



2018-2019
Ohio University
Diversity & Inclusion
Annual Report



OHIO
UNIVERSITY

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A message from Ohio University's Vice President for Diversity & Inclusion, Dr. Gigi Secuban

It is my pleasure to present the Division of Diversity and Inclusion's FY18-19 annual report, which highlights the four Centers/Office that fall under its purview: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center; Multicultural Center; Office of Multicultural Student Access and Retention (OMSAR), and Women's Center, as well as an overview of University-wide efforts towards Diversity and Inclusion at Ohio University. This overview highlights the collective work that is being done throughout OHIO's academic colleges and planning units.

Diversity and inclusion is OHIO's number one priority, and since my June 2018 arrival, our division has seen tremendous growth. One of my first achievements at OHIO was elevating the Office for Diversity and Inclusion to a Division for consistency with other cabinet-level subject matter areas within the institution. We have made investments in staff and resources to augment the important work that we are achieving within our campus community. We are reevaluating and reestablishing goals and metrics that align with learning outcomes and reach all students, faculty and staff on each of OHIO's campuses.

In the coming months, I will be using this data and information to finalize a strategy to advance our work and ultimately increase sustainability for diversity and inclusion efforts at OHIO. It is my goal to partner with every academic unit, University-wide, to propel Diversity and Inclusion to greater heights and realize the vision of becoming a national leader in diversity and inclusion.

I am looking forward to another great year in FY20. As you review this year's report, I encourage you to consider ways in which we can collaborate to elevate the University's Diversity and Inclusion vision this upcoming year.



Go Bobcats!

Dr. Gigi Secuban

Vice President for Diversity & Inclusion



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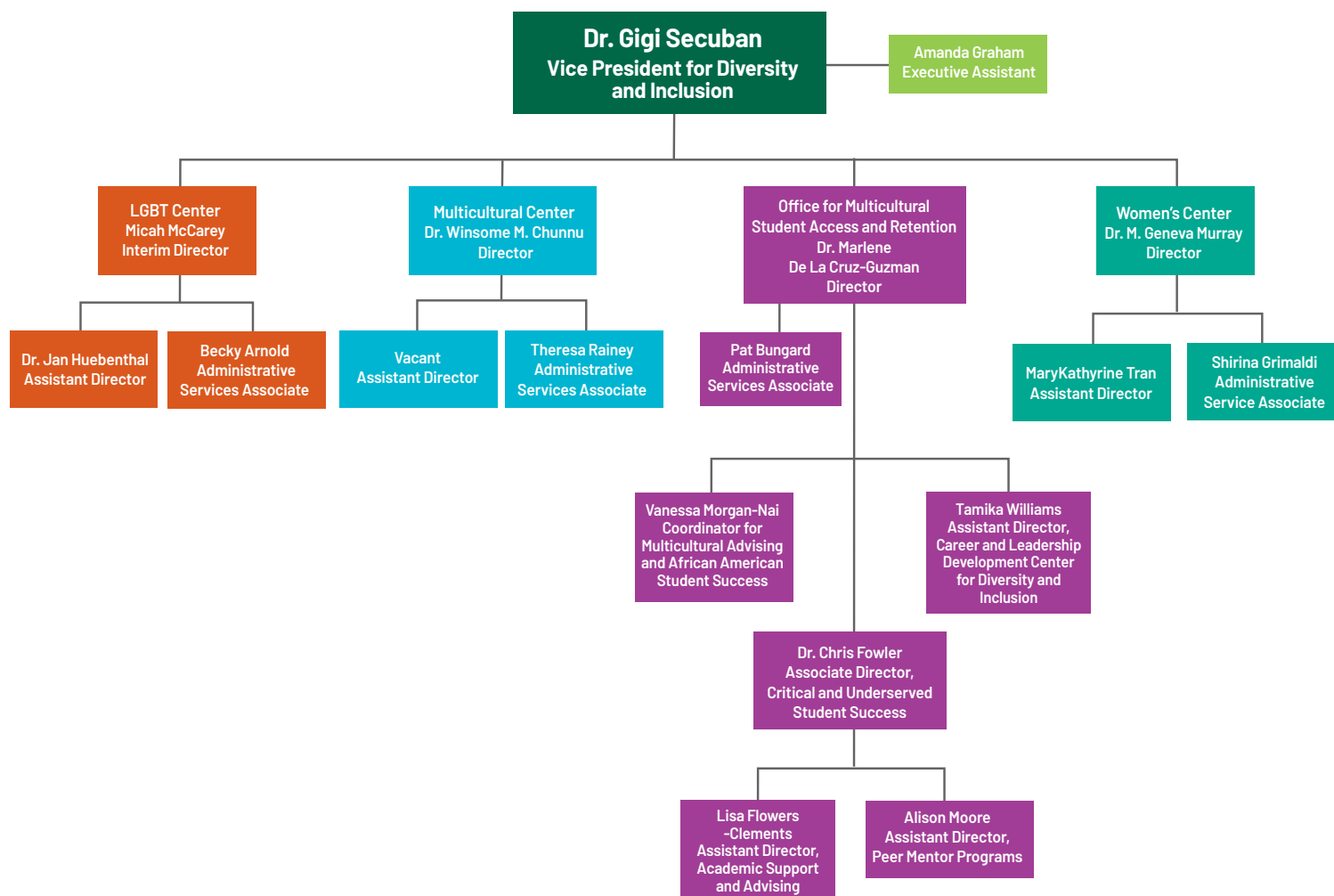
Ohio University
2018-19
*Division of
Diversity and
Inclusion Report*





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Division of Diversity and Inclusion Organizational Chart



Ohio University recognizes the value of human diversity and is an institution committed to upholding practices of equal access and equal opportunity for all, including but not limited to veterans, persons living with disabilities, and all protected classes. For more information about Ohio University's policies prohibiting discrimination, including grievance procedures, visit www.ohio.edu/equity-civil-rights. ©2019 Ohio University. All rights reserved.

Diversity & Inclusion

Office of the Vice President for Diversity and Inclusion

www.ohio.edu/diversity



ABOUT D&I

Furthering our inclusive campus efforts, the four centers within our Division: The LGBT Center, Multicultural Center, OMSAR, and the Women's Center, continuously envision and work to institutionalize multi-faceted strategies that welcome and uplift all members of the campus community. We focus specifically on groups and individuals who have historically been excluded, underrepresented or marginalized within higher education settings. Our university-wide efforts promote inclusive institutional policies, practices, and cultures through intersectional programs and initiatives, as well as strategic communications and advocacy. Our Division serves and celebrates all people by helping them explore productive ways to navigate intersections of diverse identities, experiences, and perspectives.

Strategies within Diversity and Inclusion Moving Forward

We are building a culture of accountability that will help support the continued progress of the Division of Diversity and Inclusion. Regularly scheduled updates with OHIO's Board of Trustees and other University leadership will help to ensure that our institutional direction aligns with our declared values, and that diversity and inclusion continues to be prioritized and supported in the University planning processes.

As part of the Inaugural Diversity Leadership Institute held on March 25, 2019, campus representatives participated in an implicit bias workshop, shared best practices for diversity and inclusion efforts, and identified campus priority categories for diversity and inclusion at Ohio University. These priorities include: a sense of belonging, data collection/assessment, recruitment/retention, collaboration, and plan/model/training. A small working group has evaluated the feedback and refined these priorities to develop a campus Diversity and Inclusion Strategic Plan and establish guidelines that departments can use to develop specific outcomes to achieve these goals.

D&I MISSION

Ohio University's Division of Diversity and Inclusion infuses values of humanity, civility, and global citizenship into supportive and affirming learning environments that empower all members of our OHIO community to grow and thrive.

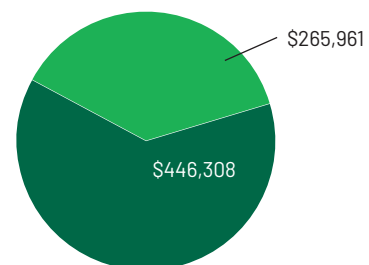
STAFF INFORMATION

Administrative: 2
Classified: 1
Graduate Assistants: 0
Student Employees: 2

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$446,308
Supplies & Services: \$265,961

Total: \$712,269
44.5% Increase from FY18



During the fall 2018 semester, the first Multicultural Mix and Mingle Program was created to invite faculty and staff from diverse backgrounds to meet in an informal setting. Out of those informal conversations, individuals expressed and validated the need for the creation of campus affinity groups. According to research from other campuses, the establishment of affinity groups on campus contributes to the diversity and inclusion on campus, as well as the recruitment/retention of marginalized groups. These groups tend to foster a positive community and can help educate the community on their perspectives, experiences and concerns. In partnership with Human Resources and the diversity committee, the Division of Diversity and Inclusion has identified current marginalized staff populations that exist on campus and will be creating Campus Affinity Groups that will meet on a regular basis starting in fall 2019.

In collaboration with Institutional Research, the Division of Diversity and Inclusion has been developing diversity dashboards that will include student, faculty and staff data to make information more readily available to the campus community. Once they are finalized, these dashboards will be available on the D&I website.

Utilizing the nationally known Intercultural Development Inventory (IDI) Training as a model, a campus-wide pilot group of faculty, staff and student representatives, was selected to participate in an Ohio University IDI Training, in November 2018. The Division of Diversity and Inclusion brought the Intercultural Development Inventory to Ohio University to provide intercultural competency training for faculty, staff and students.



EVENT HIGHLIGHTS

Dr. Martin Luther King Jr. Celebration

MLK Week honors the life and legacy of Rev. Dr. Martin Luther King, Jr. through events that highlight equality and social justice issues. MLK Week includes a school supply drive, poster contest, silent march and brunch, a teach-in, open mic night, and a day of service.

PROGRAM HIGHLIGHTS

Diversity Leadership Ambassador Program

The Diversity Leadership Ambassador Program provides opportunities for students to take an active role in educational, cultural, social and leadership opportunities pertaining to multiculturalism, equity, and social justice. The overall goal of the program is to encourage the genuine celebration of differences and promote multiculturalism awareness, engaging people from across cultures and in everyday settings. The ambassadors worked to include the design and creation of an official logo, and defining the program's mission, theme, and values. The Ambassadors were requested for 30 different presentations throughout the fall and spring semesters, roughly presenting to 750 students across campus.



Diversity Opportunity Hire Fund

The Diversity Opportunity Hire Fund provides funds to employ highly qualified individuals who make unique contributions to the University and our community. These key individuals bring a unique perspective as follows: personal or professional backgrounds, interests, or expertise; partners of current or prospective University faculty and staff who have talents that match the needs of the organization; and/or national or international stature. During the spring semester these funds supported five new positions.

AWARDS & SCHOLARSHIPS

Francine Childs Diversity Leadership Award

In honor of Dr. Francine C. Childs, the first tenured African American professor at OHIO and longtime stalwart for social justice and equality, this award represents the most prestigious diversity honor bestowed upon an OHIO student. Earl Hopkins was awarded the 2019 Francine Childs Diversity Leadership Award.



BUILDING NEW CAMPUS PARTNERSHIPS

To better align our financial oversight process, we have collaborated with partners across campus to create new diversity and inclusion positions, such as the College of Business, the Heritage College of Osteopathic Medicine, and University Advancement. In addition, the creation of Campus Affinity Groups, in partnership with University Human Resources, will result in these groups forming in Fall 2019.

We have actively participated in recruitment initiatives with Enrollment Management, such as the Multicultural Visit Program and Cultural Connections. Both programs are overnight, expenses-paid visit programs designed to support prospective high school students from disproportionately underrepresented populations, who are considering Ohio University. Both, participants and parents, have the opportunity to speak with OHIO faculty, staff, and current students about academic offerings, scholarship opportunities, and campus life. In conjunction with OHIO Up Close, Cultural Connections provides additional opportunities for incoming student to interact directly with current students, have dinner with President M. Duane Nellis and other university leadership, and meet individually with admission staff.



LGBT

The Lesbian, Gay, Bisexual, Transgender Center

www.ohio.edu/lgbt



ABOUT LGBT CENTER

During Spring Semester 2019, staffing changes in the LGBT Center welcomed our first-ever assistant director, first full-time administrative services associate, and two interim directors. As one of the oldest Centers of its kind in the state, our LGBT Center has built a strong foundation for our lesbian, gay, bisexual, transgender, and queer communities. For example, the Center has worked collaboratively with the University community on policies and initiatives including Gender-Inclusive Housing and Trans Health Benefits for both students and employees. Additionally, Ohio University is one of a handful of universities that offer both a preferred name and pronoun policy.

In their sum, our initiatives and events provide broad opportunities for engaging with sexual and gender diversities from a variety of perspectives, including (but not limited to) perspectives on inclusive allyship, queer media representations, activism, and LGBTQ+ religious life. The LGBT Center continuously explores and works to institutionalize strategies that support and affirm LGBTQ+ students. For this reason, we support queer scholarship and teaching in the classroom by sharing resources with faculty, guest lecturing on a variety of topics, and facilitating SpeakOut panels (story-telling presentations with time for questions and answers). With intersectional and queer approaches at the core of all its programming, education, and advocacy, OHIO's LGBT Center offers comprehensive support to students, faculty, staff, and the wider Southeast Ohio community.

LGBT CENTER MISSION

Our LGBT Center cultivates safe and civil university and community environments that affirm diverse forms of sexuality, gender identity and expression, and queerness. Contributing to OHIO's pathway to national leadership in inclusive excellence, we strive to be an exceptionally caring, educational, and inclusive LGBT Center.

Our programming, resources, educational opportunities, and community outreach efforts focus on the unique academic, cultural, and social needs of LGBTQ+ students as well as OHIO staff, faculty, alumni, and members of the wider community. In collaboration with academic, co-curricular, and community-based partners, we support LGBTQ+ learning, engagement, access, and retention.

Through trainings, presentations, strategic communications, social gatherings, and other initiatives, we highlight networks of support for LGBTQ+ individuals, on and off campus. We serve and celebrate people of all genders, orientations, and expressions of identity by helping them find productive ways to navigate intersections of diverse identities, experiences, and perspectives.

