



OHIO
UNIVERSITY

DIVISION OF DIVERSITY AND INCLUSION

2021 Annual Report

DIVERSITY IS UNDERSTANDING MADE VISIBLE

D&I ANNUAL REPORT CONTENTS

- 3 | Message from the Vice President for Diversity and Inclusion**
- 5 | Division's Organizational Chart**
- 6 | Office of the Vice President for Diversity and Inclusion**
- 10 | Lesbian, Gay, Bisexual, Transgender Center**
- 12 | Multicultural Center**
- 14 | Office for Multicultural Student Access and Retention**
- 16 | Women's Center**
- 19 | University-wide Efforts**
- 39 | University Demographics**

It is my great pleasure to share with you the OHIO Division of Diversity and Inclusion's FY 21 annual report, which highlights our Division-wide efforts as well as the four Centers/Offices within our Division: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center, the Multicultural Center, the Office for Multicultural Student Access and Retention (OMSAR), and the Women's Center. This report also celebrates the collective work on diversity and equity that is being driven by OHIO's academic and administrative units.

Over the past year, we have faced many difficult realities related to the COVID-19 pandemic and systemic racial injustice, and we have continued to engage our campus community in urgent and action-focused dialogue. As we continue to navigate the pandemic, we are renewed in our conviction that education is the key driver of progress, inclusion, and equity. Even during times of great challenge, our community will remain united in our commitment to a diverse, vibrant, and inclusive campus.

In the spring of 2021, our Inclusive Excellence Strategic Plan earned unanimous approval from the Ohio University Board of Trustees and will serve as a blueprint for academic and administrative units across campus. In articulating both a vision and concrete action steps, we are making the case for why diversity and inclusion matters. The research is clear: Inclusive excellence promotes greater student achievement, staff satisfaction and retention, and lifelong ties between our graduates and OHIO. For us, diversity and inclusion is more than an aspiration – it is a vital component of a sustainable, anti-racist, cohesive, and strong campus community that celebrates difference and equity.

Since Spring 2019, our team has engaged in countless campus-wide conversations – including with the D&I Advisory Council, the Diversity Leadership Institute, and feedback sessions with campus constituencies – to ensure that many voices could provide feedback on strategic priorities. Together, we identified the four key goals in the Inclusive Excellence Strategic Plan:

- **Recruit and retain a diverse campus community**
- **Create a sense of belonging for all members of the campus community**
- **Reimagine teaching and learning with inclusivity as a core design principle**
- **Build a sustained commitment to data collection, analysis, dissemination, and continuous improvement**

Diversity and inclusion remains critical to OHIO's core mission of teaching and learning, and I know that OHIO is prepared to drive that mission forward with conviction, determination, and compassion for all. For this reason, I am excited for another great year in FY22. As you review this year's report, I invite you to consider ways in which we can collaborate to elevate our University's diversity and inclusion vision.

A MESSAGE FROM OHIO UNIVERSITY'S VICE PRESIDENT FOR DIVERSITY & INCLUSION



Sincerely,

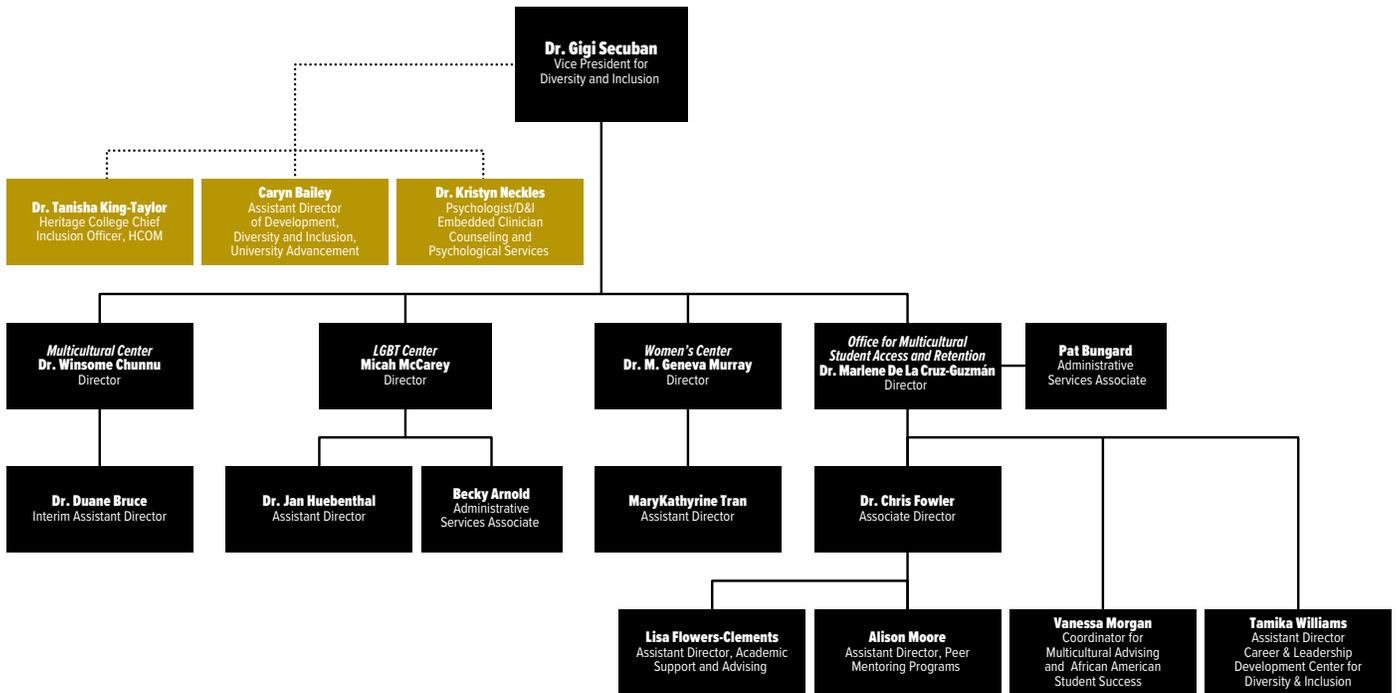
A handwritten signature in black ink, appearing to read 'Gigi Secuban'.

Dr. Gigi Secuban



OHIO
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DIVISION OF DIVERSITY AND INCLUSION



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. ©2021 Ohio University. All rights reserved.

DIVERSITY & INCLUSION

Office of the Vice President for Diversity and Inclusion

D&I MISSION

Ohio University is committed to diversity through inclusive practices, policies, curricula, and programs that lead to a welcoming, respectful, supportive, and affirming environment; especially for those who have been marginalized within higher education settings.

STAFF INFORMATION

Administrative: **1**
Classified: **0**
Graduate Assistants: **0**
Student Employees: **2**
Diversity Leadership Ambassadors: **12**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$271,958**

48.43% decrease from FY20

** FY20 salaries were decreased due to a University-wide furlough.*

Operating Expenses: **\$775,286**

39.59% decrease from FY20

VISION

Ohio University will be recognized as a national leader in our diversity and inclusion efforts defined by our innovative approaches to designing an inclusive curriculum and educational programming, enacting comprehensive recruitment and strategic communication strategies, supporting students, crafting campus-wide mentoring initiatives, and focusing on continuous assessment. To exemplify our University's core values of diversity and inclusion and make good on OHIO's strategic framework theme of access and inclusion, Ohio University will act affirmatively to assure equal opportunity in employment and in delivery of programs and offerings, consistent with both federal and state civil rights laws and affirmative action guidelines. Every campus, college, and administrative unit will continuously examine itself and identify strategies to foster inclusive and equitable institutional cultures. Faculty and staff will exemplify principles of inclusion and respect for all people in fulfilling their responsibilities. All people (persons associated with Ohio University) will be accountable for their actions.

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.

