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# **Division of Diversity, Equity and Inclusion Annual Report**

**July 16, 2018**

## Executive Summary:

The Division of Diversity, Equity and Inclusion (DEI) continues to grow and establish its presence at Kent State University. Completing our eighth year since inception, we are proud of the university-wide accomplishments our small division is able to achieve. These range from direct impact on student retention to leadership for university-level initiatives and contributing to fundraising priorities. The below provide a high-level summary of our top ten accomplishments for AY 17-18.

* 1. *Accomplishment 1:* Improved outcomes and services provided to students, faculty, and staff that result from increased collaboration between DEI Engagement units: LGBTQ Student Center; Office for Sexual and Relationship Violence Support Services (SRVSS); Student Multicultural Center (SMC); and Women’s Center. This has resulted in being able to strategically serve students, faculty, staff and the external community. It has also led to increased effectiveness in resources and programming. Finally, there are measurable outcomes tied directly to the ULI’s and increased collective impact for the services provided:
		1. Quantitative indicators:
			1. Lavender Graduation increased by 38% to 292 participants; Karamu Ya Wahitimu/Celebración de los Graduados had its largest fall participation (122) and spring participation (285).
			2. 267 students of color participated in Kupita/Transiciones (K/T), of which 250 participated in the K/T mentoring program, leading to a retention rate of 93% (per fall course registration numbers for fall 2018).
			3. The Women’s Center pantry had 250 visits this past year and received 3500 pounds of food donations; mammograms were further provided to 180 faculty and staff members. Day for Girls was a new event in collaboration with the School of Fashion and drew over 100 volunteers, leading to over 200 volunteer hours.
			4. Think About It was successfully launched in partnership with Title IX and Student Affairs with a 70% response rate for Kent Campus first year students and a 62% response rate university wide.
			5. Green Dot reached over 2000 students this past year through overview talks, with an additional 200 participating in the bystander skills workshop. 100 faculty and staff participated in the overview talks.
			6. During AY 15-16, there were more than 1500 student visits to the SMC; after the AY 16-17 renovations, there were more than 4500 visits. This past year, this continued to grow to 5600 visits.
			7. The LGBTQ Student Center registered over 5700 contacts this past year, of which 2134 were unduplicated. The Center also awarded over $10,000 in emergency funds to students in need.
			8. The Williamson House, home to SRVSS, the Women’s Center and Diversity and Inclusion Leadership, had over 2100 signed visitors (this does not include numbers for programming).
	2. *Accomplishment 2:* The opening of dedicated space for the LGBTQ Student Center. With nearly 100 attendees, the Center grew from 130 square feet to 1700 square feet. This has also allowed for increased programming to serve a growing population and external support from alumni (to be discussed below).
	3. *Accomplishment 3:* The continued growth of the DEI Education and Training Lab and addition of the Intercultural Development Inventory (IDI) tool. This has yielded the following:
		1. Since November 2017, 121 IDI surveys (this number continues to grow during summer) were administered. Of which, 79 were completed and 55 chose to do the 30 minutes debrief. Four other areas elected to have their staff or faculty complete the IDI, leading to an additional 51 completed surveys and 35 debriefs.
		2. Nearly 800 faculty, students, staff and community members have participated in cultural competency or microaggressions trainings or workshops.
		3. Facilitation of diversity sessions for FYE courses totaled over 350 first-year student participants.
		4. Worked to build the external training arm of the Lab, providing services to over 650 community participants through 8 organizations such as FirstEnergy, Leadership Akron, Cleveland YWCA, Stow Munroe Falls Library and League of Women Voters.
	4. *Accomplishment 4:* Student Support: The Division has worked in partnership with other areas to continue to support the financial needs of students and raise needed resources to continue this support. This has led to:
		1. Over $13,000 in scholarships awarded to students to assist in the resolution of non-academic issues.
		2. $53,588 in funds were generated from the 14 DEI fundraising accounts.
	5. *Accomplishment 5:* Co-leadership for several ULI efforts (discussed further in the ULI section) that include the Great Place Initiative; Strengthening Diversity and Cultural Competency; and Students First retention efforts. This includes top-level DEI leadership serving in a co-leadership role for Great Place, DEEDS and Cultural Competency efforts as well as twelve DEI staff members serving on or leading various ULI committees.