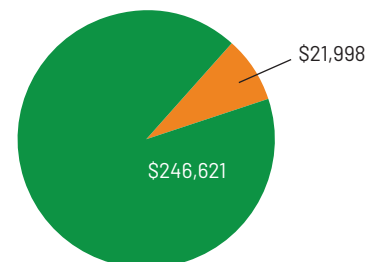
STAFF INFORMATION

Administrative: 2
Classified: 1
Graduate Assistants: 1
Student Employees: 11

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$246,621
Supplies & Services: \$21,998

Total: \$268,619
47% Increase from FY18





PROGRAM HIGHLIGHTS

SafeZone

The SafeZone training program is a by-request presentation series that is open to all faculty, staff, students, and community members. The goal of this program is to raise awareness about the dynamics of gender and sexual orientation while exploring different ways to embody culturally sensitive and inclusive allyship for people of all orientations, genders, sexualities, identities and levels of being out. On average, the LGBT Center delivers about 15 SafeZone trainings per semester.

SpeakOUT Panels

This program educates the campus about sexual orientation and gender identity through panel discussions in classes, residence halls, fraternity and sorority houses and other University and local settings. In 2018, the LGBT Center facilitated around 20 SpeakOUT Panels, which typically featured three to four speakers, combining personal stories with educational information.

EVENT HIGHLIGHTS

Pride Graduation

This special end-of-the-year ceremony honors graduating students from all academic levels in the LGBTQ community. 12 graduates were honored at Pride Graduation in 2019, with about 40 attendees.

Rainbow Thanksgiving

The 2018 annual celebratory dinner hosted around 12 students who weren't able to travel home for the break.

Queer Prom

This annual come-as-you-are formal features food, entertainment, and dancing in an affirming environment that celebrates all wanting to experience an inclusive and fun dance! 68 students attended this year's Queer Prom.

AWARDS & SUPPORT FUNDS

Tom and Jan Hodson Emergency Student Support Fund

Established in 2013, this fund supports students experiencing acute financial hardship, such as challenges with rent and purchasing textbooks. This one-time support fund assisted six students this past academic year, with support totaling \$5,400.

Stonewall Leadership Award

Named in honor of the 1969 riots in New York City, the Stonewall Leadership Awards recognize a student leader and a student organization who continue Stonewall's legacy of demanding equality, dignity, and safety for all people. Through their work and advocacy, undergraduate student Moss Nash and student group SHADES were the 2019 award recipients.



MULTICULTURAL CENTER



The Multicultural Center

www.ohio.edu/multicultural-center

ABOUT MULTICULTURAL CENTER

The Multicultural Center promotes multicultural awareness within the University and Athens communities through programs and activities that celebrate the contributions and histories of African American, Hispanic/Latino, Native American and Asian American cultures. Staff formally advise the Black Student Cultural Programming Board (BSCP) and informally advise other student organizations, such as the Native Peoples Awareness Coalition (NPAC). The Center serves as learning and meeting space for OHIO students, faculty, staff and community members, which features its own computer lab and library. The Center is also home to the Multicultural Center Art Gallery that focuses on the artistic talent within the Appalachian region. The Multicultural Center was instrumental in the conceptualization and implementation of the multi-state "Women of Appalachia: Their stories and their art" exhibit which the center has hosted since 2009.

MULTICULTURAL CENTER MISSION

The Multicultural Center works to develop and deliver programming that increases human understanding and that fosters appreciation of differences through the study and expression of culture. The Center focuses on the contributions and histories of African American, Hispanic/Latino American, Asian American and Native American cultures.

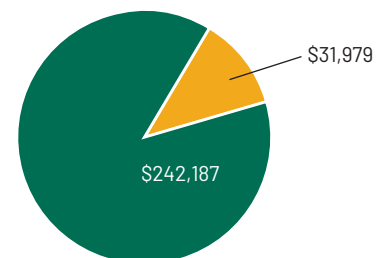
STAFF INFORMATION

Administrative: 2
Classified: 1
Graduate Assistants: 1
Student Employees: 7

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$242,187
Supplies & Services: \$31,979

Total: \$274,166
26% Increase from FY18



EVENT HIGHLIGHTS

Kushinda/Ritos de Pasaje Graduation Celebration

This signature annual event unites African American and Hispanic/Latino/Latinx undergraduate and graduate students in a celebration of degree completion. The event includes music, dance, personal reflections and spoken word presentations by graduates. During this year's celebration, 97 African American and 17 Hispanic/Latino/Latinx students were celebrated for their accomplishments.

The Blackburn Spencer Scholarship Pageant

With combined efforts from the Black Student Cultural Programming Board, the pageant has become the largest fundraising initiative for the Blackburn Spencer Scholarship and Achievement Awards. During the October 2018 pageant, 16 contestants raised over \$10,000, which will provide over \$8,000 in scholarships.

Heritage/History Months

National Heritage/History Months are celebrated widely across the United States to help better explain the stories and histories of each ethnic culture. These cultural celebrations provide the opportunity to recognize the complexities and richness of each cultural identity. The Center celebrated the following Heritage/History months in 2018:

- February – Black History Month
- March – Women's History Month
- September – Hispanic-Latino Heritage Month
- November – Native American Heritage Month

Multicultural Student Expo

The Multicultural Student Expo is a student organization fair for first year African American, Asian/Pacific Islander, Hispanic/Latino/Latinx and Native American students. Around 40 student organizations hosted tables at the August 2018 event. During the program, first-year students enjoyed music, food, prizes and a black Greek fraternity and sorority stroll. The event attracted more than 800 multicultural students, faculty and staff to the Baker University Center Ballroom.



Pre-Kwanzaa Celebration

Kwanzaa, an African American holiday based on the first fruit celebrations of Africa to introduce and reinforce the seven basic values of African culture. OHIO hosts pre-Kwanzaa events prior to winter closure as the official holiday is December 26 to January 1. The Center hosted various activities and performances during the 2018 celebration, including the K is for Kwanzaa event, which hosted 66 first graders from Athens City's East Elementary to learn about the core values of Kwanza in a fun and memorable way.

MLK Brunch

The University's 19th annual celebration, which has adopted the holiday's national theme, "King's Vision: Humanity tied in a Single Garment of Destiny," took place in January 2018. The week's events are either coordinated or supported by the Ohio University Office for Diversity and Inclusion's MLK Jr. Celebration Planning Committee. The Silent March and Brunch is coordinated by the Multicultural Center and the members of Alpha Phi Alpha Fraternity, Inc.

Mom's Weekend

In partnership with the Black Student Cultural Programming Board (BSCP), the Multicultural Center hosted the annual Mom's Weekend Program for over 700 moms in April. Mothers of Ohio University students were treated to massage, crafts, food, music, dancing, photography, and henna.



Sibs Weekend

BSCP and the Multicultural Center hosted their annual Sibs Weekend Hip-Hop concert featuring chart-topping hip hop artist, Young Dolph, at the Templeton Blackburn Alumni Memorial Auditorium. There were over 900 attendees at this year's event. Past performers at the Sibs Weekend Hip-hop concert include Wiz Khalifa, John Legend, J. Cole, Big Sean, Lil Wayne, Tyga, T-Pain and Waka Flocka Flame.

Women of Appalachia

The Women of Appalachia Exhibit was displayed in the Multicultural Art Gallery from January 7-March 23, 2019. The exhibit ended with the 10th Anniversary Gala on March 23. Women from throughout Appalachian Ohio, West Virginia, and Kentucky, from diverse backgrounds, ages and experiences came together and featured a fine art exhibition and the annual Women of Juried presentation of poetry, story and song, showcasing women artists from throughout seven Appalachian states. Passion Works Studio, a community art center, created décor for this year's event.

Executive Director of the Women of Appalachia Project (WOAP), Kari Gunter-Seymour, presented the 2019 WOAP Appalachian Advocate Award to Athens Food Rescue Executive Director, Teresa Curtiss, during this year's Gala. Curtiss is one of the founders of Athens Food Rescue. Her group of volunteers picks up excess food from area restaurants and other sources and redistributes it to feed hundreds of people in need, including residents of Athens' homeless and domestic-violence shelters.

The Multicultural Center was also presented with a special recognition from the State of Ohio, House of Representatives for our work with the Women of Appalachia.

AWARDS & SCHOLARSHIPS

42nd Blackburn Spencer Scholarship and Achievement Awards

The Black Student Cultural Programming Board, established the Blackburn/Spencer Scholarship and Achievement Awards in 1979, in honor of Martha Jane Hunley Blackburn, the first African American woman to graduate from Ohio University, and Donald A. Spencer, the first African American to serve as chairman of the Ohio University Board of Trustees. During the 36th Annual Leadership Gala in April 2019, the Multicultural Center awarded three \$2,000 scholarships and four \$500 achievement awards.

Latino Heritage Achievement Awards

The Latino Heritage Achievement Awards were established to recognize outstanding students of Latino descent. During the 36th Annual Leadership Gala in April 2019, the Multicultural Center awarded three \$500 achievement awards.

2018-19 Trainings Offered by the Multicultural Center

- *Cultural Competency*
- *Microaggression*
- *Implicit Bias*
- *Diversity Trainings/Workshops*



OMSAR

The Office for Multicultural Student Access and Retention

www.ohio.edu/omsar



ABOUT OMSAR

The Office for Multicultural Student Access and Retention (OMSAR) advances the mission of OHIO and the Division for Diversity and Inclusion by attracting and retaining talented students of diverse backgrounds and maximizing their leadership potential. With an 85 percent retention rate from year 1 to year 2 and an average GPA of 3.0, OMSAR scholars are equipped with the resources and support to successfully navigate and thrive in higher education. OMSAR actively collaborates with OHIO colleges and regional campuses to promote key educational and enrichment opportunities such as peer mentorship, leadership development, study abroad, engagement in academic research and presentations, enrichment courses, and service learning. OMSAR effectively provides a support community from the day students arrive on campus through graduation. These comprehensive services support the personal and psychosocial wellness of OMSAR scholars during their journey toward academic and professional excellence.



OMSAR MISSION

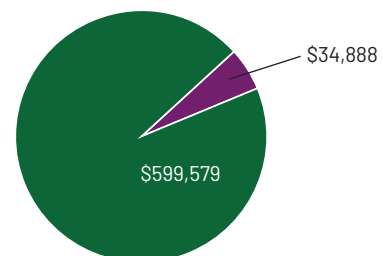
The Office for Multicultural Student Access and Retention (OMSAR) is committed to attracting and retaining highly talented and capable students of diverse backgrounds and to maximize their leadership potential through educational, enrichment and service opportunities. OMSAR programmatic activities instill in students the importance of scholarly pursuits and the value of education. They serve as a resource to the Ohio University community on issues of access, retention and student success as well as promote the educational benefits of diversity and the appreciation for difference.

STAFF INFORMATION

Administrative: 5
Classified: 1
Graduate Assistants: 6
Student Employees: 7

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$599,579
Supplies & Services: \$34,888
Total: \$634,467
1.16% Increase from FY18



PROGRAM HIGHLIGHTS

LINKS

This year-long transition, enrichment and support program is committed to attracting and retaining high achieving students from diverse backgrounds and maximizing their academic, leadership and service potential. The LINKS program helps nearly 500 first-year students navigate the college experience by focusing on issues of access, retention and student success, while promoting the educational benefits of diversity and inclusion. LINKS has been expanded to two regional higher education campuses, OU-Southern and OU-Zanesville, to support the recruitment and retention of first year students.



Scholar Enrichment Courses

OMSAR offers courses in the following areas: academic achievement, leadership development, experiential learning, service learning, post-baccalaureate preparation, peer mentor leadership, global citizenship and competencies, and study abroad.

Experiential and Service Learning Study Abroad Programs

These programs provide culturally-centered course content and offer up to 30 students in each program the opportunity to travel abroad with minimal costs. Opportunities include:

- Service Learning in Jamaica
- Experiential Learning in Colonial Mexico
- Service Learning in Belize

Year 2-4 Retention Services

These services are provided to nearly 1100 OMSAR scholars in their second to fourth year at OHIO. The program offers one-on-one academic support advising, free tutoring, academic monitoring and scholarship compliance, enrichment workshops, community service opportunities, additional advising for students on appeal, and counseling and psychological assessments on-site.

Being Black in College

OMSAR's Being Black in College program series provides academic enrichment and support programs for African Americans and other students of color. These include academic skills, financial literacy, physical and mental health workshops, and professional development opportunities such as the Black Men Leadership Institute and the Black Professional Success Conference. This year, 383 students participated and 29 partners across campus sponsored the programming. Over a dozen student organizations were also key partners. The programming budget of \$2000 yielded an additional \$5,400 in co-sponsorship for the year.



AWARDS, SCHOLARSHIPS & SUPPORT FUNDS

Appalachian Scholars

This year, the Appalachian Scholars Program provides 1-2 academically qualified students from the Appalachian region with the financial resources and the support system they need to succeed academically.

Ohio Promise Award

The merit-based OHIO Promise Scholarship Program provides valuable educational opportunities designed to enrich intellectual experiences to approximately 1600 students.

Rankin Scholarship Program

This selective merit-based four year scholarship program is awarded to 1-2 academically talented Native American students from who can contribute to the intellectual, cultural and social diversity of the University.

Templeton Scholars

The Templeton Scholars Program provides valuable educational opportunities designed to enrich the intellectual experiences of 40 talented students (10 per cohort year) from disproportionately underrepresented populations.

Urban Scholars

The Urban Scholars Program provides 1-2 academically qualified students from urban settings with the financial resources and the support system they need to succeed academically.

OMSAR Scholars

These are students without an OMSAR scholarship who request to receive OMSAR services. Many are dependents of faculty and staff, Ohio Reach scholars, or referrals by campus partners. The number of scholars varies by year.



Women's Center



The Women's Center

www.ohio.edu/womens-center

ABOUT WOMEN'S CENTER

The Women's Center promotes inclusion, honors difference, and works with faculty, staff, students, and the larger Athens community to promote academic achievement, active global citizenship, and substantive leadership positions for women in all professional fields. The Center works to build confidence within women's personal lives, using an intersectional, though gendered, lens.

The Center does this through the following:

- Trainings on women's leadership and equality within the workplace
- Women's mentorship
- Programming on diverse women's experiences around the world
- Resources that improve the lives of women on campus, including lactation rooms
- Collaborations on sexual assault prevention



WOMEN'S CENTER MISSION

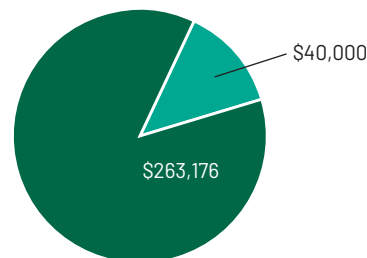
The Women's Center acts as a catalyst to promote awareness, education and advocacy about women, gender and diversity among faculty, staff and students at Ohio University and in its surrounding communities. The Center provides students, faculty and staff with information, services and programs that address matters of particular concern to women while exploring the connections among gender, race, economic status, sexual orientation, culture, religion, political views and other significant elements in relation to women's individuality and collective identity.