INCLUSIVE EXCELLENCE STRATEGIC PLAN

<https://www.ohio.edu/diversity/inclusive-excellence-strategic-plan>

Connected directly to the Fearlessly First Strategic Plan and specifically to our pursuits related to student success, the Inclusive Excellence Strategic Plan has been developed to operationalize OHIO's diversity, equity, and inclusion efforts. Since Spring 2019, our team has engaged in countless campus-wide conversations — including with the D&I Advisory Board, participants in our Diversity Leadership Institutes, and over 30 feedback sessions with campus constituencies — to ensure that many voices could provide feedback on our strategic goals. Together, we identified four strategic priorities:

- **Recruit and retain a diverse campus community**
- **Create a sense of belonging for all members of the campus community**
- **Reimagine teaching and learning with inclusivity as a core design principle**
- **Build a sustained commitment to data collection, analysis, dissemination, and continuous improvement**

Over the 2020 – 2021 academic year, the Division of Diversity and Inclusion engaged nearly 60 campus constituency groups in virtual conversations and listening sessions around the strategic plan framework and gathered ideas for action items under each of the strategic goals. During the Fall 2020 Breakfast for Progress, over 100 members of the University community participated in an activity where they offered feedback on the strategic goals and brainstormed campus-wide action items related to the goals. Additionally, a group was formed to draft core



Campus Response to Diversity, Equity, and Inclusion Crises and Campus Forums

This academic year, the Division developed protocols for responding to U.S. and global diversity, equity, and inclusion crises. Campus-wide communications were sent in response to the following issues:

- **Murder of George Floyd and demonstrations for Black lives across the U.S.**
- **Killing of Asian and Asian American community members in Georgia and the rising violence against Asian, Asian American, and Pacific Islander people and communities**
- **Impact of the COVID-19 pandemic in India and solidarity with Indian and Indian American Bobcats**
- **Killing of Daunte Wright in Minnesota**
- **Killing of Casey Goodson in Columbus, Ohio**
- **Non-indictment of the police officers involved in the killing of Breonna Taylor**

Additionally, campus forums were held addressing the following issues:

- **Killing of Daunte Wright in Minnesota and concurrent trial of Derek Chauvin**
- **Non-indictment of the police officers involved in the killing of Breonna Taylor**

Diversity Studies Certificate Program

Starting Fall 2020, the Division of Diversity and Inclusion has taken the lead in coordinating the Diversity Studies Certificate Program. The program is an interdisciplinary certificate program that is available to all Ohio University undergraduate students. It is intended to complement and enhance a student's general education, academic major and/or career preparation. While we know that many types of diversity exist, the Diversity Studies Certificate focuses on five of the most recognized diversity domains in the United States, which include race/ethnicity, social class, gender, sexual orientation, and disability.

aims, aspirations, definitions of core terms, and a research brief to accompany the strategic plan's framework.

The plan and action items for immediate implementation for 2020 – 2021 were presented to the Board of Trustees during the April 2021 board meeting and were unanimously affirmed.

SELECT D&I PROGRAMS AND INITIATIVES

During the 2020 – 2021 academic year, the Division of Diversity and Inclusion continued our focus on student recruitment and retention efforts, finalizing a comprehensive diversity and inclusion strategic plan, and providing resources and support for all campus constituents. Below is a listing of select new campus-wide initiatives and resources, academic program coordination, programming initiatives, and collaborations launched during the 2020 – 2021 academic year.

Visible

<https://www.ohio.edu/diversity/visible>

The Division of Diversity & Inclusion worked with University Communications and Marketing (UCM) to develop a new campaign that illuminates diverse stories and diversity, equity, and inclusion work at OHIO. *VISIBLE* celebrates the historic work that Ohio University has accomplished, acknowledges the work happening around us, and challenges our community to move forward, together. This work

included the launch of a new Division website that will organize diversity, equity, and inclusion resources in a user-friendly and dynamic way. The new website includes a *Diversity Dashboard* that displays diversity and inclusion-related data points and will eventually communicate and share progress toward strategic goals.

In collaboration with colleagues in the Division of Student Affairs and University Communications and Marketing, the Division of Diversity and Inclusion is working to launch a new campaign connected to the *VISIBLE* initiative, called *Make Respect Visible*. The campaign is designed to give the university community expectations and guidelines as it relates to engaging across difference and kicked off in August 2021.

D&I Core Trainings Website

<https://www.ohio.edu/diversity/trainings>

The *D&I Core Trainings* website, launched in Fall 2020, serves as a hub for diversity, equity, and inclusion-focused trainings and workshops offered across campus. The website also houses a list of key diversity, equity, and inclusion terms and definitions.

Diversity Dashboard

<https://www.ohio.edu/diversity/about/diversity-dashboard>

Launched in Fall 2020, the Division of Diversity and Inclusion, in collaboration with Institutional Effectiveness and Analytics, has developed a diversity dashboard that provides easy access to students, faculty, and staff demographic information.

OHIO Men of Excellence Network

<https://www.ohio.edu/diversity/o-men>

The OHIO Men of Excellence Network (O-MEN), launched in Fall 2020, is an academic support and student engagement initiative designed to increase, encourage, and support the inclusion and educational success of underrepresented diverse male-identifying undergraduate students at Ohio University. Utilizing a research-supported cohort model with programming to support participants over the course of their entire undergraduate experience, O-MEN is designed to challenge and support participants to exceed academically, personally, and professionally while gaining valuable career-readiness and leadership skills. During the 2020-2021 academic year, 22 students participated virtually in a 1-credit course and other social activities.

Diversity and Inclusion Speaker Series

https://www.youtube.com/playlist?list=PL2d1t1Cmufz5OS_hxAlmq4JBZiR0c7Ap

Starting in summer 2020, the Division hosted a speaker series with special guests on topics relevant to our campus and global community. The eight events in this year's series included:

- **Black Lives Matter: Scales of Justice with Sharon Cooper Event**
- **Exploring the History of Appalachia: A Conversation with Dr. Richard Straw**
- **Genetic Consequences of the TransAtlantic Slave Trade – Featuring researchers from 23 and Me**
- **No/Know Equal Justice: A Conversation with Benjamin Crump**
- **Indigenous Perspectives: Land, Language and Identity – A Conversation with Anton Treuer**
- **Conversation with Donna Brazile**
- **Fireside Chat with Secretary Clinton and Dr. Chelsea Clinton**
- **Cooking and Conversation with Jerome Grant**

EVENT HIGHLIGHTS

Diversity Leadership Institute

<https://www.ohio.edu/diversity/diversity-leadership-institute>

OHIO's Diversity Leadership Institute, in its third year, brings members of the campus and OHIO campus communities together to share, learn and rigorously explore salient diversity, equity, and inclusion topics. Institute participants will have opportunities to engage in learning on an identified topic, spend time reflecting on and discussing the ways in which the topic relates to our global and local communities, and explore action steps we need to take to make our community more equitable and inclusive.

The Institute was on April 22, 2021 with the theme *Pathways to Anti-Racism* and featured keynote speaker Dr. James D. Anderson, Dean of the College of Education, the Edward William and Jane Marr Gutzsell Professor of Education, and affiliate professor of History, African American Studies, and College of Law at the University of Illinois Urbana-Champaign. The event also included two anti-racism workshops that offered participants an opportunity to reflections on the morning keynote address, critically examine the Inclusive Excellence Strategic Plan goals, brainstorm action items to support anti-racism work at all OHIO campus, and explore ways to engage individually and collectively with colleagues and neighbors around anti-racism. In all, 191 community members attended the welcome and keynote address and 152 attended the Anti-Racism Reflection workshops.

Dr. Martin Luther King, Jr. Celebration

<https://www.ohio.edu/diversity/dr-mlk-jr-celebration>

Every year, MLK Week honors the life and legacy of Rev. Dr. Martin Luther King, Jr. through events that highlight equality and social justice issues. Organized by the MLK Jr. Celebration Planning Committee and sponsored by the Division of Diversity and Inclusion, 2021's MLK Week included a Silent March, a Drive-In Brunch, virtual lectures and an Athens County School Supply Drive.

Juneteenth Celebration

<https://www.ohio.edu/diversity/juneteenth-celebration>

Beginning in June 2021, Ohio University provided programming and activities to commemorate Juneteenth. Juneteenth, celebrated on June 19 each year, marks our country's second independence day. Although Juneteenth has long celebrated in the African American community, this monumental event remains largely unknown to many Americans. The theme for the 2021 celebration was Celebration through Education: Our History, Our Hope, and events included a health walk and festival.

#fortheculture D&I Welcome Program Series

<https://www.ohio.edu/diversity/culture>

New in Fall 2020, the *#fortheculture series* provided transition programming geared towards OHIO's students of color and included a Kick-Off event with a featured speaker, social event, and Real Talk Seminar Series. A total of 325 students and community members participated in the series' events.

