership met with the Adopt-a-Family Lead and the Family Relations Director to review and edit the AAF application for organizations.

Community Relations:

- THON Leadership met with interested student leaders from other Penn State organizations and discussed how to amplify their voice and foster relationships with mutual benefit.
- THON Leadership continued to develop mutually beneficial relationships with resource centers at University Park.

DEI Focused Positions:

- There were three DEI specific captain positions: DEI Programs Coordinator, Volunteer Development Liaison, and University Relations 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 DEI CM that attended trainings and led monthly conversations

Equity Programming:

- THON Captains had bi-weekly educational conversations within their committees. Topics included the importance of diversity, equity, and inclusion, the impact of bias, and accessibility.
- Committee Members had monthly educational conversations within their committees led by their DEI CM. These topics included the importance of DEI, inequity in healthcare, mental health, and bias.
 - There were four trainings total. One training was led by a CSGD representative and the rest led by DEI Leaders created in collaboration with campus centers.
- Committee-specific programming was developed for some committees.

Organization Relations:

- Increased support was given to new/small and cultural organizations by their respective liaisons.
- Large and small/new organizations fostered relationships through the Organization Shadowing Program.
- Incentives not based on financial contributions were given to smaller organizations.

Financial Support:

- The costs of being a THON Volunteer were upfront and transparent for both captains and committee members. Financial transparency documents were created and sent out.
- The application for financial assistance was shared frequently with volunteers and could be accessed online or by speaking with a captain/director.
- The Supply Logistics Committee continued a project to collect old clothes/ common objects from THON Weekend to resell at a minimal cost.

Recruitment:

- A post-THON Weekend roundtable for Diversity, Equity, and Inclusion Committee Members was held, allowing them to ask questions about being a THON Captain.
- Recruitment materials were reviewed by members of DEI Leadership, ensuring there was appropriate representation of THON Volunteers without tokenizing underrepresented groups.

Reporting:

- THON Leadership on the Communications and Event Safety Committees reviewed and improved the In-Person THON Event Bias Response Plan.
 - These changes were clearly communicated to the THON Community via developed resources.
- The process for submitting a report was made clear to all volunteers. Reports could be submitted in an online reporting form or any form of contact with a THON Captain or Director.
 - Reporters had the option to remain anonymous
- 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.

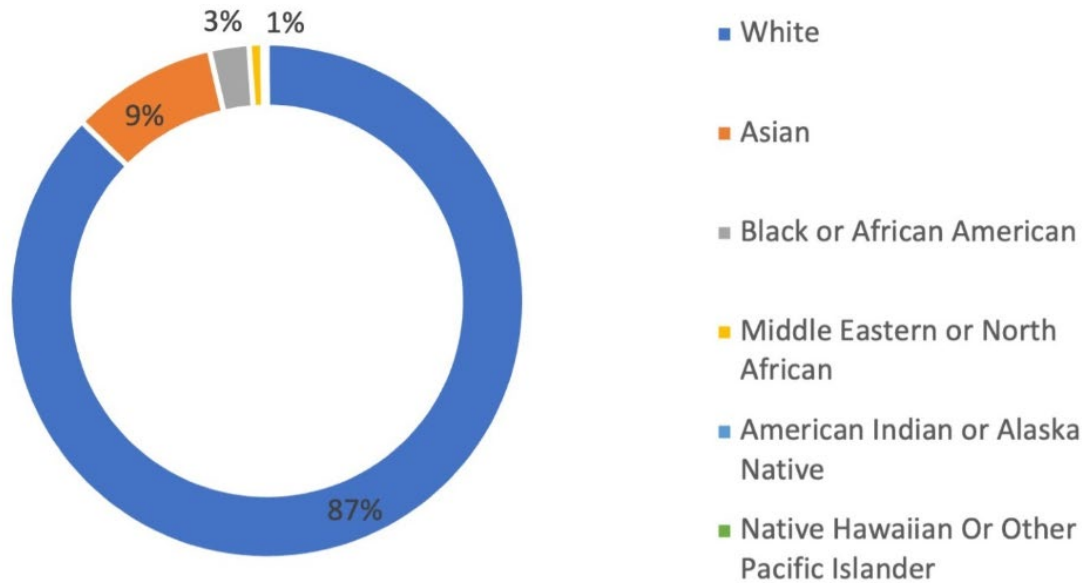
Transparency:

- This Transparency Report was published with information on what DEI Progress has occurred and the demographic information of our volunteers.
 - 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.
 - * Note: The percentages provided may be skewed based on the number of voluntary participants.