STAFF INFORMATION

Administrative: 2
Classified: 1
Graduate Assistants: 2
Student Employees: 7

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$263,176
Supplies & Services: \$40,000
Total: \$303,176
24% Increase from FY18



EVENT HIGHLIGHTS

Women in Graduate School Day Conference

The third annual Women in Graduate School Day Conference was held on February 9th. Keynote speaker, Chitra Pawnd Public Affairs, the AAUW-student affiliate, the Office of Instructional Innovation, and the LGBT Center.

Love Yourself Week

This week-long series of programming supports body positivity and self confidence. Keynote speaker, Beverly Gooden, spoke to 679 attendees, who learned about how she began the #WhyIStayed movement to increase empathy for domestic abuse survivors. These series of events were supported by a number of co-sponsors including Women's Panhellenic Association.

The International Women's Art Installation

This one-day event showcased 96 artists, including community members, alumnae, students, faculty, staff, and an international submission, and was attended by 523 people! Artwork reflected on women's diverse experiences around the world, including equality in the workplace and home, sexual violence, LGBTQ identities and coming out, and #SayHerName. This collaboration was a shared vision with the Office of Global Affairs.

Sexual Violence Prevention

What Were You Wearing?: A Survivor Art Installation paired clothing and stories of survivors. 1,763 people visited the exhibit and conversations about the showing went viral on Twitter. This collaborative project highlights the experiences of survivors and has traveled to regional campuses. This event opened the academic year and was followed by other violence prevention programming offered in collaboration with campus partners, including a self-defense workshop, open discussions in residence halls, trainings with fraternities and Transportation Services. We ended the multi-office effort to program on sexual violence prevention with Take Back the Night when 648 people heard survivors' voices and hundreds marched through Athens in support of survivors.



PROGRAM HIGHLIGHTS

Women Leading OHIO

This early career faculty and staff development program builds a professional leadership network through weekly workshops with their cohort. Each participant is provided a mentor and an opportunity to job shadow others on campus. Twelve faculty & staff completed this year's program.

The Women's Mentoring Program

This is an opportunity for sophomore, junior and senior students at OHIO to connect with a female mentor in their personal and professional fields of interest. Professional women located in and around Athens serve as mentors. Thirty-five mentees were paired and we celebrated a 94% success rate in the completion of our program!

She Leads OHIO

This structured professional development and leadership program for students takes into consideration the particular hurdles that women face in the workforce. Over 100 participants attended various American Association of University Women Start Smart Salary Negotiation Workshops as a component of this program, which educates people on the tools needed for a successful salary negotiation.



Monthly International Women's Coffee Hours

There are over 100 countries represented by OHIO students, faculty and staff. This coffee hour is a collaboration with International Student & Faculty Services an opportunity for international women and their allies to meet others, discuss current events, play games, practice English or other languages, and listen to music from all over the world. We discussed homesickness, leadership, cultural literacy, and took field trips to Passion Works to make art together and build community

Young Women Leaders Program (YWLP)

A collaboration between the Women's Center and Athens Middle School, the YWLP is an innovative mentoring program designed to empower middle school girls and college women to be leaders and to make positive choices based on their interactions as mentors and peers. Ten Athens Middle School 7th and 8th graders were paired with mentors during this academic year.

Thirsting for Knowledge Thursdays

This series provides casual, interactive opportunities to gather on a Thursday of each month and discuss topics with facilitators or listen to speakers. Over the course of eight events, 140 people attended programs on topics including disability, rape culture, leadership, women of color who paved the way, and media representation of women.

AWARDS, SCHOLARSHIPS & SUPPORT FUNDS

The Women's Issues Leadership Award

This award recognizes a student or student organization that has shown outstanding leadership and/or community involvement on women's and gender issues, or has raised consciousness about those issues. We proudly celebrated Mallory Golski, graduating senior, a former mentor in the Young Women Leaders Program for her leadership on campus.

Women's Achievement Dinner

This achievement dinner is an opportunity to highlight the successes of female identified faculty, staff, and alumna and to lift up those doing work in areas that may go unrecognized as "women's work" or more feminized labor. 191 people came together on March 20th to celebrate 22 awardees. The dinner also raised \$4,715 for the Survivor Advocacy Program.

Celebrating Women: On & Off the Court

The Women's Center, Bobcat Athletics, and the Women's, Gender, and Sexuality Studies program held our annual celebration of OHIO Women Leaders, which recognizes student leaders in academics, student organizations, community service, and athletics. We celebrated 50 leaders in February 2019.



Ohio University

University-wide Efforts

"All that we wish to achieve as a College of Fine Arts and as a University must be informed, directed, and deepened by our firm and incessant commitment to diversity and inclusion. From recruiting a student body that reflects the diverse demographics of our region, state, and country, to building a faculty and staff that brings critically diverse perspectives, backgrounds, and ideas to our disciplines, to shifting our curriculum and projects to consider the full range of national and global artistic approaches, to building an environment that values and encourages difference, we have been called to change."

Mathew Shaftel, Dean, College of Fine Arts



ACADEMIC COLLEGES

College of Arts and Sciences www.ohio.edu/cas

- Continuing initiative to increase the diversity of the faculty. Search committees for all tenure track and term faculty positions now participate in a training program on “Diversifying our Faculty” aimed at reducing unconscious bias during the search and selection process.
 - During the Group II searches conducted in 2018-19, committee members were blinded to name and gender of the applicants upon initial review of the applicants. The information presented in the training session led to considerable committee member discussions about bias and thoughtful methodological wording of the advertisement.

Center for Law, Justice, and Culture

- Collaborated with Cutler Scholars, the Women, Gender & Sexuality Studies, the Middle East & North Africa Studies, War & Peace Studies Program, the Institute for Applied and Professional Ethics, the LGBTQ Center, and the Geography Department on speaker series.
- Internationalizing student learning through intensive and immersive study abroad programs, such as Human Rights, Law & Justice in Northern Ireland, as well as public events focusing on international issues of war, ethnic conflict, and justice.
- Collaborated with Ohio Innocence Project at University of Cincinnati College of Law on a panel discussion hosting two women who were wrongfully convicted and exonerated and a film screening of Southwest of Salem: The Story of the San Antonio Four about the persecution, prosecution, wrongful conviction, and ultimate exoneration of four Latina lesbians in Texas in the 1990s.
- Pre-Law Day featured a panel discussion on Women in Law, and roundtable discussion on Gender and the Law, and includes underrepresented populations in the legal profession, including women and people of color, and a presentation by the Undergraduate Black Law Students Association.

Department of Biological Sciences

- Faculty participated in “Dining with Professors” sponsored by the Minority Association of Pre-Health Students (MAPS) Chapter. MAPS represents the undergraduate and post-baccalaureate students of the Student National Medical Association.
- Animal Diversity and Ecology class held in the Bahamas every spring semester. Students interact with local Bahamians including a visit to a local textile industry while learning about non-human diversity.

Department of Environmental and Plant Biology

- Partnered with Women’s Center on programs such as TechSavvy to support efforts to engage female students in engineering and technology.

Department of Geography

- Our Department encourages diversity and inclusion by the nature of our faculty and coursework.
- Our major and minor in Globalization and Development, and our courses at various levels pertaining to Africa, Asia, Latin America, Appalachia, cities, food studies, and social geography, attract students of diverse backgrounds.

Department of Political Science

- Several faculty whose research speaks to issues of diversity and inclusion including those who focus on the politics of race and ethnicity, gender, religion, and LGBTQ status. This is reflected in the publications, conference presentations and research activities faculty engage in.
- A number of faculty members teach course and administer programs that focus on the politics of race and ethnicity, gender, religion, and LGBTQ status.
- Due to faculty members' research and expertise, several Political Science faculty also serve the discipline and the university through their service on committees and other entities focused on issue of diversity and inclusion.
- Financial Support of Elect Her (Running start) with Women's Center.

Department of Psychology

- Peer Mentorship Program – the program links graduate students with diverse students in particular.
- Pilot Bystander Discrimination Training.
- Held a Diversity Workshop in spring 2019 on “Facilitating Diverse Communications in Psychological Science Advocacy” and a department Colloquium Series which highlighted speakers who address diversity in their research.

College of Business business.ohio.edu

- Developed a strategic plan with a focus and commitment to Diversity and Inclusion in collaboration with the college's Executive Advisory Board and staff to establish shared values and investment.
 - Commenced the initial step of data mining for the purpose of identifying enrollment trends related to multicultural students' application for admission
 - Initiated new student D&I leadership positions and workshops within College of Business (COB) centers of excellence including the Schey Sales Centre.
- Recruited full-time assistant director of diversity and inclusion in February 2019.
- Continued collaboration with Undergraduate Admissions on diversity recruitment programs such as the Multicultural Visit Program (MVP), Cultural Connections, and Up Close to increase awareness of university/college D&I resources.
- Partnered with International Recruitment to highlight opportunities for international students with Grok and KIC Global Counselor Tour.
- Created an experimental course in Diversity and Inclusion in Sales and Marketing to be led by trained faculty whose service roles include diversity and inclusion.
- Created new donor-funded scholarships for undergraduate business students from traditionally underrepresented backgrounds.

College of Fine Arts www.ohio.edu/fine-arts

- The College is dedicated to its mission and asserts that it must be informed, directed, and deepened by our firm and incessant commitment to diversity and inclusion.
- Held faculty/staff retreat with a workshop on anti-bias training.
 - Launching a college wide climate survey at the next faculty/staff retreat.
- A full-scale workshop for Theater run by *artEquity* in the fall of 2018.
- First college to pilot a diversity advocate program on their search committees, including bystander training and increased anti-bias training.
 - College searches have resulted in the hiring of at least five faculty/staff members from underrepresented groups, and a significant shift in our gender diversity.
 - New language, techniques, and posting locations have helped to recruit more broadly.
- Taking a global perspective to the arts is critical to the work of the College of Fine Arts.
 - Support a number of important study-away experiences.
 - Working with recruiters from Malaysia, Vietnam, and China to strengthen recruiting efforts.
 - Building new relationships with Ghana. These relationships are yielding several trans-Atlantic faculty/student partnerships through the Collaborative Online Learning Initiative.
- Supported and hosted the "What Were You Wearing?" in collaboration with the Women's Center.
- Theater faculty and students are providing Diversity Communication Training through simulation for the Heritage College of Osteopathic Medicine.

College of Health Sciences and Professions www.ohio.edu/chsp

- Established a five-year strategic plan for the College of Health Sciences & Professions (CHSP) Diversity & Inclusion Committee that includes:
 - Promote the understanding among our students, faculty, and staff of needs, issues and challenges of diverse populations.
 - Promote diversity through hiring, student recruitment, and the ways in which we support individuals.
 - Assure CHSP will stand as a place in which diverse populations are valued and respected.
- Communicates with the college constituency through CHSP *This Week* newsletter on issues surrounding diversity and inclusion.
- Established a brand for the college D&I initiatives "where EVERYONE connects".
- Secured funding for professional development, training, and programming for conference attendance and student programming.
- Planned CHSP sponsored events related to diversity and inclusion.

Graduate College www.ohio.edu/graduate

- Support for online and hybrid programs aimed at increasing participation by underrepresented groups.
- Provides application fee waivers for McNair Scholars and active military/veterans.
- Collaborated with the Global Partnerships and Sponsored Students office to facilitate admission of Fulbright Scholars from around the globe.
- Co-founded the Graduate Student Success Committee to improve student outcomes specifically for multi-lingual, first generation, and traditionally underrepresented minority students.
 - Collaboration with multiple partners, including Ohio Program of Intensive English (OPIE), the International Student and Faculty Services Office (ISFS), English Language Improvement Program (ELIP), and Equity and Civil Rights Compliance (ECRC) to ensure inclusive programming at Graduate Student Orientation.
- Hosted regular “Documents and Donuts” webinar sessions to inform administrative and academic stakeholders about cultures and education systems in other countries.
- Purchased a Start Smart Salary Negotiation 3 year license for all of campus.
- Edison Biotechnology Institute has a partnership with AMVETs to support student researchers who are veterans or have a family member who served.
- Work with the underserved Appalachian community to enhance economic opportunities through the Innovation Center and LIGHTS program.

Heritage College of Osteopathic Medicine www.ohio.edu/medicine

- Hired a new Interim Chief Inclusion Officer who will oversee efforts of the Office of Inclusion and additionally will assess current programming and their impact to enhance D&I efforts with HCOM on all 3 campuses for faculty, staff and students.
- Created assistant directorships across the three campuses.
- Launched the Inclusion Scholarship program in October 2018.
 - Selected and awarded OMS I & II students a \$3,000 scholarship and in turn they contributed to research, program planning and execution, and the facilitation of College-wide dialogue regarding issues of diversity, equity, and inclusion.
- During the month of March, Minority Health Month, each campus welcomed a speaker to address ways of combatting health inequities and disparities, while also strategizing resiliency efforts.
- Brought in speakers to commemorate and educate on different diversity and inclusion related topics during African-American History month and Women’s History month.
- Collaborations across the college:
 - Narrative Medicine with the department of Social Medicine explores the role of story-telling in medicine.
 - Responding to Racism with the Office of Rural and Urban Scholars Pathways and OU’s Theater Division Creative Solutions Alliance: Social Politics and Performance Group.
 - Micro-aggressions workshop with the Women’s Center.
 - Implicit Bias training for Senior Leadership with the Executive Office brought in Dr. Quinn Capers for a 4-hour session.

- Re-organization of the Office of Inclusion's Cultural Competency program.
 - Facilitated 3 sessions and 2 simulation labs for students interested in earning a Cultural Competency certificate.
 - For 2019-2020, an online course with Everfi was designed for all first-year students and will be supplemented with in-person discussions, workshops, and other programming efforts.
- Launched an online reporting tool for students, staff, and faculty to report instances of discrimination, micro-aggressions, or other related issues either anonymously or with the request to follow-up.
- Rural and Urban Scholarly Pathways (RUSP) Research and Workshop leader support for the Young Women Leaders Program.
- Assisted with recruitment efforts at the Annual Biomedical Research Conference for Minority Students and coordinates Ohio University Heritage College of Osteopathic Medicine (OU-HCOM)'s pipeline programs (Pre-matriculation and Post-Baccalaureate).