Real Talk About Big Questions Series

<https://www.ohio.edu/diversity/real-talk-about-big-questions>

Another new programming initiative started in Fall 2020 was the *Real Talk About Big Questions* series. The series, in collaboration with campus partners, provides spaces for dialogue with experts and fellow Bobcats about relevant and current events. This year, the committee partnered with the Center for Campus and Community Engagement and Office for Global Affairs to host two events with 183 participants.





FUNDRAISING SUMMARY

During the 2020 – 2021 year, the D&I advancement officer managed 55 proposals with outstanding asks of \$1,009,600 and raised \$109,600. These efforts resulted in the following new scholarships and endowments:

- **George Floyd Memorial Scholarship Fund**
- **Ebony Bobcat Network Scholarship Endowment - \$300,000 Planned Gift**
- **The Rev. Dr. Francine C. Childs Social Justice Scholarship Endowment - \$25,000**
- **The Kent-Rudolph Scholarship Endowment - \$25,000**
- **The Colonel Frank E. Underwood, Sr., Scholarship Endowment - \$25,000**

Further, during OHIO Giving Day there were two \$2,500 challenges for the EBN Urban Scholarship Endowment. Michael and Paula Price provided a 1:1 match, and an anonymous donor unlocked \$2,500 with 35 gifts.

SUMMARY FY 21 Programs and Trainings

Total # of Events	25
Total # of Event Participants	2,747
Total # of Trainings	5
Total # of Training Participants	434

PROGRAM HIGHLIGHTS

Diverse Junior Faculty Mentoring Program (DJFMP) <https://www.ohio.edu/diversity/junior-faculty-mentoring>

The Diverse Junior Faculty Mentoring Program is jointly sponsored by the Division of Diversity and Inclusion and the Office of the Executive Vice President and Provost. The program pairs full-time junior faculty members (including tenure-track, instructional, and clinical faculty) with senior faculty members who have volunteered to collaboratively offer professional guidance to their mentee on individual developmental goals. The 2020 - 2021 cohort consisted of 24 faculty members.

Inclusive Pedagogy Academy <https://www.ohio.edu/center-teaching-learning/programs-events/inclusive-pedagogy-academy>

This collaboration with the Office of Instructional Innovation, with two faculty co-leads, completed its first 18-month program, which included faculty from Social Work, Theater, Communications, and College of Business. The mission of IPA is to empower faculty to maximize student learning and achievement by working with faculty to enact inclusive teaching approaches across all disciplines. Faculty were paired with student mentors who provided feedback on their inclusive classroom practices. Through IPA, inclusive pedagogy checklists, sample syllabi language, and workshops have been provided to the larger campus community.

AWARDS & SCHOLARSHIPS

Francine Childs Diversity Leadership Award <https://www.ohio.edu/diversity/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.

George Floyd Memorial Scholarship <https://www.ohio.edu/diversity/george-floyd-memorial-scholarship-information-and-faq>

The George Floyd Memorial Scholarship was established by Ohio University and The Ohio University Foundation in response to a call from the President of North Central University, Scott Hagan, for universities to create a scholarship in honor of George Floyd and the racial justice movement his death symbolizes. To date, more than a dozen U.S. colleges and universities have established a scholarship in honor of Mr. Floyd, including Alabama State University, Mary Washington University, and SUNY Buffalo State College.

This scholarship is administered by the Division of Diversity and Inclusion in hopes of showing Ohio University's commitment to inclusion and diversity while supporting our fellow African American students, faculty, alumni, community, and our nation as we collectively mourn the loss of Black lives and acknowledge the extensive injustices perpetrated against people of color.

www.ohio.edu/diversity/lgbt

LGBT CENTER

The Lesbian, Gay, Bisexual, Transgender Center

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, instructional work in several departments, 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.

ABOUT THE LGBT CENTER

As one of the oldest centers of its kind in the state, our Lesbian, Gay, Bisexual, Transgender (LGBT) Center has built a strong foundation for our lesbian, gay, bisexual, transgender, and queer communities at OHIO. Over the years, 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. With the 2019 establishment of the Center's first departmental leadership team comprised of three full-time professional staff members, our LGBT Center implemented a variety of strengths-based leadership initiatives through a novel strategic framework summarized in the acronym CARE. Our CARE framework reflects our Center's commitment to Community Engagement, Appreciative Inquiry, Radical Inclusion, and Educational Initiatives. Staff members have also held instructional duties in Women's, Gender, and Sexuality Studies (WGSS), the Cutler Scholars program, and University College.

In keeping with the times, our Center's staff prioritizes wellbeing and active forms of intersectional allyship for students, faculty, staff, alumni, and community members. In their sum, our initiatives and events provide broad opportunities for engaging with sexual and gender diversities from a variety of perspectives,

including programs exploring LGBTQ+ equality and experiences across the globe. The LGBT Center continuously explores and works to institutionalize strategies that support and affirm LGBTQ+ constituents. For this reason, we support queer scholarship and teaching in the classroom by sharing resources with faculty, guest lecturing, 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.

PROGRAM HIGHLIGHTS

SafeZone

The SafeZone training program is the signature educational curriculum of the LGBT Center. It is a by-request presentation series that is open to all faculty, staff, students, and community members. By exploring diverse real life scenarios and learning about terminology, SafeZone focuses on using inclusive language, examines strategies for dialogue, and opens pathways of communication about the experiences of LGBTQ+ people. During the 2019- 2020 academic year, our LGBT Center delivered a record-breaking 60 SafeZone trainings on our Athens and regional campuses, including as part of the UHR Professional Development Pathways, as well as for several Ohio-based healthcare systems and community groups.

STAFF INFORMATION

Administrative: **2**
Classified: **1**
Graduate Practicum Students: **1**
Student Employees: **11**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$242,025**

2.98% decrease from FY 20

** FY20 salaries were decreased due to a University-wide furlough.*

Operating Expenses: **\$524.050**

2.76% decrease from FY20



Progress Pledge Campaign

An innovative social media and outreach initiative, the Progress Pledge campaign provides opportunities for OHIO community members to show their support for our LGBTQ+ community by making a written pledge of active, intersectional allyship to feature on our social media. Participants also join the LGBT Center’s new database of active allies and are kept up-to-date about LGBT Center initiatives and events.

Well-Being Wednesdays Student Support Group Meetings

Our LGBT Center partnered with D&I’s embedded clinical psychologist to host a weekly LGBTQ+ support group for students and numerous other programs promoting mental and physical well-being.

Engagement Programs:

Newly established, our LGBT Center’s Engagement Programs are designed to help LGBTQ+ community members from all constituent groups learn about LGBTQ+ issues and experiences in our local, regional, state, national, and global contexts.

EVENT HIGHLIGHTS

Lydia X. Z. Brown at OHIO - “Weaving Crip, Mad, Queer, Trans Dreams: Disability Justice”

Advocate, organizer, instructor, and attorney, Lydia X. Z. Brown presented an online talk sharing insights, strategies, and perspectives on how disability justice can help us reimagine our relationships with ourselves, each other, and the communities where we live, teach, work, and learn.

Trans* Plays of Remembrance

In honor of Trans Awareness Week, our LGBT Center proudly co-sponsored the “Trans [Plays] of Remembrance Festival” November 16th, 17th, and 18th, 2020. The event was produced by LGBT Center Arnold Allyship Awardee, Wendy-Marie Martin. Short plays featured as part of the festival were created and curated by OHIO School of Theater student J. Woodward. Each short play performed as part of the festival was streamed globally to 1,200 attendees and celebrated trans digital performers, theatre-makers, and poets. The festival also featured discussions with playwrights, actors, and community members.

Pride Graduation

This special end-of-the-year ceremony honors graduating students from all academic levels in the LGBTQ community. Our Spring Semester 2021 Pride Graduation was hosted virtually and recognized 25 graduates from diverse programs and OHIO campuses. Pop culture journalist, entrepreneur, and producer Chris Witherspoon gave the keynote address. All graduates received a custom-made rainbow stole, courtesy of the Ohio University Alumni Association, and a gift bag - images of which circulated widely on social media channels and increased the LGBT Center’s visibility.

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 one in-need student this past academic year, totaling approximately \$250.