	6. *Accomplishment 6:* Continued focus on recruiting and retaining faculty and staff of color. This has resulted in:
		1. Over 100 faculty and staff were in attendance at the Fall Diversity Workshop.
		2. Establishment of a faculty peer-mentoring program with an IRB-approved research component. Over 30 diverse faculty participate regularly.
		3. Significant research conducted and shared by the DEI Faculty Associates that includes:
			1. Trauma-informed survivor workshops led by Linda Hoeptner-Poling, using art to support survivor healing from sexual trauma.
			2. Diversifying Speech Pathology as a field and increased research and support to the Kent State autistic population led by Lisa Audet.
			3. Research on brain health connected to issues of bandwidth and its effect on student success and retention led by Tina Bhargava.
			4. Faculty mentoring and peer-support research led by Josephina Grau.
			5. Policy development and research on issues impacting the Trans community led by Dianne Kerr.
		4. Co-led the newly formed Kent State Women’s Collaborative that included a fall breakfast with over 50 attendees and a Spring Forum with over 60 attendees.
		5. Establishment of partnerships with Minority-Serving Institutions that has brought 4 undergraduate students to conduct research with the SURE program; faculty partnerships to submit grant proposals; and visits with MSI campuses to build a pipeline to Kent State.
	7. *Accomplishment 7:* The University Diversity Action Council, a 100+ university team of faculty, staff and students, were organized into ULI areas this past year. Their work is included in the ULI section.
	8. *Accomplishment 8:* DEI continues to actively seek out grants and other resources to supplement and expand our work. This had included:
		1. The successful renewal of our three federally-funded Upward Bound grants, totaling over one million dollars annually.
		2. The reception of state and federal grants to support the work of sexual assault awareness, support and prevention. The VOCA grant brought in over $135,000 to Kent State this past year; VAWA brought in an additional $86,000; and the ODHE grant brought in over $14,000.
		3. Support from the Akron Community Foundation for the LGBTQ QUEST Mentorship Program for $4,000.
	9. *Accomplishment 9:* Strategic partnerships with other units to enhance and extend the work of diversity and inclusion. Specifically:
		1. Increased collaboration with Student Affairs to ensure student-related climate issues are jointly addressed.This has resulted in the formation of the Climate Advisory Network led by the Associate VP in DEI and Dean of Students in SA and the smaller Climate Response Team. This has also yielded an increase in the number of University Stewards on the Kent Campus and growth of the Stewards effort to regional campuses. There are 66 total University Stewards, 21 regional campus Stewards and 45 Kent Campus Stewards.
		2. Increased partnerships with Finance and Administration, Information Services, and Student Affairs to lead university efforts on Shared Services; policy work to develop more inclusive HR health plans and services; continue growth of Kent State’s Supplier Diversity efforts; and joint training efforts with HR and the DEI Education and Training Lab.
		3. Partnerships with Academic Affairs. DEI’s work with Academic Affairs focuses on the continued retention of faculty of color and support of broad-based academic diversity efforts, particularly in tandem with Associate Provost Munro-Stasiuk. This includes collaborating on large federal research grants such as the Northern Ohio Alliance for Graduate Education and the Professoriate (NOA-AGEP).
	10. *Accomplishment 10:*President’s Ambassador:Judge Carla D. Moore was selected as the 2017/18 President’s Ambassador. Judge Moore immediately started engaging in several Kent State initiatives:
		1. Served as a Discussion Facilitator for Sister Circle (SMC). Sister Circle is an initiative that aims to establish a strong support for women of color that focuses on social, cultural, personal and professional development.
		2. Gave the closing remarks at the Martin Luther King Jr. Annual Commemoration Program, a university celebration of the work and legacy of Dr. Martin Luther King. The celebration also recognizes the diversity efforts of an individual and a campus unit by awarding the annual Diversity Trailblazer Award and the Unity Award for Diversity. The speaker for this year’s celebration was Bertice Berry, Ph.D.
		3. Lectured as a guest for Professor Chris Banks’ Political Science class. Professor Chris Banks teaches Constitutional Law: Government Powers. Judge Moore, dressed in official robe and gavel, lectured the class on judicial processes used in several of her actual court cases.
		4. Served as the Keynote Speaker for the first Regional Campus Women’s Leadership Luncheon held at the Trumbull campus in April 2018. Attendees included both staff, faculty and students from all campuses.
		5. Judge Moore will be the Summer Commencement Speaker for Summer 2018 graduates.