Cleveland Campus

- Created and implemented Transformative Care Continuum (TCC) content in regard to gender & sexuality and race & racism; and the Cleveland Clinic Physician Diversity Scholars programming through difficult conversations and self-advocacy.
- Hosted "What Were You Wearing?" January 14th -25th 2019.

Dublin Campus

- Helped build external support for students applying to OhioHealth's Physician Diversity Scholars program to strengthen their applications; led the development of staff and faculty programming such as a Compassionate Communication workshop; and a lunch time panel dedicated to learning about PrEP.

Honors Tutorial College www.ohio.edu/honors

- OHIO Honors Program open to all Templeton, Rankin, Urban, and Appalachian scholar selectees and finalists.
- Cutler Scholars Program selectees from underrepresented groups have increased 31% for the incoming fall '19 cohort.
- In collaboration, Office for Multicultural Student Access and Retention (OMSAR) and Cutler Scholars brought Stephanie Lampkin, creator of Blendoor and champion of diversity hiring, to campus for a lecture and roundtable.
- The Director of the Office of Nationally Competitive Awards, held regular office hours in OMSAR and has participated in a number of diversity-related initiatives, including guest lectures, panel discussions, in-services, and advising sessions.

Gladys W. and David H. Patton College of Education www.ohio.edu/education

- Academic home for PCOE2301C - Building Leadership in Adolescent Girls through Mentorship for Young Women Leaders Program.

Academic Engagement and Outreach

- In collaboration with the College of Arts and Sciences developed a partnership with the Khbrat Program.

Student Affairs and Academic Advising

- Collaboration with Undergraduate Admissions to support the Cultural Connections and the Multi-Cultural Visitation Programs.
- Annual monetary award for an undergraduate Military and Veteran affiliated student.
- Initiated a workgroup focusing on the recruitment and retention of diverse male students.

Curriculum and Technology Center

- Branding efforts have provided a new Americans with Disabilities Act (ADA) compliant website that include closed captioning for YouTube and Blackboard videos to provide greater accessibility.

Research and Graduate Studies

- o Secured seven grants in the last year that have focused on diversity and inclusion topics, such as supporting individuals with disabilities, inclusivity in early child education, literacy in underserved populations, addressing populations with food insecurity, and inclusive science education.

Statistical Data and Forecasting

- o Updated their employment analysis by adding breakdown by race/ethnicity.

Counseling and Higher Education

- o Developed and posted a values statement on inclusion for their program.

Educational Studies

- o Diversity Studies Certificate program's enrollment has grown to a total of 130 students this past spring (2018-2019).
- o The Khbrat Program and the work with the Kingdom of Saudi Arabia engaged faculty and students in educational leadership professional development and the development of cultural understandings. There were nearly 100 participants who came with their families for a year and will be completing their work by July 2019.
- o Faculty worked with the Athens City School System on student issues related to sexual orientation.

Human and Consumer Sciences

- o Prepares and distributes care packages to Active Military and Servicemen for the holiday season.
- o In partnership with Engineering created new industry-specific accessibility kitchen equipment.
- o Hosted cooking classes and demonstrations with visiting Tibetan monks and author of Chewing the Fat, Karima Moyer-Nocchis

Recreation and Sport Pedagogy

- o COED Club hosted a forum entitled "Empowering Women through Coaches." The forum included multiple speakers who focused on "critically exploring pivotal humanistic-leadership themes such as personal growth, career development, societal influences and satisfaction, in enabling positive change agents."

Teacher Education

- o Established a Diversity, Equity and Social Justice Committee.
- o Early Childhood has offered Safe Zone outreach to its students.

Ohio Center for Clinical Practice in Education

- o Began collecting information and studying research this past year in an effort to better meet the needs of PCOE students with disabilities in regard to methods coursework and clinical experiences. During the 2019-20 academic year, the committee will work more closely with Student Accessibility Services (SAS) in an effort to provide information and training to the committee, PCOE faculty, and school partners.

Ohio Center for Equality in Mathematics and Science

- o Facilitated Safe Zone workshops in early childhood courses
- o Co-Principal Investigator of a large National Science Foundation (NSF) grant called Rural Appalachian Leaders and Local Youth for STEM (a grant to recruit and retain highly-qualified STEM teachers for rural Appalachia).
- o Work on the Robert Noyce Teacher Scholarship Program which will recruit, select, and train two 12-person cohorts of Noyce Fellows with degrees in STEM fields to become effective middle and secondary mathematics and science teachers in rural Appalachian Ohio.

Regional Higher Education www.ohio.edu/regional

- Annually supports the nomination process and funds a scholarships for a female faculty to participate in the Higher Education Resource Services (HERS) Institute.

Eastern Campus

- Hosts an annual Celebrate Women in Business event.
- Hosted “What Were You Wearing?” March 18th – April 11th 2019.

Lancaster Campus

- Host the annual Celebrate Women event and Women in Technology and Science (WITS) to provide high school girls the opportunity to learn about careers in science and technology
- Hosted “What Were You Wearing?” October 18th – November 4th 2018.

Zanesville Campus

- Coordinated with OMSAR to offer LINKS Peer Mentoring Programs on their campuses.

Southern Campus

- Supported/hosted the annual Tri-State Diversity, Diversity Speaker Series and Women of Appalachia Conference.
- Coordinated with OMSAR to offer LINKS Peer Mentoring Programs on their campuses.

Russ College of Engineering and Technology www.ohio.edu/engineering

- Partnership between the National Society of Black Engineers student group and Multicultural Engineering Alumni Network to support student success.
- College partnership with the Society of Professional Hispanic Engineers.
- Multicultural student organizations, such as the Society of Women Engineering, the National Society of Black Engineers and the Society of Professional Hispanic Engineers available to all students.
- Funding to support student participation in multicultural activities regionally and nationally, including conferences and training.
- Funding to support multicultural events within the college hosted by students.
- Identified administrator working on diversity programming and providing service to support students from diverse backgrounds.
- Partnered with Women’s Center on programs such as TechSavvy to support efforts to engage female students in engineering and technology.
- Collaborated with First Generation Scholars and OMSAR for advising.
- Included topics on diversity and inclusion for First-year learning community seminars.
- Worked with the under-served Appalachian community to provide academic sessions on engineering and technology.
- Sent a female staff member to the Women in Aviation International Conference’s college fair to recruit female students for both the College of Engineering and Technology and their Aviation program.

Scripps College of Communication www.ohio.edu/scripps-college

- College Diversity Committee provides financial support to student scholarships and educational programming.
 - Sponsored 10 student scholarships this past year, totaling \$10,000.
 - Supported four educational programs, including a “90 Minutes” speaker series, Mexico’s Efe Tres Teatro, a public lecture by Dr. Ana Lucia Araujo, and a presentation by Javier Avila, all amounting to \$1,900.
 - Provided \$3,695 in travel support for students going to present at academic conference.

University College www.ohio.edu/uc

- Student success initiatives focus on approaches that have demonstrated impact on underrepresented populations.
- Development of university student success plan focuses on closing student success gaps in underrepresented populations.
- Provide language for University College instructors on sexual violence with Equity and Civil Rights Compliance, Women’s Center, Health Promotion, & Survivor Advocacy Program.

Academic Achievement Center

- The federally-funded TRIO/SSS College Achievement Program supports students who have academic need and are first generation, low income level or registered with Student Accessibility Services.
- Coordinates with OMSAR to provide enrichment courses, course instructors, academic support services and free tutoring for OMSAR students.

Allen Student Advising Center

- Implemented Konneker grant-funded completion and summer “catch-up” grant programs for students with financial need.
- The OHIO First Scholars program provides services for OHIO’s first generation students, including mentoring, a residential experience, free tutoring, supplemental advising, social activities and a student organization.
- Expanded the Cultural Awareness trainings to include graduate assistants from the Academic Achievement Center. These monthly trainings provide a safe space for personal development and training in diversity and cultural issues.

Office of First-year and Student Transition

- Restructured BSO to include a segment on diversity and inclusion as a core value in the opening BSO welcome session.
- Offer a LGBT Learning Community seminar for students that identify as part of this population.
- First-year learning community seminars include an introductory diversity and inclusion lesson plan.

Office for University Accessibility

- Facilitation of Accessibility Liaison group actively seeking input regarding issues of disability and accessibility as experienced or observed by students, employees, or community members with disabilities.
- Launch of the ADA Transition Plan to identify and prioritize the removal of barriers related to Title II of the ADA.
- Partnership with College Achievement Program (CAP)/Academic Achievement Center (AAC) to identify ways to better support TRiO students connected with both areas.
- Implemented departmental consultation process to assist departments in setting and reaching short-term goals related to disability and accessibility.
- Autism Spectrum Peer Coaching Team (ASPeCT) program to support students on the Autism Spectrum.
- Gateway to Success outreach program to high school students with disabilities throughout the Southeast Ohio.

Voinovich School of Leadership and Public Affairs www.ohio.edu/voinovichschool

- Academy for Excellence in Public Service provided nearly 200 community trainings each year many of which address strategies for working with diverse populations.
- Many of the School's 140+ applied research projects seek to identify and communicate the unique needs of underserved populations, such as a three-year Ohio HIV Needs Assessment, programs supporting STEM studies among girls in grades K-12 and partnerships with the Ohio State Bar on the evaluation of the Law and Leadership Institute, which provides intensive academic support to promising high school students in six Ohio cities.
- Work in the economically disadvantaged region of Appalachia by engaging with individuals, communities, and organizations to help grow the economy, improve health and educational outcomes, and enhance environmental sustainability.
- Made significant changes to the Masters of Public Administration program to better meet the needs of nontraditional students, including moving the Executive program to the Dublin Campus, altering its schedule to minimize participation barriers for full-time workers, and developed and implemented a fully online version of the program which has resulted in substantial increases in its enrollments, particularly among students of color.

University Libraries www.library.ohio.edu

- Committee for Inclusion and Diversity has created a curriculum for library staff, including student employees, with the goal to increase cultural awareness of self and others; improve our cross-cultural knowledge and skills and service delivery, and support our staff members' professional education and continuous learning.
- The Committee conducted a needs assessment for staff and as a result has identified learning and training opportunities.
- Coordinated a "Kitchen Table Conversation" event on *Affordable Textbooks* for removing barriers to learning for students.
- In collaboration with the Athens Public County Library, hosted #WeAreAppalachia, a daylong celebration of the diversity of the region.
- Participating in the OhioLINK Diversity Initiative pilot program to support internships for undergraduate students from under-represented populations.
- Participating in the Association for Research Libraries Leadership & Career Development Program which prepares mid-career librarians from historically underrepresented racial and ethnic groups to take on leadership roles in their careers and in the profession at large.
- Training on inclusive language through the Women's Center.

DIVISION OF STUDENT AFFAIRS

www.ohio.edu/student-affairs

Campus Recreation

- Integrated Social Justice and Safe Zone trainings into development opportunities for the Competitive Sports, and Outdoor Pursuits student staff as well as part of the Club Sport Student Advancement Series.
- Partnered with the Women's Center in support of the 2018 NEDA Walk (National Eating Disorder Association) by providing promotional support within its student staff and led the Superhero Yoga session the day of the event.

Career and Leadership Development Center (CLDC)

- Increased engagement with diverse students by 5%.
- Identified employers who are actively seeking diverse candidates and then promoting those opportunities to specific populations.
 - Updated the Career Fair employer registration survey to include data to share with institutional partners around employer support for diverse student populations.
- All CLDC workshops have been audited to add diversity and Inclusion curricular elements.
- Pepsi Scholars (managed by the CLDC) held monthly small group meetings focused on diversity topics and have assigned summer diversity readings.
- Saw a 62% increase from last year at the Career Closet, when only 62 students used the resource.
- Created a split position between the CLDC and Diversity and Inclusion. This position focuses on increasing diverse student engagement in career and leadership development.
- Completed 362 total appointments in partnership with OMSAR.
- Implemented two new programs: Black Excellence Panel and MLK Charity Basketball Game held during Martin Luther King Jr. Celebration Week
- Facilitated LINKS Peer Mentor Professional Development Workshops, six workshops with the Women's Center, and hosted drop-ins at the LGBT Center.

Counseling & Psychological Services

- A counselor from Counseling and Psychological Services holds weekly office hours in OMSAR.
- In partnership with the LGBT Center, Counseling and Psychological Services provide the "All in the Family" workshop series, that occurs once a month.
- Actively involved in cosponsoring university wide programs from the Women's Center, including International Women's Art Installation, and survivor centered programming.

Culinary Services

- Culinary Services promotes cultural awareness through its menus and food concept offerings.
- Jefferson Marketplace accepts Supplemental Nutrition Assistance Program (SNAP) benefits to support a more inclusive community. In addition, Culinary Services donated 13,536 lbs. of food from our dining venues to Athens Food Rescue in support of the Athens County hunger initiative.
- Culinary Services allows students on any traditional, flex or block meal plan to donate up to three meals, once per semester during the meal donation period, to a meal plan food bank that is distributed to students who are food insecure. During the 2018-19 school year 2,684 meals were donated.
- Coordinates the collection of non-perishable food items donated by students who use their flex meal plan swipes in all of its markets. These food items are then donated to the Cat's Cupboard Food Pantry and Goodworks Food Pantry.
- Requires all student leaders to take RHT 1050. The class includes a 55-minute presentation on Title IX by the Office of Equity and Civil Rights Compliance and a 55-minute presentation on sexual assault prevention and response by the Survivor Advocacy Program & Health Promotion.
- Hires employees with disabilities through Personnel Plus of Athens and partners with 4 Paws, a student organization that trains service dogs.

Dean of Students

- Hired an Assistant Dean of Students who is focusing on OHIO's Basic Needs and leads the "Bobcats Helping Bobcats" initiatives, which includes managing the Cats' Cupboard food pantry, the meal swipe donation program, and the Emergency Micro-grants program, all of which help serve at-risk students.
- The Division's Strategic Plan includes the breakthrough objective of Equity and Social Justice, "The OHIO Division of Student Affairs will ensure that a framework of equity and social justice is embedded in its day to day work."
- Developed common cultural competency language for all position descriptions in the Division of Student Affairs.