Stonewall Leadership Award

Named in honor of the 1969 riots in New York City, the Stonewall Leadership Awards recognize student leaders and student organizations who continue Stonewall’s legacy of demanding equality, dignity, and safety for all people. Our Center’s 2021 Stonewall award recipients were undergraduate student, Luvina Cooley, and graduate student, Gene Dockery.

SUMMARY FY 21 Programs, Trainings, and In-Person or Virtual Office Visits

Total # of Events	102
Total # of Event Participants	4,589
Total # of Trainings	48
Total # of Training Participants	1,080
Total # of In-Person or Virtual Office Visits	27

MULTICULTURAL CENTER

The Multicultural Center

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: **0**
Graduate Assistants: **1**
Student Employees: **8**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$193,799**
20.93% decrease from FY20
** FY20 salaries were decreased due to a University-wide furlough.*

Operating Expenses: **\$427,598**
2.76% decrease from FY20

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 (BSCPB) and informally advise other student organizations, such as the Native Peoples Awareness Coalition (NPAC) and the Asian- Pacific Islander Student Union (AAPISU).

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.

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. Due to Covid-19, this in person celebration was replaced with an open photobooth where the graduates took OHIO themed pictures, and a raffle of OHIO alumni memorabilia.

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 during the 2020 – 2021 academic year:

- September/October – Hispanic-Latino Heritage Month
- November – Native American Heritage Month
- February – Black History Month
- March – Women’s History Month, Asian Pacific Islander Heritage Month and Pride 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. Student organizations shared information via zoom.

Pre-Kwanzaa Celebration

Kwanzaa, an African American holiday based on the first fruit celebrations of Africa, introduces and reinforces 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 2020 celebration, including a live lighting of the Kwanzaa table on Instagram.

Sibs Weekend

In February 2021, BSCP and the Multicultural Center in lieu of the annual Sibs Weekend Hip-Hop, hosted Ego Nwodim and Chris Redd from *Saturday Night Live*.

2020 Art Exhibit

During the Fall 2020 semester, the MCC gallery featured an art exhibition by the College of Fine Arts in collaboration with the World Music and Dance program. The exhibit featured clothing, jewelry from various countries.

Honoring Andrew Jackson Davison

With assistance by OHIO's Division of Diversity and Inclusion and the Multicultural Center, an 8th grade teacher from Athens Middle School and ten students interested in social justice organized the Andrew Jackson Davison club, created to honor the only practicing African American attorney in Athens County history. Writing letters to county commissioners, judges, and the local bar association about Davison's (1847-1922) life, students researched and advocated for the importance of hanging

his portrait in the courthouse and successfully organized a community unveiling of his portrait on February 19, 2020. In February 2021, we hosted an online/in person program outside the Athens County Courthouse.

Tuesday – Friday Programs

The Multicultural Center and the Black Student Cultural Programming Board collaborated with a local DJ and the Campus Involvement Center to host the most diverse group programming at OHIO in the last decade.

AWARDS & SCHOLARSHIPS

44th 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 man to serve as chair of the Ohio University Board of Trustees. During the 38th Annual Leadership Awards Gala, held virtually in April 2021, the Multicultural Center awarded three \$1,500 scholarships and four \$500 achievement awards.

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.

Latino Heritage Achievement Awards

The Latino Heritage Achievement Awards were established to recognize outstanding students of Latino descent. During the 38th Annual Leadership Awards Gala held virtually in April 2021, the Multicultural Center awarded three \$500 achievement awards.

SUMMARY

FY 21 Programs and Trainings

Total # of Events	55
Total # of Event Participants	6,957
Total # of Trainings	22
Total # of Training Participants	984

OMSAR

The Office for Multicultural Student Access and Retention

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: **6.5**
Student Employees: **6**
LINKS Peer Mentors: **74**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$593,110**
3.75% decrease from FY20

** FY20 salaries were decreased due to a University-wide furlough.*

Operating Expenses: **\$1,232,357**
3.53% decrease from FY20

ABOUT OMSAR

The Office for Multicultural Student Access and Retention (OMSAR) advances the mission of OHIO and the Division of Diversity and Inclusion by attracting and retaining talented students of diverse backgrounds and maximizing their leadership potential. With a 79 percent retention rate from year 1 to year 2 and an average GPA of 3.2, 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.

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 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 have included:

- **Service Learning in Jamaica**
- **Service Learning in Belize**
- **Experiential Learning in Colonial Mexico**
- **Virtual Study Abroad Experiences**

Year 2-4 Retention Services

These services are provided to nearly 1000 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, career and leadership development coaching, 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 students of color with an emphasis on African American students. 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, 804 students participated in 27 programs, and 12 partners across campus sponsored the programming. Over a dozen student organizations were also key partners.

Commuter and Appalachian Network (CAN)

The Commuter and Appalachian Network (CAN) program series provides academic enrichment and support programs for commuter students with an emphasis on Appalachian students. These include academic skills, financial literacy, physical and mental health workshops, and professional development opportunities. This year, 211 students participated in seven virtual programs and partners across campus sponsored the programming. Over a dozen student organizations were also key partners.

AWARDS, SCHOLARSHIPS & SUPPORT FUNDS

Appalachian Scholarship Program

This year, the Appalachian Scholars Program provided a total of three academically qualified students from the Appalachian region with the financial resources and the support system they need to succeed academically and to add to the intellectual, cultural, and social diversity of the university.

Ohio Promise Award

The merit-based OHIO Promise Scholarship Program provides valuable educational opportunities designed to enrich intellectual experiences for approximately 1400 students.

Rankin Scholarship Program

This selective merit-based four year scholarship program was awarded to two academically talented Native American students who contributed to the intellectual, cultural, and social diversity of the University.

Templeton Scholarship Program

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 and to add to the intellectual, cultural, and social diversity of the university.

Urban Scholarship Program

The Urban Scholars Program provides three academically qualified students from urban settings with the financial resources and the support system they need to succeed academically and to add to the intellectual, cultural, and social diversity of the university.

OMSAR Retention Data

Year-to-Year (2015 – 2020) Retention – OMSAR Students compared to All OU Undergraduate Students

COHORT YEAR	YEAR 1 TO 2	YEAR 2 TO 3	YEAR 3 TO 4
2015-2016 (OMSAR Students) 2015-2016 (All OU Undergrads)	81.3% 72.3%	70.0% 58.1%	64.0% 46.8%
2016-2017(OMSAR Students) 2016-2017 (All OU Undergrads)	83.0% 72.2%	70.0% 55.9%	64.0% 44.4%
2017-2018 (OMSAR Students) 2017-2018 (All OU Undergrads)	81.2% 72.4%	70.0% 56.7%	64.0% 45.3%
2018-2019 (OMSAR Students) 2018-2019 (All OU Undergrads)	81.1% 72.4%	70.0% 56.7%	
2019-2020 (OMSAR Students) 2019-2020 (All OU Undergrads)	79.9% 71.7%		

*Ohio University data was downloaded from OBI August 2021.

OMSAR Student Year-to-Year (2015 – 2020) Retention by Race/Ethnicity

RACE/ETHNICITY	FALL 2015- FALL 2016	FALL 2016- FALL 2017	FALL 2017- FALL 2018	FALL 2018- FALL 2019	FALL 2019- FALL 2020
Native American	75%	100%	80%	100%	100%
Asian	0	100%	100%	100%	100%
Black	88.90%	79.7%	78.3%	83.2%	93.1%
Latinx	83.70%	93%	83%	89.3%	77.5%
Multiracial	76.80%	83%	77.9%	69%	63.6%
Unknown	100%	0	100%	100%	50%
White	77.30%	82%	83.7%	81.3%	83.4%
Total Students	81.30%	83%	81.2	81.1%	79.9%

*Ohio University data was downloaded from OBI August 2021.

OMSAR Student Year-to-Year (2015 – 2020) Retention by Gender

GENDER	FALL 2015- FALL 2016	FALL 2016- FALL 2017	FALL 2017- FALL 2018	FALL 2018- FALL 2019	FALL 2019- FALL 2020
Female	85.3%	79.8%	83.7%	81.2%	80.30%
Male	76.9%	87.3%	78.3%	81%	80%
Total Students	81.3%	83%	81.2%	81.1%	79.9%

*Ohio University data was downloaded from OBI August 2021.

George Floyd Scholarship Program

The George Floyd Memorial Scholarship is managed by OMSAR, and we assist with the selection process and support the Diversity Advisory Board scholarship selection committee.