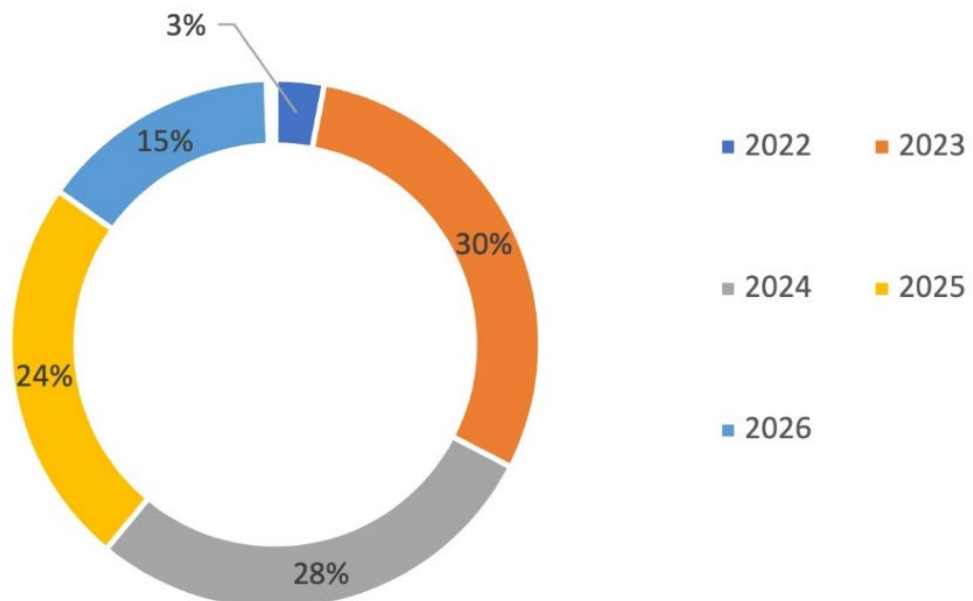
THON Volunteer Demographics

*Note: The percentages provided only include the information of volunteers who disclosed on THINK. All Penn State demographics can be found on <https://opair.psu.edu/deib-dashboard/>. For our intent and purposes, only Undergraduate Enrollment was included in the following graphs.

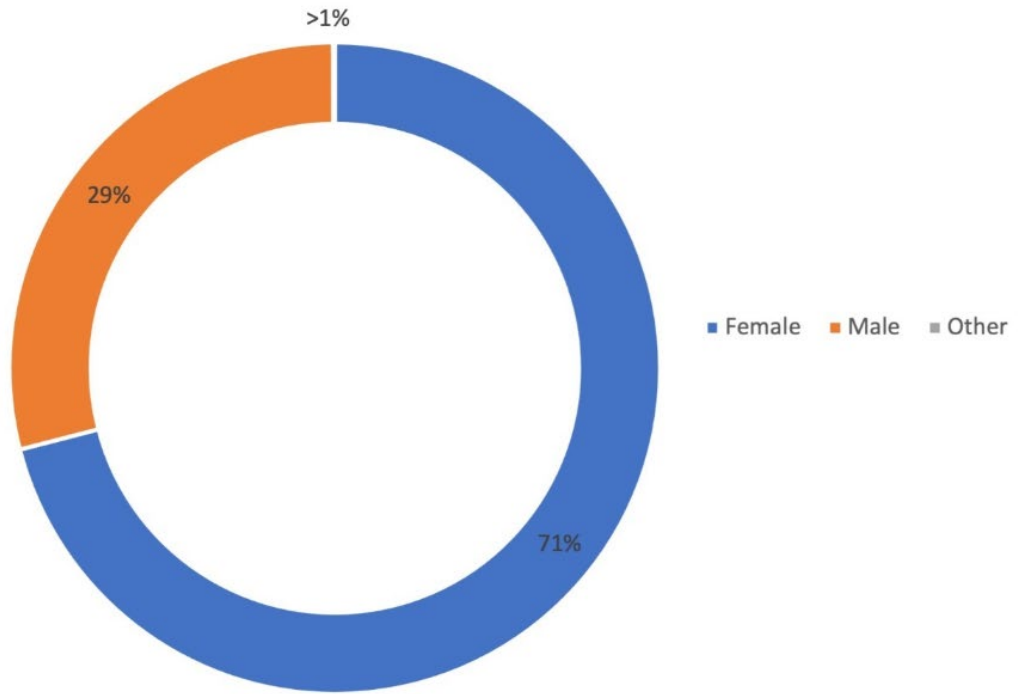
THON Race, Ethnicity, Origin Demographics



THON Academic Year Demographics



Gender Identity of THON Volunteers



Race/Ethnicity Demographics Penn State Undergraduate (All Campuses)