Event Services

- Ensured that all major events were accessible by promoting universal design in event production when applicable and providing accommodations, including American Sign Language interpreters.
- Piloted a blind recruitment strategy which promoted non-discriminatory hiring practices for student employees.
- Provided conflict resolution training to their student staff on ways to approach difficult conversations they may encounter in both work and student life.

Housing and Residence Life

- Housing & Residence Life (HRL) introduced "Hot Topic Dinners". These dinners, hosted in the dining halls and sponsored by the HRL equity and inclusion team, bring students together for dialogue and conversation about specific identities.
- Bobcat Immigrant Experience Poster Series.
- Financial supporter to the "90 Minute Series" that sponsors speakers to come to campus and discuss diversity issues.
- Participated in the Multicultural Visit Program hosted by Undergraduate Admissions.
- Implemented "Zip Whip" so students can text the main housing number in the event that they have hearing or speech impairments.

- Expanded Gender Inclusive Housing options for students, which included significant renovations to single user restrooms in Pickering, Bryan, Washington Hall and the Convocation Center.
- The Spring Hall Council Leadership conference focused on educating student leaders on topics related to diversity and inclusion.
- RA trainings with Diversity and Inclusion prior to start of academic year.

Survivor Advocacy Program

- Provides co-sponsorship, programmatic support, and the presence of confidential advocates at a variety of events hosted by the Women's Center each year including the International Women's Art Exhibit, Take Back the Night, and the annual survivor arts-based exhibit (I.e. Monument Quilt, What Were You Wearing?, Through the Survivors' Lens).
- In partnership with Counseling & Psychological Services, provides workshops tailored to the diversity of survivor experiences including female-identified survivor workshops, male-identified survivor workshops, and gender-expansive survivor workshops.
- All staff at the Survivor Advocacy Program are certified as Anti-Oppression Informed Practitioners through the National Association of Social Workers, Ohio Chapter.

DIVISION OF FINANCE AND ADMINISTRATION

www.ohio.edu/finance-administration

Facilities Management & Safety

- In conjunction with University Human Resources, participated in development of Sensitivity Training to improve awareness of bias.
- 82% of FMS employees have received this training; including administrators, classified, and bargaining unit employees.
- Partnered with Office of Equity and Civil Rights Compliance to identify issues related to ADA access.
 - Coordinated with Maintenance shops to remove barriers for better access, such as appropriate placement of ADA door openers, grab bars, sink heights, etc.
 - Recommends corrective actions or equipment adjustment/replacement through the Ergonomics Program.
 - Participated in selection of ADA Transition Plan consultant and working group.
 - Developing building standards to accommodate Universal Design for single user restroom, lactation room, signage use and placement.
 - In FY20, installing electronic access controls on the ADA entrances at majority of remaining facilities on the Athens campus that currently do not meet standards.
- Determining diversity and inclusion stakeholders for the upcoming Ohio University Sustainability & Climate Action Plan process.
- Work for Student Senate for menstrual hygiene product placement in bathrooms.

Gordon K. Bush Airport

- Coordinated schedules to support ATS (airport transportation services) travel for Patton College who is researching ways to enhance student experiences in working in urban settings.
- Provided support to Ohio University's Chapter, Women in Aviation. A student group.
- Support the Veterans Airlift Command by searching available mission requests for veteran community members.
- Made space available in airport terminal for Women in Aviation fund raising efforts.
- Supported Kids on Campus School Supply Drive.

Office of Information Technology (OIT)

- Transitioned OHIO's website to a new web platform, WebCMS. This transition supports universal access to websites on the ohio.edu domain.
 - Improving accessibility makes websites easier to access for all users while being ADA compliant.

Ohio University Police Department (OUPD)

- Includes representatives from Diversity and Inclusion in the hiring and promotion interview process of officers.
- Partnered with the Survivor Advocacy Program in creating a video about the investigative process.

Transportation & Parking Services

- Expanded CATS Late Night, a free on-demand transit service for students & faculty/staff providing a safe and secure method of travel across campus.
- CATCAB, a free para-transit service assists faculty/staff and students with mobility limitations. This service addresses the topography and parking challenges on the campus of Ohio University by providing door-to-door transportation with fully accessible vehicles.
- Training for transportation drivers on sexual violence and bystander intervention with Health Promotion, Survivor Advocacy Program, and Women's Center.

University Human Resources

- Continued to lead collaborative efforts with the Office for Diversity and Inclusion, Office of Equity and Civil Rights Compliance, Office for University Accessibility, and Office of the Provost to further inclusive recruitment and retention efforts surrounding diversity and inclusion as evidenced by several initiatives:
 - Led focus groups to understand the needs and interests for employee affinity groups (EAGs) and developed an outline for a guiding council of EAGs.
 - In partnership with the Women's Center, created and successfully piloted a Diversity Advocate Workshop, designed to offer participants of OHIO Search Committee Training an interactive opportunity to practice engaging in difficult conversations related to bias that may occur throughout the search process.
 - Conducted benchmarking research and developed a proposal for faculty cluster hiring.
 - Drafted updated guidelines and proposed policies for recruitment and retention, focusing on active outreach, training for committee chairs and members, and proactive communication between committees and University Human Resources.
 - Conducted executive search committee training at the kick-off meeting for all dean and VP searches. Continued to offer both central, open sessions and ad hoc departmental sessions of OHIO Search Committee Training.

- Developed a set of web pages for new employees and supervisors of new employees to address not only transactional orientation, but encouraging well-rounded onboarding efforts such as introductions to EAGs, relevant on-campus resources and offices (accessibility, lactation spaces, meditation rooms, etc.), and other workplace culture activities. Maintained additional relevant web pages including the listing of existing employee affinity/involvement groups and on-campus resources.
- In partnership with the Office of the VP for D&I, hosted two Multicultural Mix and Mingle events.
- In partnership, developed and presented on a number of related trainings and projects with various diversity and inclusion centers to meet AD HOC needs for guest speakers, program events, conference presentations, and etc.

University Planning & Real Estate

- Working closely with the Division of Diversity & Inclusion to review program and space needs within the LGBT and Multicultural Center.
- Continued planning with the Women's Center, LGBT Center and other campus partners to ensure that Lactation Rooms, gender neutral/single user restrooms are considered in project planning.
- Working toward improved campus accessibility by partnering with the Office for University Accessibility to develop an ADA Transition Plan which will identify and establish a process for the removal of physical barriers on campus

OFFICE OF THE PRESIDENT

www.ohio.edu/president

- Joined a coalition of more than 650 organizational and business leaders committed to advancing diversity and inclusion within the workplace by signing the CEO Action for Diversity and Inclusion™ pledge.
- Allocated funding to the Women's Center, the LGBT Center, and the Multicultural Center for the purpose of increasing their staff sizes by adding an Assistant Director and Administrative Associate.
- Created the Commission on the Status of Women, focused on issues such as educational access, equality in the workplace, climate surveys, family-friendly environments, and the historically undervalued feminized labor work force.
- Received national recognition by receiving the 2018 INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award.
- The OHIO Challenging Dialogues for Contemporary Issues Lecture Series was launched to have constructive conversations surrounding topics around civil discourse and public psyche.

Athletics

- 25% of student-athletes represent a diverse population.
- OHIO student-athletes are from 10 different countries.
- The OHIO Division of Student Affairs' Diversity Leadership Ambassadors student organization and the Student-Athlete Advisory Committee (SAAC) participated in the low-ropes Challenge Course facilitated by the Ping Recreation Center staff to enhance diversity and inclusion across student organizations, specifically these special populations.

- Mid-American Conference Council of Student-Athletes' MAC Mental Health Awareness Week, February 11-15 to promote awareness, support and inclusion of those suffering from a mental health disorders.
 - Mental Health First Aid Training.
 - Open Mic Night at Baker Center Front Room.
 - Yoga Night at Ping Recreation Center.
 - Partnered with Counseling and Psychological Services for tabling events at the Ping Recreation Center; gave out free t-shirts, pamphlets and ribbons to promote CPS' campus resources and services to Ohio University students.
 - Photo Campaign with injured student-athletes chronicling their injury and those who were pivotal during their return-to-play journey.
 - The Student-Athlete Advisory Committee (SAAC) won spring 2019 Outstanding Programming Award and OHIO Division of Student Affairs Leadership Gala for their Mental Health Awareness Week programs.
- Placement of a Mamava in the Convocation Center.

University Communication and Marketing (UCM)

- During the 2018-19 school year, provided support to the Division for Diversity and Inclusion in many formats, including public relations, social media, speechwriting services, website content creation and maintenance, and branding and graphic design support.
- UCM has created a content calendar to align opportunities to promote diversity and inclusion experts with related national events and activity.
- UCM issued nearly 30 Diversity and Inclusion themes press releases during this timeframe and drafted more than 110 Compass articles spanning announcements, event coverage and feature articles.
- Over the past year, we have also monitored breaking news for opportunities to leverage OHIO experts to contribute to the national narrative.
- UCM staff worked on a plan to market and brand the University's MLK Jr. Celebration and has provided support to the LGBT Center, including the 20th anniversary festivities and the Women's Center, most notably through the travelling What Were You Wearing Exhibit, as examples.

OFFICE OF THE EXECUTIVE VICE PRESIDENT AND PROVOST

www.ohio.edu/provost

- Informed dean search committees of implicit bias and inclusive language in advertising and marketing best practices.
- Supported gender balanced search for all semi-finalist of college deans' interviews.
- Supported first African American OU Press hire.
- Supported first female Dean of Russ College of Engineering hire.
- Encouraged Dean's attendance at Diversity and Leadership Institute workshops.

Center for Campus and Community Engagement (CCCE)

- Incorporates asset-based and justice-based frameworks in all community engagement activities (curricular, co-curricular, research and scholarly activity) by identifying and leveraging existing strengths within a community, as opposed to deficits and taking action to address oppression and privilege by emphasizing participation, equity, access, and rights.
- Guidelines and trainings are currently under development and are anticipated to be finalized prior to Spring Semester 2020.

Enrollment Management

- Partners with OMSAR, LGBT Center, Multicultural Center, and Women's Center on access, recruitment, admissions, scholarships, and programming.
- Works with Diversity and Inclusion and academic colleges to support communication with students in special programs, such as OHIO Reach and the College Achievement Program.
- Coordinate with Diversity and Inclusion and the Alumni Association to engage alumni in recruitment and yield of underrepresented students.
- Connects Diversity and Inclusion offices with community-based organizations such as "I Know I Can" in Columbus and "College Now" of Greater Cleveland.

Office of University Equity and Civil Rights Compliance (ECRC)

- Routinely present at every new employee orientation and every employee automatically is assigned the Bridges on-line sexual misconduct training.
- Do "on-demand" training for any unit (academic or otherwise) such as, training for new housing staff, for new staff in the VP of Student Affairs area, as well as International Student Orientation, University College UC 1000 instructors, etc.
- In collaboration with Human Resources and Institutional Research, this office completes state and federal Affirmative Action Plans.

Global Affairs and International Studies

Center for International Studies (CIS)

- Provided financial and programming support to hire graduate assistants in the Women's Center and OMSAR.
- Collaborated with OMSAR on the "a month of Ubuntu" program, the LGBT Center for SafeZone training and the Women's Center on International Women's Art Installation and World Hijab Day activities as well as with the Multicultural Programs for the Global Citizenship Learning Community.
- In collaboration with D & I, provided trainings on diversity, inclusion, and micro-aggressions for the Global Citizenship Learning Community, a UC 1900 course for Global Studies first-year students, and the Communication and Development Pro-Seminar for graduate students.
- Co-sponsored the 13th Annual International Conference on Conflict Resolution Education at the Ohio State University on April 5-6, 2019 themed "Preparing Tomorrows Peacebuilders: Career Paths in Peace Studies and Conflict Resolution."
- Sponsored the inaugural programming of GradConnect, a Graduate Student Senate initiative in collaboration with Jackie O's, and with other university departments to connect graduate students at OHIO with each other, the OHIO family, and the community.
- Latin American Studies (LAS) organized and collaborated on a number of events and presentations such as, Queer Tangueras and Rebellious Wallflowers event, Wealth and Poverty Week.
- For the first time, LAS partnered with the Latino Caucus to arrange a series of events to mark Hispanic Heritage Month.
- African Studies collaborated with African American Studies to host Being Black and Muslim.
- Created several new global studies Tier II courses on cross-cultural perspectives for the general education curriculum.
- The OHIO Global Studies Union students participated in a panel discussion on "Voices from the Border" at the Christ Lutheran Church in Athens.
- The Global Studies Program and Swahili STARTALK Program presented at the Multicultural Festival at Athens High School at the invitation by the Athens High School Multicultural Club.
- The Global Studies Program participated in the College and Career Fair event at Vinton County High School and future Student Receptions in Columbus, Cincinnati, Cleveland, and Pittsburgh.
- Participated in the Multicultural Visit Program and the Cultural Connections programs with the Office of Undergraduate Admissions and Office of Diversity and Inclusion.
- The World Languages Program works with the Athens Campus and other branch campuses to promote cultural and linguistic diversity and inclusion within the OU community and beyond. During the past academic year 2018-19, the program organized various activities to champion the key issues of diversity, inclusion and collaboration.
- Numerous Global Leadership Center (GLC) activities have focused on diversity and inclusion along with a general orientation of the Global Leadership Certificate towards a broad understanding of diversity and inclusion. This includes both working to make our student body more diverse and inclusive as well as centering our curriculum framing the centrality of diversity and inclusion for the areas of leadership and confronting global challenges.
- GLC offers a unique scholarship for GLC students from Appalachia to support their participation in the GLC study abroad opportunities. Two students received this award and used it to support participation in the Cambodia study abroad program.
- Our collaboration with OMSAR is combined with a concerted effort to make GLC more inclusive across disciplines and for students with complex work-life situations. This is achieved with blended options as well as flexible use of outputs-project focused curriculum.

- Connected to our curriculum focus on inclusion and skills for working in diverse teams, we have offered guest lectures in our GLC 2010 course on topics such as micro-aggressions, implicit bias, working and building in diverse and inclusive teams.
- As a part of the focus this past year on Cambodia, GLC collaborated with CIS World Languages to offer all the GLC students an introductory Khmer language course. Linking with the Cambodian community in Athens and Columbus the GLC facilitated student participation in Cambodian New Year celebrations.
- GLC partnered with the City of Athens, Community Food Initiatives, the OHIO Innovation Center, and Columbus-based US Together on student projects. US Together provided formal facilitator training for CIS graduate students who then played central role in their annual conference on refugees and migration. Both the second year GLC cohort and a group of CIS graduate students engaged with US Together working on issues of refugee resettlement in Ohio.