OMSAR Scholars

These are students without an OMSAR affiliated 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. This year, OMSAR services were offered to all first year underrepresented students.

SUMMARY

FY 21 Programs, Trainings, and In-Person or Virtual Office Visits

Total # of Events	60
Total # of Event Participants	1,215
Total # of Trainings	95
Total # of Training Participants	839
Total # of In-Person or Virtual Office Visits	3,052

WOMEN'S CENTER

The Women's Center

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: **0**

Graduate Assistants: **1**

Graduate Practicum Students: **1**

Student Employees: **10**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$216,808**

18.53% decrease from FY20

** FY20 salaries were decreased due to a University-wide furlough.*

Operating Expenses: **\$486,518**

17.71% decrease from FY20

ABOUT THE 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. We encourage everyone to participate in our programs! The Center does this through the following:

- **Trainings on women's leadership and equality within the workplace**
- **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**

EVENT HIGHLIGHTS

In This Space: Disrupted

The Women's Center and our collaborators created, curated, and hosted the survivor-centered art exhibit *In This Space: Disrupted*, featuring thirteen unique contributions from survivors and co-survivors. The exhibit was shown in Trisolini Gallery, along with a virtual exhibit which enabled alum, regional and extension campus members, and Athens students learning online, to experience the exhibit.

Soraya Membreno: These Are The Things No One Tells You: On Navigating PWI's and What Comes After

The Women's Center featured several incredible speakers this year, and Soraya Membreno's was certainly a stand-out event. Soraya's talk on navigating predominantly white institutions (PWI's) was empowering for attendees and invited discussions about how students can access resources at Ohio University.

Take Back the Night

The Athens and campus community came together to ensure that survivors felt supported both virtually and in-person. Through our first





door decoration competition, Athens had physical, in-person reminders of support for survivors, at a time in which our rally and march remained virtual. Survivor and co-survivor speeches were livestreamed from Baker Theater, with the *In This Space: Disrupted* exhibit featured behind them, followed by our social media takeover #SurvivorsUniteTBTN.

Women of Color Who Paved the Way

Every weekday during Women’s History Month, we invited our constituents to participate in an Art Challenge inspired by Women of Color (WOC) Who Paved the Way. This event featured biographies written by students, as well as art they created in homage to WOC leaders.

PROGRAM HIGHLIGHTS

ALAANA+ Women’s Leadership Cohort (AWLC)

The ALAANA+ (African American/ African/Black, Latina/Latinx, Asian American/Asian, Arab/Middle Eastern, Native American, and all multicultural communities) Women’s Leadership Cohort (AWLC) is a newer Women’s Center initiative which launched in the 2019-2020 academic year. Participants met weekly for 1.5 hours throughout the academic year and created connections across the university community. Eleven participants successfully completed the cohort experience in 2020-2021.

International Women’s Coffee Hours

The International Coffee Hour programs are conducted in collaboration with International Student & Faculty Services (ISFS) and provides opportunities for international women and their allies to meet each other, discuss current events, play games, practice English or other languages, and listen to music from all over the world. Themed discussions on international beauty standards, self-affirmations, and women’s leadership helped to build community and support during COVID-19.

SayHerName: Building Community to Support Women of Color at OHIO

Sparked by the Division for Diversity and Inclusion’s Public Forum on Breonna Taylor: Mourning, Reflecting, Moving Forward, SayHerName is an ongoing commitment to our participants. These are gatherings of those directly impacted by racism and sexism, as well as other interlinked forms of oppression, and their allies. Participants requested, and received, training on citizen lobbying and also spoke with local elected officials. This program was also a space for responsive communication.

The Women’s Mentoring Program

This is an opportunity for second-year, junior, senior, and graduate students at OHIO to connect with a female mentor in their personal and professional fields of interest. Professional women serve as mentors. Normally offered as an in-person mentoring program, 19 mentees completed our program in our first virtual year!

The Purple Couch Clubhouse Podcast

This virtual book club is housed on the Women’s Center website for our constituents to enjoy at any time. At its heart, the book club introduces listeners to diverse issues that impact women and consider how intersectionality can be understood through the texts we read. Additionally, through inviting students, faculty, and staff to serve as guests on the podcast, we connect listeners to incredible resources and people throughout the OHIO community.

Thirsting for Knowledge Thursdays

This series provides casual, interactive opportunities to gather on a Thursday of each month and discuss topics with facilitators. Over the course of six events, 322 people attended this program on topics including #MeToo, #SayHerName, media coverage of missing and murdered Indigenous women in Indian Country, filming women’s history, male allyship, and preventing sexual violence in Egypt.

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. Thirteen faculty & staff completed this year's program.

Young Leader Empowerment Series

In response to the COVID-19 pandemic and the transition to an online learning environment, the Ohio University Women's Center established the Young Leader Empowerment Series (YLES) to fill the void left by being unable to offer the in-person Young Women Leaders Program (YWLP) in the 2020-2021 year. YLES featured asynchronous modules centered on themes of YWLP for middle school students to complete with their families and support systems. Topics included: investigating girlhood, leadership, body image, perfectionism, and healthy relationships.

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 Lexi Jones, a Child and Family Studies major in College of Health Sciences and Professions, for her leadership.



SUMMARY

FY 21 Programs, Trainings, and In-Person or Virtual Office Visits

Total # of Events	120
Total # of Event Participants	3,557
Total # of Trainings	162
Total # of Training Participants	3,248
Total # of In-Person or Virtual Office Visits	103

SUMMARY

(Division overall numbers)

FY 21 Programs, Trainings, and In-Person or Virtual Office Visits

261

Total # of Events

19,924

Total # of Event Participants

331

Total # of Trainings

6,567

Total # of Training Participants

3,182

Total # of In-Person or Virtual Office Visits

Ohio University

SELECT CAMPUS-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*

STRATEGY AND INNOVATION OFFICE

University Planning

● Veterans Lounge

Worked with leaders in University College and in the Veteran's and Military Student Services Center to establish a dedicated student veteran lounge. The space will provide a dedicated area for an underserved population to provide a safe place for veterans to remove themselves from problematic environmental factors so they can concentrate without distraction on their academics. This project is designed to enhance the educational experiences and support structures for our student veteran population. We additionally relocated the center's offices to the new location for adjacency and efficiency of the group's administrative functions.

● Lactation Rooms

Collaboration with the Women's Center to develop lactation rooms across the university portfolio to be supportive of parents on campus, including faculty, staff, and students, as well as visitors.

● Strategic Space Planning and Programming Efforts to Support D&I Centers

Collaboration with Women's Center to update the single-user restroom resource guide and associated space data and location identification across the campus.

Office of Instructional Innovation

- In collaboration with Diversity and Inclusion, the Center for Teaching and Learning (CTL) offered the Inclusive Pedagogy Academy (IPA). The mission of the IPA is to empower faculty to maximize student learning and achievement by working with faculty to enact inclusive teaching approaches across all disciplines. The first cohort began in Spring 2020 and offered new or redesigned courses in Spring 2021. An IPA website was created with resources for Building Inclusive Pedagogy as well as Syllabus Recommendations.
- During 2020-2021, the CTL was a partner of the Ohio Professional Development Consortium. The OPDC includes members from the Ohio Association of Community Colleges, the Inter-University Council of Ohio, the Ohio Department of Higher Education, and colleges and universities from across the state. To address critical needs in the area of inclusive teaching, and using the Drake Institute's teaching endorsements as a model, the OPDC plans launched an Inclusive Teaching endorsement in 2020-21. Additional information can be found at the following: <https://drakeinstitute.osu.edu/ohio-professional-development-consortium>.
- With university partners, our CTL and Instructional Designers developed a workshop series aimed at

reducing the DFW rate in large enrollment courses. It was entitled Effective Teaching and Learning in Large Enrollment courses, and we had 26 faculty registered but had to postpone the series due to the pandemic and the need to transition courses to a remote delivery. We plan to offer this again in the future.

- Inclusive Pedagogy is embedded in our weeklong design institutes that we delivered to the College of Education and the College of Fine Arts during 2020, as well as various 1-2 hour workshops we offered throughout the year.