## Key Achievements:

* 1. Students First
	2. A Distinctive Kent State
	3. Global Competiveness
	4. Regional Impact
	5. Organizational Stewardship

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| **Key Achievements:** | *Please provide an overview of your office/department’s key accomplishments and contributions to the Strategic Roadmap priorities during 2017-18. This section should include succinct bulleted accomplishments with brief descriptions of how each contributed to the priorities below. Please focus on metrics and quantitative contributions towards university goals and direction.*  |
| *Students First* | * Grew K/T participation to 300 and added K/T mentor components; data demonstrates increased retention and persistence for students leading to graduation (1.2)
* Grew Karamu participation to highest number in the history of Karamu for both fall and spring ceremonies (1.2)
* Retention efforts: Co-led continued development and implementation of the DEEDS Strategy; increased retention programming that targets students of color, including “Where Do Black Women Go” series, serving over 135 students of color; launching of the *Lazos* mentoring program for Latinx/Hispanic students and growing the Hispanic Leadership Council; growth of the Male Empowerment Network and Sister Circle; growth of the QUEST and Women’s Center mentoring programs; continued success of the Academic STARS students including a 100% persistence rate for the class of 2017. We believe these efforts have contributed to the overall increase in URS retention (+1.9% as of 7/16/2018) (1.1, 1.2, 1.4)
* Autism Advocates effort has grown and supported students with Autism Spectrum Disorder (ASD) (1.1, 1.4)
* Increased DEI Education and Lab offerings and reach (nearly 3,000 participants since 2016) (1.4)
* Launched Intercultural Development Inventory pilot with Kent State new hires (1.4)
* Hired a full-time trainer and project manager (1.4)
* Launched the Diversity Education and Training Alliance (1.4)
* Safe Space Ally Training expanded to include Trans 101 curriculum, which is a Beyond Compliance training with the HR system. 19 trainings were provided, training 364 individuals (1.4)
* The *Students First* UDAC team established a Game of Life Toolkit for regional campuses and developed a digital diversity resource tool. This tool is accessible via Blackboard to students, staff, and faculty with a focus on student needs (1.4)
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| *A Distinctive Kent State*  | * *A Distinctive Kent State* UDAC team developed a high school-based, SURE-focused effort for Upward Bound students. Six students participated in research this summer (2.1)
* The UDAC team also developed a marketing plan for Kent State’s Employee Resource Groups (ERGs) and strategies to further institutionalize and expand ERGs (2.3)
* Great Place Initiative: Established work group, infrastructure, project management, research and data to drive actions.
* Developed website, communication tools and feedback mechanisms (2.3)
* Established Climate Response and Advisory Team linked to University Stewards to manage and respond to climate issues on campus
* Developed several staff policies and initiatives, such as Staff Council, Flexible Work, Bullying and Volunteer
* Faculty Mentoring Award created
* Individualized climate study reports created for all Colleges, Divisions and Regional Campuses (in process)
* Climate sessions provided to several faculty, staff and regional campuses
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| *Global Competitiveness* | * Adopted the internationally renowned Intercultural Development Inventory as a key measure for intercultural competence and growth among different cultures
* The *Global Competiveness* UDAC team focused on implementing the Intercultural Development Inventory and bringing the ACIREMA simulation back to Kent State (3.2)
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| *Regional Impact* | * Over 680 elementary through high school students from 14 area school districts participated in specialized pipeline programming and visits to Kent State (4.1)
* The *Regional Impact* UDAC team focused efforts to create a database of outreach efforts across the entire university system and ways to communicate the efforts throughout the campuses (4.1, 4.2)
* Kent State’s federal Upward Bound Programs have served surrounding communities since 1971, promoting college access for first generation/low income students. Over 200 students are served in the following areas: Warren; Akron Buchtel; Barberton; Canton; Lorain; Ravenna; and Windham (4.1)
* The Game Change LGBTQ Conference was held at Kent State for the second year. This year, 100 high school students and teachers were brought to the University to participate in the conference and to be exposed to Kent State University (4.1, 4.3)
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| *Organizational Stewardship* | * Kent State Stands Up: In collaboration with Title IX and using IdeaBase, the final details are being completed for a university-wide campaign to promote shared respect and responsibility around power-based personal violence (5.1)
* 92 students impacted by power-based personal violence received direct support through the SRVSS Office, leading to over 125 direct contact hours to ensure student wellness and advocacy (5.1)
* An LGBTQ+ Alumni Chapter was established in 2018. This is the first LGBTQ+ alumni chapter for Kent State University. An executive board, comprised of 7 members, and bylaws have been created and have been formally recognized by Alumni Relations, as of 4/24/18 (5.2)
* Growth of the LGBTQ Emergency Fund. Due to the marketing efforts in November 2017 with Giving Tuesday, the LGBTQ Emergency Fund grew from $3k to $14K, a 367% growth (5.2)
* DEI raised over $53,000 this past year (5.2)
* The *Organizational Stewardship* UDAC team supported the ULI Team Two Healthy Campus efforts, specifically the Brain Health Summit and conference on Sleep and Wellness Summit. The team further recruited staff for First Aid training and supported several DEI areas in receiving successful Seeds of Wellness grants (5.1)
	+ The team also worked closely with the Alumni Association to build or strengthen alumni chapters for: LGBTQ population; Black/African American alum; Latinx/Hispanic alum; Adult and Veteran alum; and women alum (5.2)
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## Divisional Points of Pride:

* 1. The Kent State Campus Pride Index increased to 4.5 out of 5 possible stars. This national organization assesses college environments for LGBTQ students. Kent State improved its score from 4 stars last year in large part due to the preferred name policy and opening of dedicated space for the LGBTQ Student Center.
	2. For a fifth year, Kent State was named the INSIGHT *into Diversity* Higher Education Excellence in Diversity (HEED) award. This national award recognizes an institution’s level of achievement and commitment to diversity and inclusion.
	3. Kent State was also named by INSIGHT *into Diversity* as a Diversity Champion for AY 17-18. A limited number of institutions are selected to acknowledge visionary leadership that sets the standard for diversity and inclusion work in higher education.
	4. The Greater Cleveland Partnership through the Commission on Economic Inclusion recognized Kent State for its efforts in Supplier Diversity.
	5. The Autism Advocates program and the Autism Initiative for Research, Education and Outreach led to Kent State being ranked No. 5 in the “Top 20 Best Online Colleges for Students With Autism” and No. 20 in the “20 Best Value Colleges for Student With Autism 2017-2018.” This recognition is given by College Choice.
	6. Faculty and staff presented Kent State’s efforts for the Great Place Initiative and DEEDS at two highly recognized national conferences, the National Association of Diversity Officers in Higher Education (NADOHE) and the National Council on Race & Ethnicity (NCORE).

## Tentative Division 2018-19 Goals:

* 1. Equity Scorecard implementation: In 2010, DEI successfully led the university through a data-driven process to measure outcomes related to retention, graduation and success for faculty, staff and students of color. This effort concluded in 2017. We believe the timing is right to move to the next phase, an Equity Scorecard, with broader categories that align the Great Place Initiative and other ULI goals.
	2. Increase data and assessment for each DEI area and outcomes that impact university goals: Each area of DEI is being trained on the new accreditation system to identify clear data indicators with Institutional Research, tracking the impact of our work, specifically as it relates to student success.
	3. External growth of the DEI Education and Training Lab: There continues to be interest from external groups for the work of our Lab, without any formal marketing. We are working this year to develop a clear strategy to move the Lab into a revenue-generating model.
	4. Continued leadership for ULI work: The work with ULI 1.4 is well underway with targeted goals to align diversity training efforts system-wide. The Great Place Initiative has a robust agenda developed for next year that will build on the work of this past year. DEEDS, K/T to Karamu and other retention work will continue.
	5. Reconfiguration of the Diversity Advisory Board: The Diversity Advisory Board has served an instrumental role in developing the Persistence Award and fundraising to endow this scholarship.
	6. Continue strengthening our internal processes and infrastructure.
	7. Continue fundraising goal efforts throughout the division.
	8. Re-launch the Listening Project to increase civil engagement and meaningful dialogue across difference: Launched originally in 2014, this program yielded significant outcomes tied to developing community, relationships across difference and improved climate. We believe the timing is appropriate to launch this initiative with a target on both students and faculty/staff.
	9. Improved coordination for sexual assault response, prevention and services between Student Affairs, Human Resources and DEI.
	10. Continue to strengthen the role of DEI engagement areas in retention and climate work.
	11. Continue the President’s Ambassador program.
	12. Review and assess the Provost Faculty Associates in DEI to create better options for longevity of this very successful program initiative within the division.