Office of Global Opportunities

- Co-manages the Wayne Hadley Scholarship Fund LGBT Travel Award with the LGBT Center.

International Student and Faculty Services (ISFS)

- Collaborated with the Women's center on a number of events such as the International Women's Coffee Hour, International Women's Day Art Installation.
- The University International Council's subcommittee is devoted to globalizing the campus.

Office of Instructional Innovation

- Continues to sponsor the Globalizing the Curriculum program.
- Planning a teaching academy for diversity and inclusive design in teaching for spring 2020.
- Provide support for accessible through audio recording all submissions for "What were you Wearing" & International Women's Art Installation.

Veterans and Military Student Services Center

- Partners with various campus departments to promote veteran-awareness on campus and local communities.
- Collaborates with college departments and regional campuses on evaluating military courses/training for applicable course credit(s).

DIVISION OF UNIVERSITY ADVANCEMENT

www.ohio.edu/advancement

- In fiscal year 2019, two new positions were created and filled to support Diversity and Inclusion:
- Assistant Director of Development, Diversity and Inclusion.
- Special Assistant to the Vice President and Executive Director of the Interlink Alliance.
- Partners with the Women's Center on multiple programs including mentorship and leadership programming
- Produces the annual ohio women magazine for all Ohio University alumnae.
- In partnership with the Women's Center, the 2018-19 publication included a curated photo essay on the Center's fall 2018 "What Were You Wearing" exhibit.
- Creates and distributes to alumni and friends stories that champion diversity and inclusion at OHIO and within the OHIO community.
- Collaborates with OMSAR on the Urban Scholars Program and Appalachian Scholars Program.
- Provides inclusive enrichment programs for Cutler Scholars, Templeton Scholars, Urban Scholars, and Appalachian Scholars.
- In 2019, Advancement leadership adopted the Council for the Advancement and Support of Education's CASE Zero Tolerance Pledge in support of continued efforts to ensure a productive and safe work environment for all Advancement staff. As part of this commitment, OHIO's Title IX office conducted a series of trainings for all Advancement staff related to sexual harassment.

Alumni Association

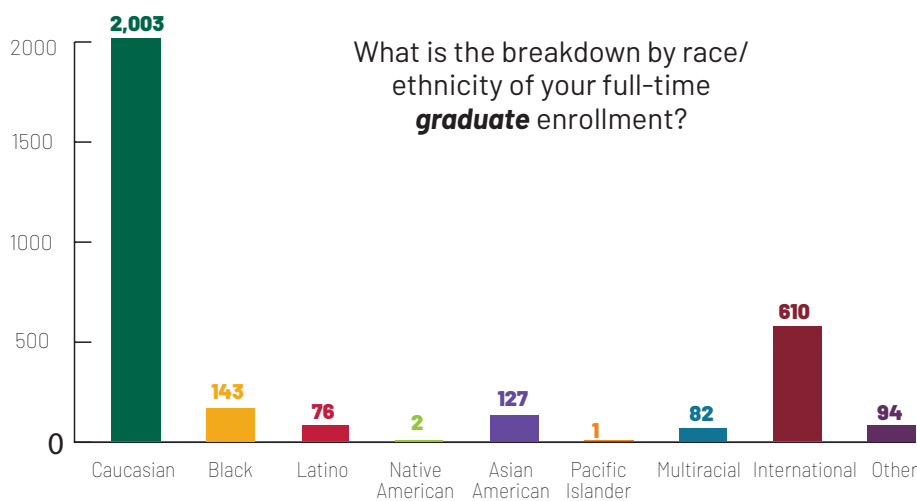
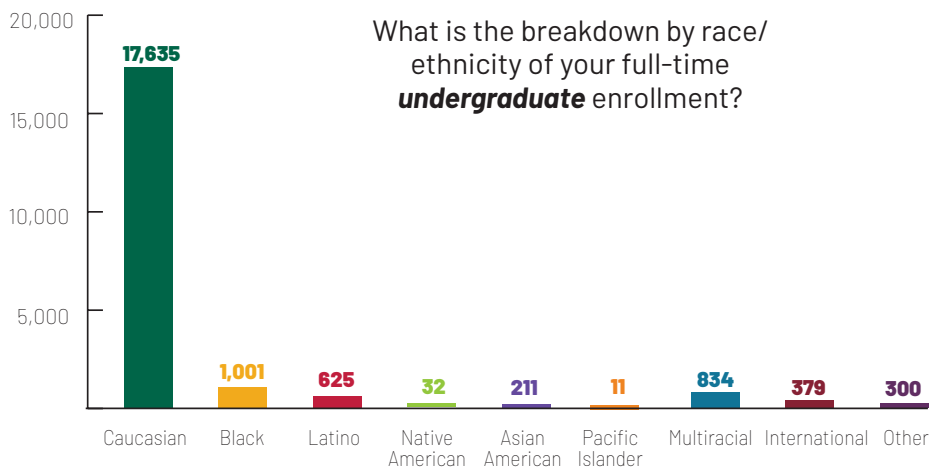
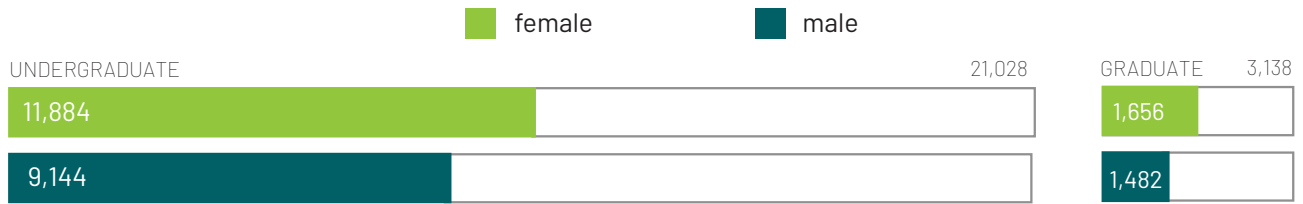
- Actively engage with the Division of Diversity and Inclusion through work with the Ebony Bobcat Network National Board, the PRIDE Society, and on the OHIO's 2019 Black Alumni Reunion.
- Collaborates with the Women's Center on multiple programs and events, Lancaster Campus on the Annual Celebrate Women event, Eastern Campus on their first Celebrate Women event, and The Ohio State University on the 2018 Women's Leadership Symposium.

University Demographics



Data provided by Institutional Research, Equity and Civil Rights Compliance, Student Accessibility Services, Veterans and Military Student Services Center, Admissions and other campus partners.

What is the breakdown by gender of your full-time **undergraduate** and **graduate** enrollment?



MORE THAN

21,000
full-time
UNDERGRADUATE STUDENTS

5%
of the student body identifies as being a **veteran**

3,138
full-time
GRADUATE STUDENTS

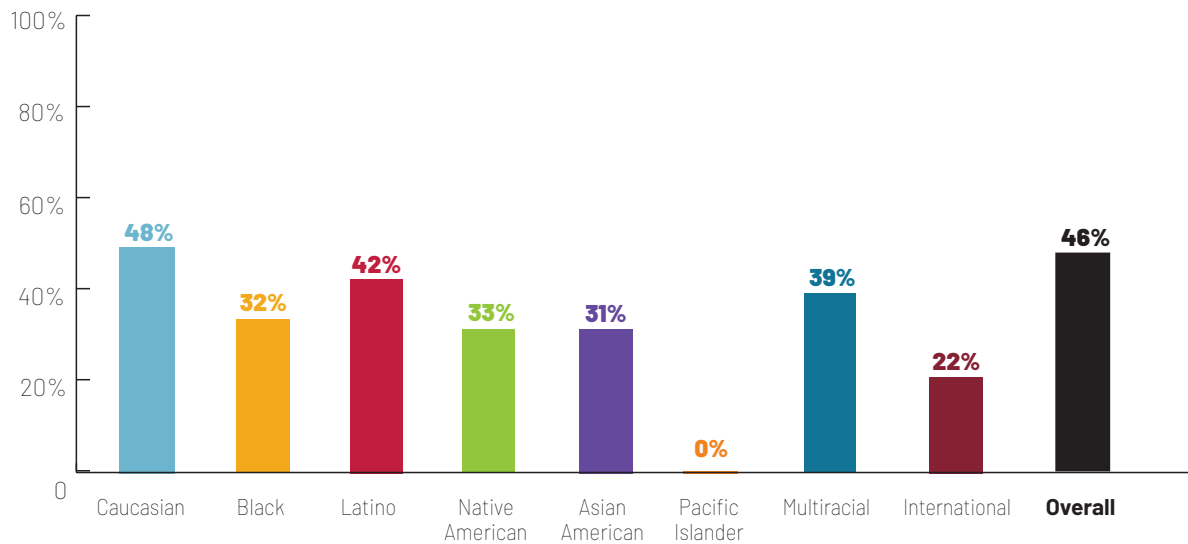
27%
of our student body are **First Generation Students**

1,410
students identify as having a **disability**

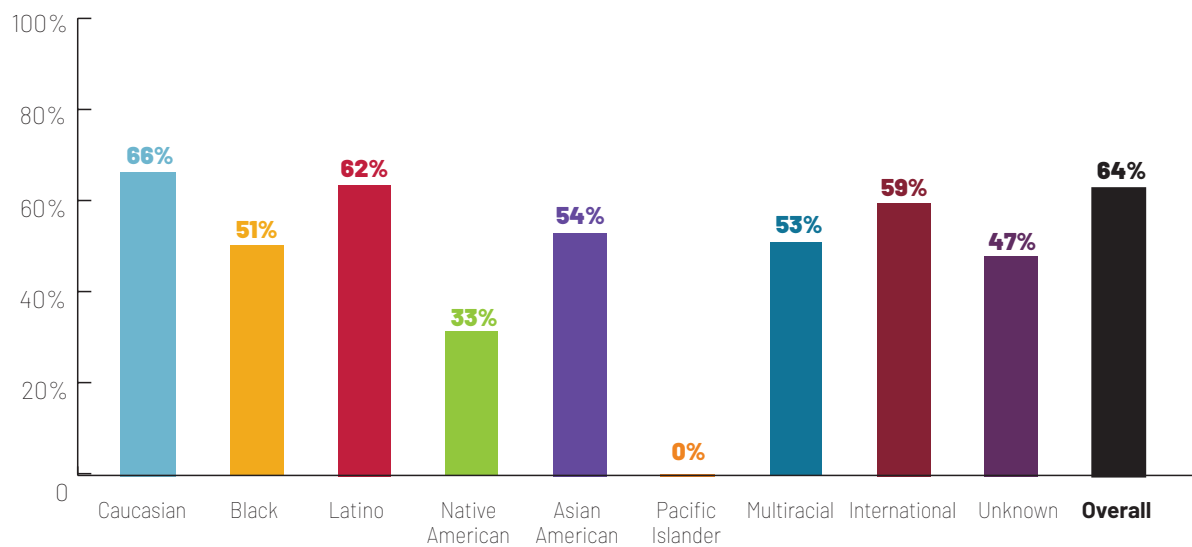
What is the **time (in years) to degree** for doctoral-level students in the following groups?

caucasian 5.14	black 6.50	latino 3.00
international 5.57	unknown 3.00	overall 4.84

What are your four-year **graduation rates** for undergraduate full-time students in the following groups?



What are your six-year **graduation rates** for undergraduate full-time students in the following groups?



STUDENT RECRUITMENT AND RETENTION

What **efforts** do you use to recruit historically underrepresented and first-generation students?



community outreach



on-campus diversity recruitment efforts



admissions officers with a diversity focus



social media outreach



Pre-college programs for K-12 students



race-conscious & economic conscious scholarships



holistic admissions process



recruiter attendance at underrepresented student conferences



Community College Bridge Programs

Currently not engaging in:

- National strategic partnerships

What efforts do you use to **improve retention and graduation rates** for historically underrepresented and first-generation students?

campus-wide **strategic retention plan**

institutional research on student success patterns

cohort-based **academic success** and **leadership programs**

academically themed **diverse student organizations**

supplemental instruction

free tutoring support

culturally relevant **advising**

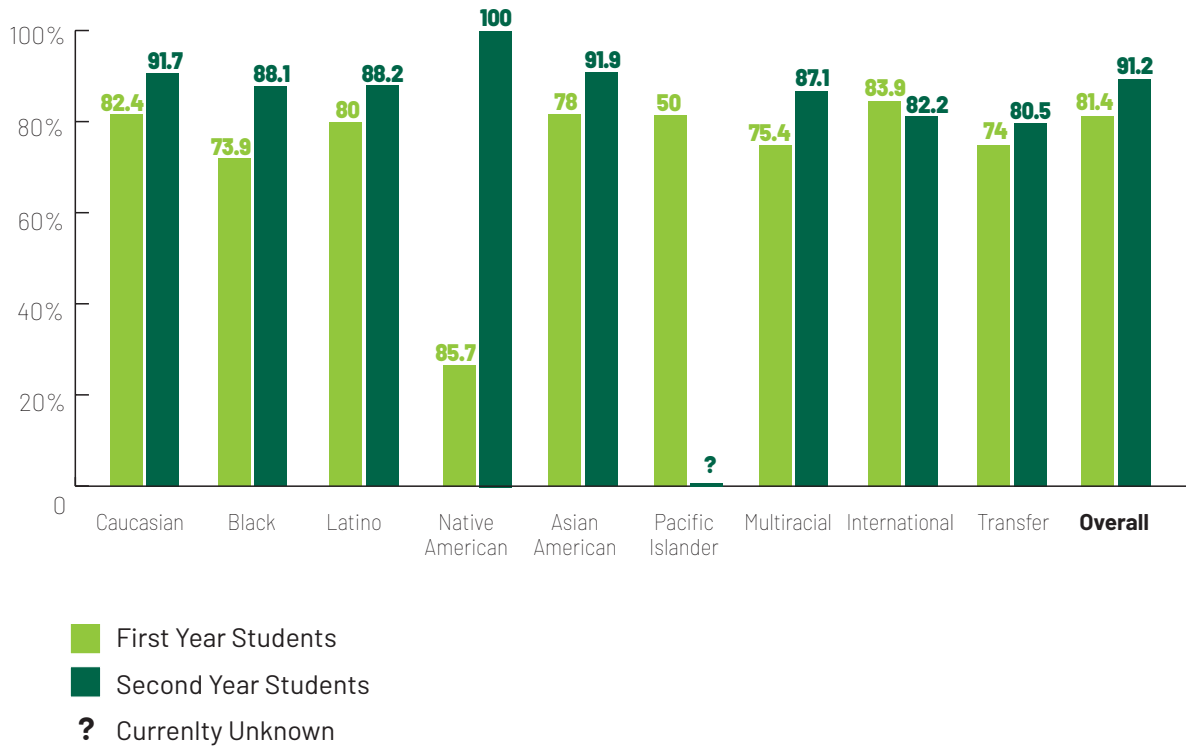
early warning monitoring systems

first-year experience program

motivational guidance for academically at-risk students

mentorship programs

What are the current retention rates for **full-time students**?