Office of Institutional Technology

- Developed a checklist to serve as guidance to help instructors create digitally accessible course content.
- Created tools to regularly monitor and report the accessibility levels of the university websites and collaborates with UCM to maintain an overall high degree of digital accessibility on the website.
- Partnered with UCM to advise website content creators on general accessibility best practices.
- Performed 386 accessibility risk reviews for new technology purchases and 64 accessibility reviews where we evaluate how difficult it might be for a person with a disability to use the product being purchased.
- All 25 OIT managers and senior leaders have completed the "Diversity Advocate Workshop" to help ensure that the search committee's work aligns with best practices regarding diversity and inclusion, including proactive and reactive efforts to combat the impact of bias through the search process, from preparatory stages through final selection.
- All 25 OIT managers (including senior leaders) have completed the "Preparing for the Search" and "Candidate Evaluation and Selection" learning modules.
- Several other OIT staff who regularly participate on search committees have completed the "Preparing for the Search"
- Learning module. -Independently, and least one OIT leader completed an online Skillsoft course on "Overcoming Unconscious Bias in the Workplace" with the intention of identifying additional low-cost and flexible resources that we can encourage our staff to leverage as an organization.
- On many occasions over the past year, IT leadership has directly addressed current issues in the media regarding race during our regular all IT meetings.

- Have begun proactively including D&I news items and related learning and engagement opportunities in our weekly IT newsletter, which goes to all IT staff on campus. Affirmed CIO and leadership team's commitment to inclusivity and zero tolerance for racism, sexism, and discrimination.
- OIT reflects on use of terms and metaphors used in the industry that are insensitive. OIT seeks to use inclusive and respectful language in all spoken and written communication. IT employee engagement council is working with D&I to develop a series of conversations and/or engagements to build awareness and inspire action regarding D&I topics.

Office of Institutional Innovation

- On 2/4/21 attended the Growth Mindset Workshop offered to Ohio Strong Start to Finish (OhioSSF) campus leads. Currently, slightly more than 20,000 (33%) first-time students at participating colleges and universities complete college-level mathematics and English in their first year; OhioSSF is committed to increasing that number to just over 31,000 (50%) by 2021. OhioSSF is also committed to reducing equity gaps for economically disadvantaged students (48% by 2021), students of color (51% by 2021), rural students (51% by 2021), and students over age 25 (37% by 2021). Growth Mindset offered various workshops aimed at encouraging faculty to foster the development of a core set of student behaviors/beliefs including intelligence and skills can be developed in order to encourage students to learn from their mistakes and persist in education.

VICE PRESIDENT FOR FINANCE AND ADMINISTRATION

- Preparing for the Search: Discusses the early stages of recruitment and selection through the lenses of accessibility, diversity, and inclusion. Required of all search committee chairs and hiring managers. (473 actively trained chairs/hiring managers; 365 in academic year 20-21). Requirement is new as of January 2021.
- Candidate Evaluation and Selection: Discusses the later stages of recruitment and selection through the lenses of accessibility, diversity, and inclusion. Required for all involved in the search (committee chairs, members, diversity advocates, and hiring managers). (972 actively trained; 871 of whom were trained in academic year 20-21). Requirement new as of January 2021.
- Diversity Advocate Workshop: Interactive workshop designed to enhance evidence-based bystander intervention skills to address matters of bias and microaggressions in a search committee contact. (548

actively trained diversity advocates; 486 of whom were trained academic year 20-21). Required for majority of faculty and administrative searches; requirement new as of January 2021.

- Support of Affinity Organization Council including semi-annual employee communications, new employee communications, and support at quarterly AO Council meetings
- Internal Strategic Search Services used for executive searches in lieu of a search firm, emphasizing best practices in inclusive recruiting (as outlined in OHIO Search Committee Training)
- Our standard posting process includes posting to more than half a dozen state and national job boards including Diversityjobs.com and the Ohio Latino Affairs Commission, with additional requirements, based on job type, for both passive advertising and active recruitment measures to expand and diversify applicant pool.
- Maintenance of relevant informational sites including on-campus employee resources (e.g. lactation spaces) and employee engagement opportunities (e.g. affinity organization) and creating new websites such as the family friendly employer site.
- Active participation from staff in VPFA in employee Affinity Organizations, the Diversity Advisory Council, the Inclusive Excellence Strategy sub-committee, the Women's Mentorship Program, and other institutional committees/programs/events relevant to D&I.
- In accordance with the Recruitment and Retention workgroup, the exit survey was redesigned (with inclusive language) to more accurately gather data from exiting employees to inform future recruitment and retention strategies, including those relevant to D&I. 3. The Performance Management Training series is currently being re-worked with evidence-based findings and practices to better reflect the thread of the impact of implicit bias throughout the PM process.

Enrollment Management

- Ohio University continues to operate on a holistic, selective review and looks for evidence of academic preparation in a strong college-preparatory curriculum when reviewing applications for admission. Additionally, OHIO has adopted a permanent test-optional policy.
- Ohio University awarded TOP Ten Military Friendly® Tier II research institution for fourth year in a row for outstanding programs, policies and support to this underserved population of military veterans. Ohio University has been designated a military-friendly school for the tenth year in a row.

- All enrollment management staff have a diversity, equity, and inclusion related goal for the 2021-22 performance management cycle.
- Produced an interactive webinar series, For The Culture, highlighting Division of Diversity and Inclusion resources and topics for prospective and admitted students, including targeted sessions produced in Spanish.
- Hosted 2-part Ebony Bobcat Network Virtual Connections alumni webinar series for prospective and admitted students.
- Partnered with the Montgomery County Ohio College Promise and Say Yes to Education Cleveland, which provide scholarships to students who were impacted by poverty.
- Partnered with the DC-CAP community-based organization, which provides scholarships to students from Washington D.C.'s public and charter schools.
- In partnership with Diversity and Education Solutions Partnership (DVS), OHIO participated in 39 virtual application nights, high school visits, and college fairs.
- Attended 29 virtual college fairs (in addition to DVS partnership) focusing on the recruitment of diverse populations, including the annual Alpha Kappa Alpha, Inc. Sorority (AKA) virtual college fair for Toledo area students, the 100 Black Men of Chicago virtual college fair, and regionally based National Hispanic virtual college fairs.
- In coordination with the Division of Diversity and Inclusion and University Communications and Marketing, developed and produced recruitment and yield print and email collateral highlighting diversity, equity, and inclusion resources at OHIO.
- Produced Spanish language translation of the Admitted Student Calendar to be made publicly available on the Admitted Student website.
- Presented at Cincinnati Youth Collaborative's information sessions and application events for students from Cincinnati Public Schools.
- Participated in A Call to College's College Application Blitz program.
- Participated in CollegeNow of Greater Cleveland's Top Scholars virtual bus tour and application event.
- Participated in College and Career Academies of Akron's DREAM Day Information Session and Q&A Panel - Coordinated with I Know I Can of Columbus to conduct engaging high school visits in Columbus Public Schools, South-Western City Schools, and Whitehall City Schools.
- Hosted AccessOHIO, a virtual event providing an opportunity for the 133 registered prospective students to take a virtual tour of campus, learn about the application process, and hear from a panel of diverse OHIO students.
- Hosted two virtual events specifically designed for students residing in Puerto Rico: Charla Boricua@OHIO for prospective students and Rufus Busca Boricua Bobcat (translation: Rufus Road Trip Puerto Rico) for admitted students.
- Hosted two LGBTQ+ webinars for prospective and admitted students, with 23 total participants.
- Conducted financial aid presentation to UC 1500 class for veterans and veterans' dependents.
- Implemented new Ohio Department of Higher Education guidance for in state tuition for ALL dependents/spouses of active duty members, increasing the accessibility of Ohio University outside of the state borders, including a more diverse population.
- Successfully awarded graduate level credit for military transfer credit for the MBA program; an Ohio University first.
- Participated in three Veteran information sessions to assist in recruiting efforts with College of Business Graduate Programs.
- Launched a targeted veteran and military students digital advertising and corresponding inquiry fulfillment campaign aimed at increasing enrollment.
- Delivered Landing Zone training, designed to provide participants with an understanding of resources available to support veteran students and provides awareness of student veteran transition experiences, to OHIO faculty and staff through the Human Resource professional development program and D&I offerings.
- Conducted annual Military Friendly survey with Institutional Effectiveness and Analytics – looking at retention, veteran success, policies, programs, etc. for this population to ensure support is in place for success.
- Development of Division of Enrollment Management Access, Diversity, and Inclusion Work Group.
- Developed a podcast discussion series, curated and facilitated by the Access, Diversity, and Inclusion Work Group, for staff in Enrollment Management to listen and discuss topics covered in the podcasts.
- Hosted Access, Diversity, and Inclusion Conversation Space, a conversation space series, facilitated by the Access, Diversity, and Inclusion Work Group, for staff in Enrollment Management dedicated to discussing current events and themes of access, diversity, and inclusion.

- Participation in Diversity Leadership Institute hosted by Division of Diversity and Inclusion.
- Participation in OHIO's Division of Diversity and Inclusion Speaker Series.
- Participation in National Association for College Admission Counseling's (NACAC) Antiracist Education Institute series.
- Participation in NACAC Guiding the Way to Inclusion virtual series.
- Participation in Ohio Association for College Admission Counseling's Guiding the Way to Inclusion virtual series.
- Participation in OHIO's Search Committee Diversity Advocate and Search Committee Training Programs.
- Participation in Midwest Association of Student Financial Aid Administrators (MASFAA) conference session "Implicit Bias".
- Participation in Midwest Association of Student Financial Aid Administrators (MASFAA) conference session, "Supporting Transgender Students Through the Financial Aid Application Process."
- Participation in AACRAO's book club on How to be an Antiracist by Ibram X. Kendi - Participation in Ohio University's Celebrate Women 2021 – 15 Years of Celebrating You.

DIVISION OF STUDENT AFFAIRS (DOSA)

- All DOSA departments developed an equity and social justice goal based on service delivery and/or professional development of staff, and all staff are required to have a personal equity and social goal.
- The Division's Equity and Social Justice committee facilitated a conference-style professional development experience for all classified and administrative staff in March 2021.
- DOSA collaborated with Ohio University Women's Center and various other co-sponsors to curate "*In This Space: Disrupted*" survivor art exhibit which is available for in-person viewing at the beginning of Fall 2020 and as a virtual exhibit.
- Collaborated with UCM and Diversity & Inclusion to produce first-ever virtual Leadership Awards program, which gathered more than 200 attendees and recognized 39 students and student organizations for their leadership to OHIO.

University Well-being & Recreation

- University Well-being & Recreation completed a D&I monthly series with the Women's Center in Fall 2020.
- All University Well-being & Recreation pro-staff, GA's, and student hiring committees completed the Candidate Evaluation and Selection search committee training offered by HR.
- Ping Staff participated in implicit bias training through University Human Resources.
- Ping Student staff who were promoted to Supervisor complete Understanding Ethics and Values Center and Emotional Intelligence offered by Career and Leadership Development.
- Outdoor Pursuits student employees read an article about POC access to outdoor spaces and then had a guided discussion on the topic.
- Outdoor Pursuits hosted free outdoor programming on campus and in town. Offering programs at no cost to students allowed us to serve folks who otherwise might not engage in our programming.
- The Well-Being & Fitness program within University Well-Being & Recreation began offering student well-being coaching as a service to help students balance their well-being and seek support from peer coaches.
- University Well-Being and Recreation, in partnership with Student Services, performed an accessibility training for professional staff members and completed a communication audit of all Club Sports, IM Sports, Well-Being & Fitness, and Outdoor Pursuits program offerings along with Bird Ice Arena and Walter Fieldhouse facility operations.
- Bird hosted Student only and Housing only Rec Skates to provide on campus programming for students: 38 total offerings with 509 students registered for attendance
- University Well-being and Recreation is collaborating with Patton College of Education and Global Affairs and International Studies to remove barriers and promote student employment opportunities to International Students.
- University Well-being and Recreation completed a communications audit and supporting action plan reviewed website content, registration information, and best practices for social media communications to ensure the utilization of inclusive and accessibility-oriented language throughout all mediums of existing communication and marketing.

Career and Leadership Development Center (CLDC)

- The Career & Leadership Development Center (CLDC) hosted the Diversity First Showcase with 50 employers. The event was for students of all majors and was an opportunity to speak with professionals in their desired future career paths. The Diversity First Leadership Awards were awarded during the event, with 15 undergraduate students receiving a total of \$30,000 in awards.
- The CLDC hosted five C10 events with diversity centered employers. C10's employer events are opportunities for underrepresented students to learn about an employer's diversity initiatives and employment opportunities
- Housing & Residence Life sponsored several professional development opportunities as well as "food for thought" which generated conversations to promote a more inclusive environment regarding the removal of barriers and education of students related to equity and inclusion topics.

OHIO Hockey

- OHIO Hockey created the Ohio Hockey Network and partnered with StretchLive to host it's first year of broadcasting home games due to COVID restrictions (no fans in the stands). Sold 396 individual game passes and 40 season passes over 10 home games.

Housing and Residence Life

- Housing and Residence Life has assigned 55 students in Gender Inclusive Housing or LGBTQ options across campus for the fall 2021 semester. HRL continues to strive to find more spaces and opportunities to create a fluid and seamless process for all LGBTQ/GIH housing initiatives.
- Housing and Residence life has assigned 28 students with accessibility requirements where we remove barriers of access so students can reside on campus and experience the full Ohio University experience.
- Housing & Residence Life created dynamic virtual experiences to promote Bobcat to Bobcat engagements to connect prospective and current Bobcats as well as provide robust programming and interactions both as a department as well as with the FYRST office.
- Housing and Residence Life participated in a variety of virtual programs coordinated by Undergraduate Admissions to showcase the accommodations, services, and experiences to promote the residential and culinary experiences for incoming students. In collaboration with Undergrade Admissions, expanded

room viewing experiences and housing ambassador engagements complimented the daily in person tours offered for prospective students.

- Housing & Residence Life collaborated with LINKS and OMEN programs to conduct focus groups to guide design of specialized residential programs for these communities
- Housing & Residence Life collaborated with ISFS and Global Education to begin plans for a global experience specialized residential program, designed to provide support for international and domestic students through a commitment to develop intercultural communication skills and competency.
- Housing & Residence Life collaborated with D&I to implement soft pilot residential experience in Fall 2021 for 20 students coming from Washington D.C. who are part of LINKS program in an effort to provide specifically designed supports for underrepresented students from this environment.
- Housing & Residence Life is committed to adjusting budgets and expectations to ensure sustainable operations both today and into the future. In response to the need to remain competitive with price position among our peers, address issues of access and inclusion as well as addressing equity issues with room types, a dynamic rate model is being recommended in support of meeting operational needs, future renovations, and providing continued support for our students.
- In Fall 2020, Residence Life staff provided virtual and/or in-person support to approximately 6,000 residential students, including the 1,300 who were residing on campus and remaining 4,700 who were not invited to live on campus, providing access to residential and community engagements for the students not residing on campus.
- In Spring 2021, Residence Life staff provided Virtual Assistants who were responsible for support to more than 700 residents in Q&I, with a goal to ensure these students were included in residential activities and remained connected while in quarantine or isolation.
- Housing & Residence Life implemented a new on-going training throughout the year via "Food for Thought" – topics have included Racism, violence toward Asian Americans and Pacific Islanders, sexism, ageism, allyship. The intent of this on-going training is to impact how student staff are informed and engage their communities.
- Additional Departmental Professional Development Opportunities for Housing & Residence Life Staff offered the following:

- o Microaggressions in the Workplace
- o Civil Discourse in the Workplace
- o Radical Disability Allyship
- o Misconceptions of Cancel Culture and the Paths of Accountability
- o HRL Specific Training Sessions Search Committee and Diversity Advocate Training—offering opportunity for all HRL staff to be trained and establishing expectation for all staff to complete training as part of on-boarding process
- Housing & Residence Life hosted week of programming to celebrate Black History Month in February both virtually and in-person for residents.

Survivor Advocacy Program

- 100% of terminated clients (those whose services with SAP ended) felt that their SAP advocate(s) respected their background and identities (e.g. gender, race, ethnicity, sexual orientation, disability, lifestyle, etc.).

Campus Involvement Center

- The Campus Involvement Center and Housing & Residence Life planned specific virtual programs during Welcome Week to engage our underrepresented student populations so they would immediately feel connected to Ohio University.