16%

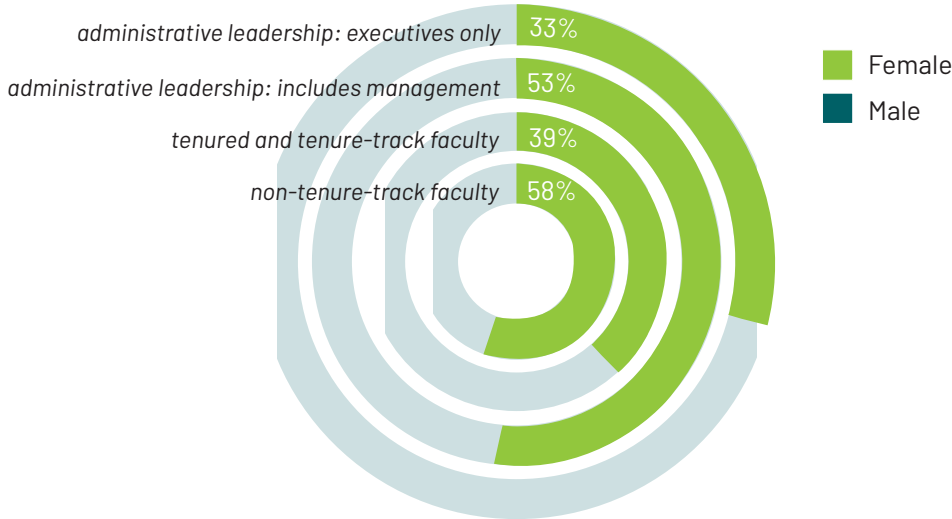
Undergraduates are from **historically underrepresented groups**

36%

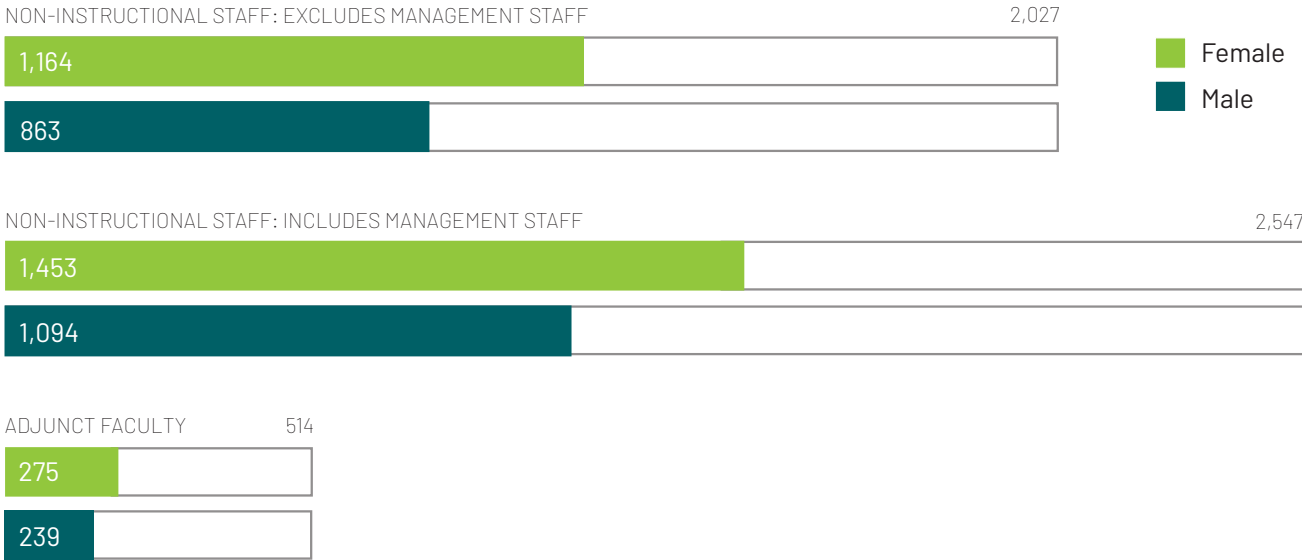
Graduates are from **historically underrepresented groups**

ADMINISTRATOR, FACULTY AND STAFF DEMOGRAPHICS

What is the breakdown by gender of your **administrative staff, tenured/tenure-track faculty, and non-tenure-track faculty?**



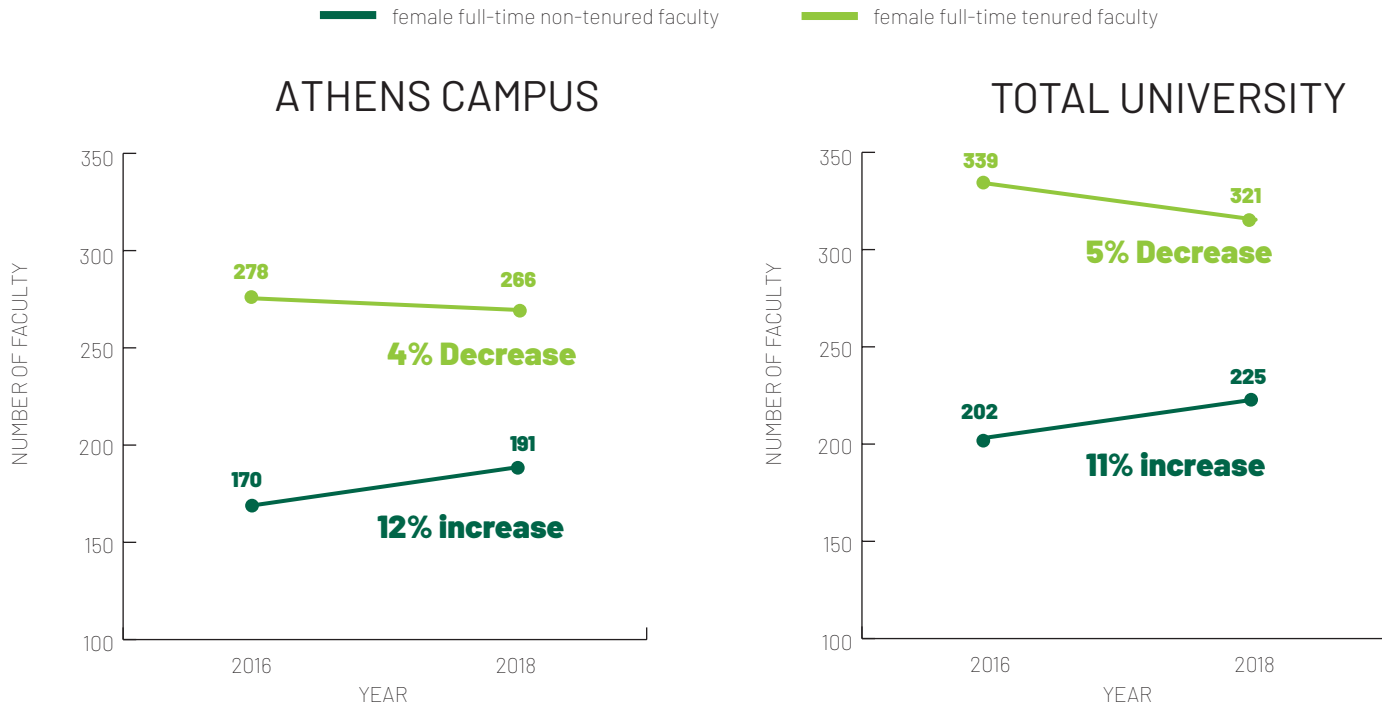
What is the breakdown by gender of your full-time **non-instructional staff, adjunct faculty?**



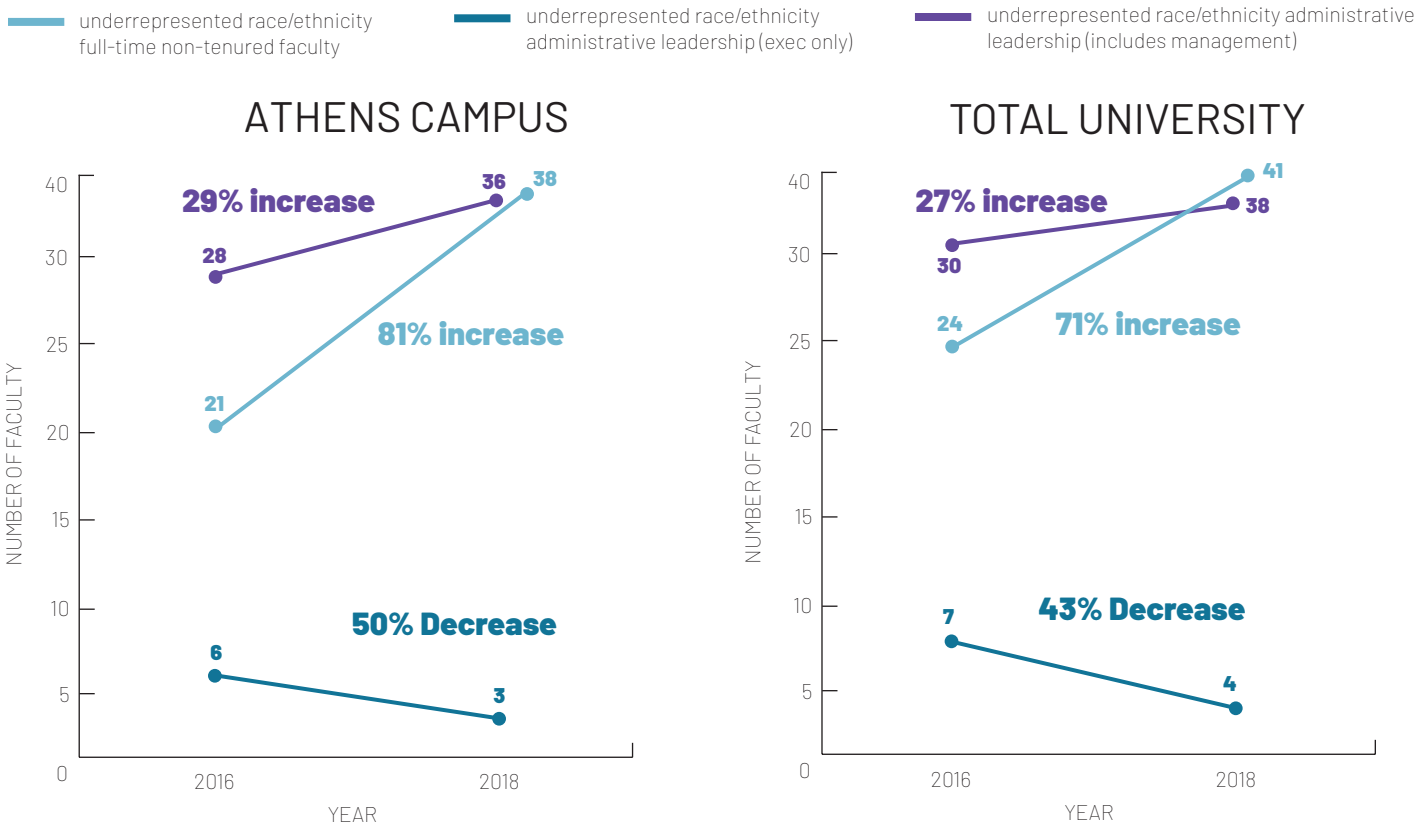
What is the breakdown of your **Board of Trustees?**



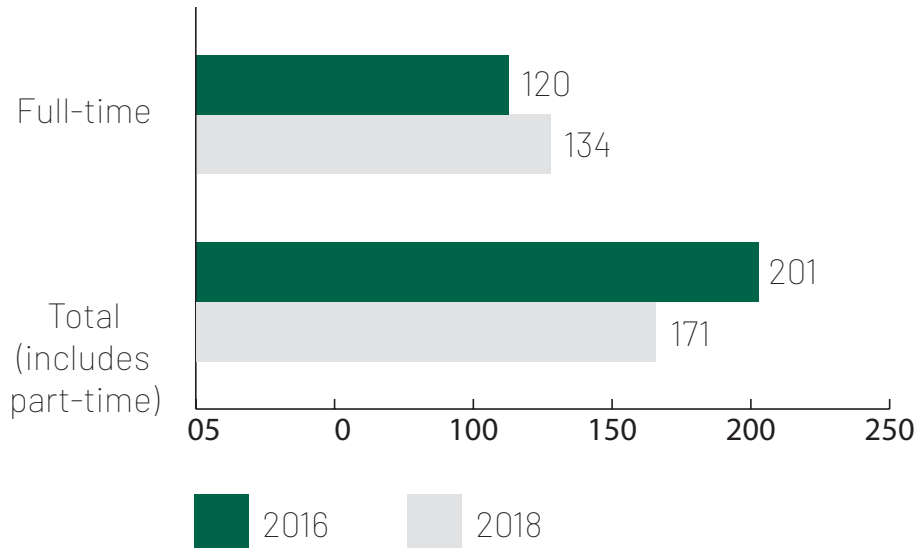
What is the breakdown of your **female full-time tenured and non-tenured faculty** between 2016 and 2018?



What is the breakdown of your **underrepresented race/ethnicity full-time non-tenured faculty and administrative leadership** between 2016 and 2018?

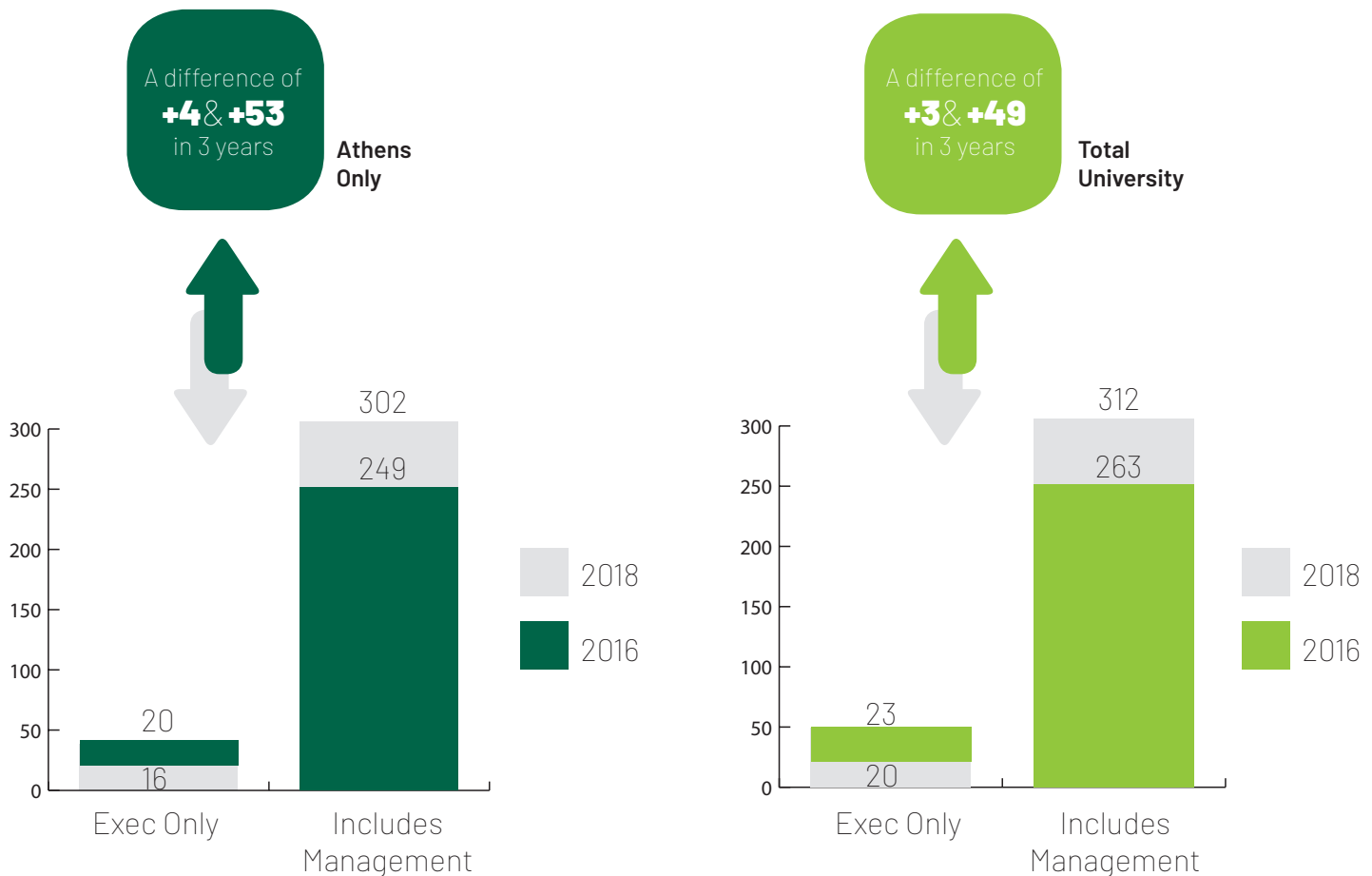


FEMALE STEM FACULTY (ATHENS)



*Note: The regional campus faculty are not tied to an academic department in the HRMS system, so we cannot calculate a reliable total University set of numbers for this question. Regional campus faculty are only assigned to a college such as "Chillicothe Arts & Sciences," so we cannot differentiate the STEM faculty from non-STEM faculty.

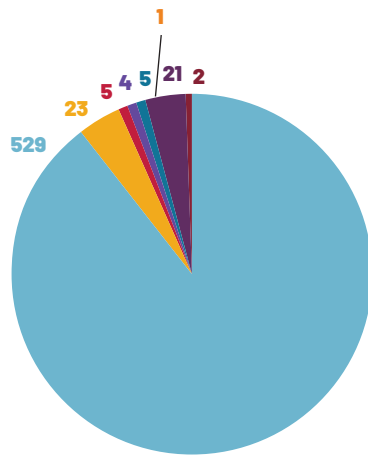
FEMALE ADMINISTRATIVE LEADERSHIP



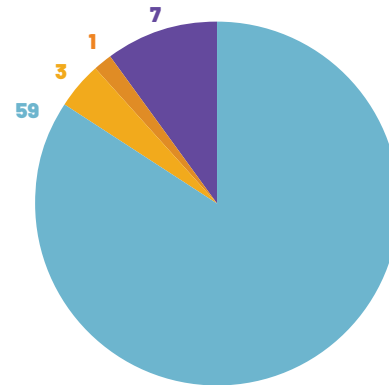
*Note: The data for 2016 is based on the University's old compensation structure. The positions have changed significantly since then, especially within the "Management" group. This makes the 5-year trend comparisons difficult.

What is the breakdown by race/ethnicity of your **administrative leadership**?

- International
- Black
- Latino
- Multiracial
- Asian American
- Pacific Islander
- Caucasian
- Other



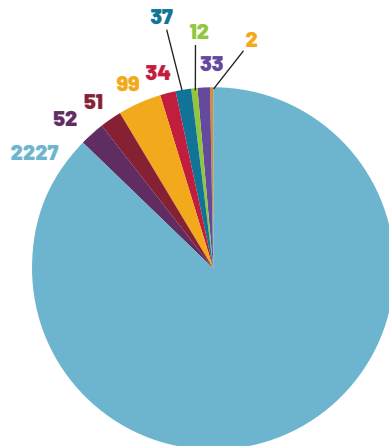
Administrative
(including Management)



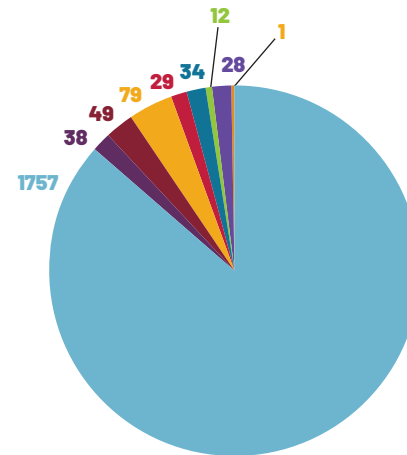
Administrative
(Executives only)

What is the breakdown by race/ethnicity of your full-time **non-instructional staff**?

- International
- Black
- Latino
- Multiracial
- Native American
- Asian American
- Pacific Islander
- Caucasian
- Other



Non-instructional
(including Management)



Non-instructional
(excludes Management)

What is the breakdown by race/ethnicity of your **faculty**?

International

Black

Latino

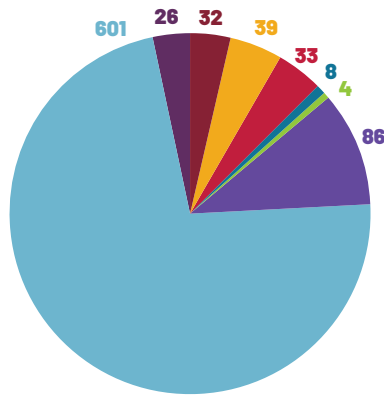
Multiracial

Native American

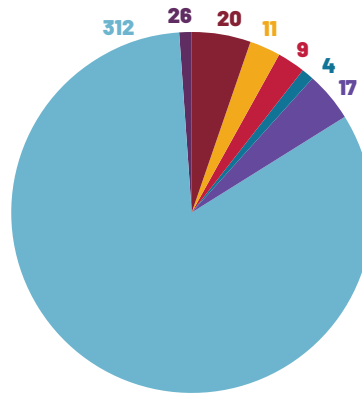
Asian American

Caucasian

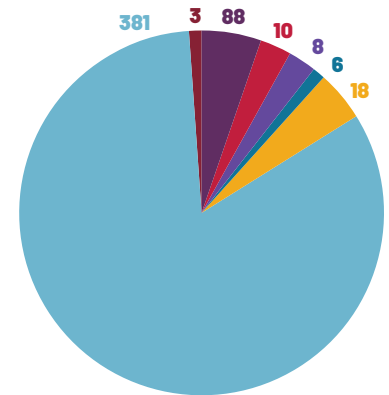
Other



Tenured and Tenure-track Faculty (full-time)



Non-tenured Track Faculty (full-time)



Adjunct Faculty

4.9%

of **staff** (including management) identify as a

veteran

-AND-

2.9%

identify as having a

disability

2%

of **faculty** identify as being a

veteran

4.4%

of **leadership** (including management) identify as a

veteran

-AND-

2.7%

identify as having a

disability

1.3%

of **faculty** identify as having a

disability

Faculty recruitment and retention

What **strategies** does your institution use to increase the diversity of your faculty?

national **partnerships**

advertisements in diversity publications and/or job board

participation in **diversity recruitment events**

strategic funds to hire diverse candidates

Require diverse job candidates to be included in the final pool of all candidates

All jobs are posted to
diversityjobs.com

and a host of affiliated sites:

Africanamericanhires.com

allhispanicjobs.com

alllgbtjobs.com

disabilityjobs.net

OHIO strives to retain diverse faculty with
*affinity or employee resource
groups, mentor programs, &
graduate research support*

What **strategies** does your institution have in place to ensure diversity planning?

Our institution's mission
statement includes

**DIVERSITY &
INCLUSION**

as one of its

CORE VALUES

Division of Diversity and Inclusion
has the opportunity to

**FORMALLY
REPORT**

on campus diversity plans,
successes, challenges and
opportunities at meetings of our

GOVERNING BOARD


Our diversity office submits and makes public an

ANNUAL DIVERSITY REPORT

Our institution **offers:**

 gender-neutral
bathrooms

 trans-inclusive
health benefits

 same-sex partner
healthcare benefits
for employees

Does your institution offer **unconscious bias training** for the following groups?

■ YES ■ NO

full-time tenured and tenure-track faculty
full-time non-tenure track faculty
full-time staff
adjunct faculty
search committee heads
search committee members
athletic department staff
senior leadership
campus police force
governing board members

Institutional Branding

Which of the following **offices** are on your campus?



disability services office



international office



study abroad office



multicultural affairs office



diversity office



LGBTQ office



veterans office



supplier diversity office



religious services office

Which of the following **diversity-related information** appears on your website?

Our procurement page **lists opportunities for minority – and women-owned businesses**

our study abroad office page includes specific **opportunities for underrepresented students**

Our international office page includes information about **groups, clubs, etc. for international students**

Our human resources page includes information about **affinity/employee resource groups**

Our disability services office page **links to our career services page**

Every open job posting listed on our human resources page includes an **AA/EEO statement**

Chief diversity officer's role

How is your chief diversity officer's role situated **for success?**

Our chief diversity officer **reports to the president.**

Our chief diversity officer has their **own budget.**

Our chief diversity officer is encouraged to **attend** governing board meetings and **present** the case for campus diversity.

Our chief diversity officer has **input into the budget** allocated to their office.

How does your institution help students develop **cultural competence?**



diversity courses for students



multicultural events on campus



multicultural student clubs and organizations



issues of diversity incorporated into first-year experience program



opportunities for Pell Grant students to study abroad

Does your institution **celebrate** the following?

YES NO

African American History Month
Women's History Month
National Hispanic Month
Native American Heritage Month
Martin Luther King Jr. Day
LGBTQ Pride Month
National Disability Employment Awareness Month

Which **affinity/employee resource groups** do you have at your institution?

African American / Hispanic/Latino / Women / Religious

***We lack Veterans / LGBTQ / Asian American / Pacific Islander / Native American / Disability
Multiracial Resource Groups**

Our institution offers the following for students **with disabilities**?

YES NO

sign language translators in classrooms
textbooks in braille
computer-assisted real-time captioning
instructional materials in accessible formats
wheelchair-accessible curbs and building ramps
accessible online employment application
online learning systems accessible to all students
section 508 website compliance
wheelchair-accessible buildings
elevators in all buildings

Diversity-related awards/recognitions our institution has received over the past year

2018 **HEED Award**

2018 **Inspiring Programs in STEM Award**

Heritage College of Osteopathic Medicine Cleveland's Aspiring Doctors Precollege Program

2018 **Inspiring Programs in STEM Award**

College of Arts and Sciences' Tech Savy OHIO

Named one of the **nation's top military-friendly schools**
for 2019-20 by G.I. Jobs Magazine

First Forward Designation

National honor for commitment to first-generation student success

2018 **Larry Abernathy Award** from the
International Town and Gown Association (ITGA)

Ohio University's Innovation Center named
2019 Rural-Based Entrepreneurship Center of the Year

Receiving the Randall M. Whaley Incubator of the Year Award from the
International Business Innovation Association (InBIA)

Ohio University's **Voinovich School of Leadership and Public Affairs**
was awarded the **2018 iGIVE Award** from the iBELIEVE Foundation



OHIO UNIVERSITY FAST FACTS

Affordability (Athens Freshmen)

Tuition	12,192
Tuition, Room and Board	24,022
Received Loans	66%
Received Pell Grants	28%
Received Any Aid	94%
Average Debt - Ohio University ¹	\$27,993
Average Debt - State of Ohio ¹	\$30,629
Fiske Guide Best Buy College ²	21st

Student Enrollment

Undergraduates Athens	17,107
Undergraduates Regional	6,017
Undergraduates eLearning	5,508
Total Undergraduates	28,632
Graduates Athens	2,394
Graduate Outreach/eLearning	2,862
Total Graduate Students	5,256
Medical Students	983
Total Unduplicated Fall	34,871
Total Unduplicated 12-month	42,736

Freshmen Profile (Athens)

New Freshmen	3,980
Ohio Residents	86%
Underrepresented Minority	14%
Middle 50% ACT	21-26
Top 25% of HS class	44%

Financials (in Millions)

Annual Budget	764.5
Endowment	536.2
Total Research Grants	54.9
Active US Patents	95
Active Non-US Patents	174

Employees

Total Employees	4,885
Total Athens Employees	4,185
Total Regional Employees	700
Total Permanent Employees	4,031
Total Tenure-Track Faculty	831
Student to Faculty Ratio	17 to 1





OHIO
UNIVERSITY

**Division of
Diversity and
Inclusion**