Student Affairs Communications and Marketing Team (SACM)

The Student Affairs Communications and Marketing (SACM) team partnered with Diversity & Inclusion to improve the process for collection of nominations and applications for this year's Leadership Gala. The team facilitated anti-bias practices and with 13 selection committees

- SACM advocated for accessible practices by all units and offered insights and trainings to communicate clearly and efficiently.
- Conducted photography, design and social media trainings with division staff and students to improve visuals, eliminate jargon and maximize user-experience across all student life communication and marketing channels.
- SACM led the development of creative identity for the 2021 Black History Month tribute and events on behalf of the university. The creative materials were used by all colleges, units and central communication &

marketing team for recognition of the Black community and the history and impact of individuals throughout campus and the world.

- SACM evaluated and planned content development to ensure the diversity of our OHIO community was represented and ensured accessibility guidelines were followed across content distribution through email, social media, websites, digital screens in campus buildings, and throughout mobile applications and online communication.

Culinary Services

- Culinary Services offered an international cooking demonstration in the Culinary Studio during International Student Week 2021. We collaborated with Diane Cahill and Temiloluwa Olubakinde, the ISU president, to tape this demo in the Culinary Studio.
- Culinary Services offers Implicit Bias Training in its Student Leader Class (RHT 1050). Class is being taught first summer session.

Counseling & Psychological Services (CPS)

- Counseling & Psychological Services (CPS) offered over 10 virtual therapy groups during each semester, each group with 8 to 10 student participants to deal with depression, anxiety, relationship problems, academic and COVID-19 related stressors.
- CPS worked closely with D&I to create a support group for students of color titled: True Selves.
- CPS offered a support group for International Students to address stressors related to COVID-19 and virtual learning
- CPS accomplished the goal of providing access to mental health services to students who were out of state, on Regional Campuses and OHIO Online by contracting services with MySSP which provided free and easily accessible mental health services.
- CPS worked closely with D&I offices and collaborated in providing number of Open Forums to provide support and educate the OHIO community on issues of race-related violence and social justice issues in the past year.
- CPS provided over 35 programs and workshops to students of color in collaboration with D&I, HCOM and other offices, to provide support throughout the year to address racial tensions through open forums and weekly support groups. Over 400 students, faculty, and staff have attended these programs.

UNIVERSITY ADVANCEMENT

- University Advancement sponsored and delivered a wide variety of diversity, equity, and inclusion programs and activities designed for alumni and friends in fiscal year 2021.
 - International Student Support fund solicitation
 - The Black Mail Experience: Academic and Professional Worlds
 - Advocacy & Allyship: Every Day, Not Just When it is Trending
 - Bobcats in the U.S. and Abroad: Alumni Impact in Global Communities
 - LGBTQ SafeZone Training
 - Regional Campus scholarship solicitation
 - Empower Hour - Learning About and Cultivating Intercultural Competence (IC) in Hospitality and Tourism
 - EBN: Virtual Connections Webinar
 - Avant Grad: OHIO Trailblazers Podcast with Leanne Ford
 - OHIO's Veterans and Military Student Services Scholarship Fund solicitation and crowdfunding campaign
 - Beatrice Selotlegeng Scholarship solicitation
 - Global Education funding solicitation
 - Ebony Bobcat Network Urban Scholarship solicitation
 - Avant Grad: OHIO Trailblazers Podcast with Lynn Johnson
 - EBN Cincinnati/Dayton: Montgomery Bus Boycott event
 - OHIO: Sense of Place – Templeton-Blackburn Alumni Memorial Auditorium
 - Challenging Dialogues Lecture Series – Emanuel Film Screening and Discussion
 - Avant Grad: OHIO Trailblazers Podcast with Roderick J. McDavis
 - Culturally Relevant Leadership for Inclusive Organizations—(collaboration with Dr. Lynn Harter & the Storytelling Institute
- Pan African Alumni Network: “Citation” Movie Panel
- Celebrate Women 9
- Avant Grad: OHIO Trailblazers Podcast with JoAnn Jansen
- Avant Grad: OHIO Trailblazers Podcast with Clarence Page
- Giving Day 2021 — including a variety of LGBTQ, Veterans, Women’s, Multicultural, and International student support funds
- Boyd Scholars Program support fund solicitation
- Avant Grad: OHIO Trailblazers Podcast with Patty Mitchell
- EBN Cincinnati/Dayton: Cookin’ & Mixin’ NOLA Style
- EBN Akron/Canton: The Life and Legacy of Sojourner Truth
- EBN: Virtual Connections Webinar
- In addition, Advancement DI&E Major Gifts Officer conducted significant gift activity in fiscal year 2021 (this report is included below and provided separately to the D&I Office): D&I Advancement Officer Annual Report Fund Raising Efforts from July 1, 2020 – To Date: Total Outstanding Asks \$1,009,600 Total Raised \$109,600 New scholarships or endowments established during the 2020 – 2021 academic year:
 - The Rev. Dr. Francine C. Childs Social Justice Scholarship Endowment - \$25,000
 - The Kent-Rudolph Scholarship Endowment - \$25,000
 - The Colonel Frank E. Underwood, Sr., Scholarship Endowment - \$25,000
 - Giving Day:
 - ◆ Secured Two \$2,500 Challenges for the EBN Urban Scholarship Endowment
 - ◆ Michael and Paula Price 1:1 Match
 - ◆ Anonymous Donor that unlocked \$2,500 with 35 gifts
- Total Raised to Date: \$109,600 Total of \$350,000 that could not be accepted into the Blackburn-Spencer Scholarship Fund due to scholarship language that is a Title VI concern; \$350,000 expected gifts for this Fund were not able to be received, thus, the donors declined these asks.

- o \$200,000 – Lt. Col. Bill “Clark” Kent – Scholarship Commitment
- o \$100,000 – Lt. Col. Bill “Clark “ Kent - Planned Gift
- o \$50,000 – Andre Rudolph – Planned Gift The Kent-Rudolph Scholarship Endowment was created with a new ask of \$25,000 due to the aforementioned. If this Title VI language regarding race-based scholarships can be worked out within OHIO, the original ask for the Blackburn-Spencer Scholarship Fund may come to fruition. In addition, this will help open up more opportunities for scholarships for people of color from all backgrounds including African American, Asian/ Pacific Islander, Lantinx, Native American, and those who define themselves as other.
- o Total Outstanding Asks: 55 proposals @\$1,009,600.
- UA staff were offered and participated in a number of training and professional development opportunities in fiscal 2021.
 - o University Staff-Led Learning Session: Reflections on LGBTQ+ Inclusivity and Pride at OHIO | Guest Presenters: LGBT Center Director, Micah McCarey and Assistant Director, Dr. Jan Huebenthal
 - o Staff participated in a 21-day Racial Equity Challenge (and met to reflect on the experience) in Summer 2020.
 - o Implicit Bias (DI) by the Women’s Center
 - o Optional Live Webcast: Academic Impressions presents The Inclusive Leader’s Approach to Accountability
 - o Diversity Leadership Ambassadors presentation and training during all Division open Hour
- Recruitment and retention of a diverse staff has been a priority for Advancement in fiscal year 2021, and will continue to be in 2022. Actions include:
 - o Established Diversity Inclusion Values Equity (D.I.V.E.) Employee Resource Group (ERG) and activated the group with primary goals of providing training, offering resources, and assisting in the recruitment and retention of diverse staff.
 - o Established Professional Development Employee Resource Group — with a primary goal of training and retaining staff and providing leadership and growth opportunities to a wide range of diverse staff members.
- o Promoted open positions on diversity-focused platforms:
 - ◆ Diversityjobs.com
 - ◆ Urban League
 - ◆ ASLAH
 - ◆ Outreach through the Ebony Bobcat Network
 - ◆ Active recruitment via LinkedIn
 - ◆ Active recruitment and outreach by D.I.V.E. ERG 4. Hosted three CASE Advancement Interns in Fall 2020, focused on enhancing diversity in the Advancement profession.
 - ◆ Hosting two CASE Advancement Interns in Summer 2021, focused on enhancing diversity in the Advancement profession.
- Trained five Diversity Advocates to sit on all Advancement search committees (in accordance with new University policies and procedures).
- In late FY2020, Advancement launched a Diversity Take Force to discuss, review, and make recommendations related to DI&E related fundraising/scholarships, alumni and constituent engagement, and recruitment and retention. This Task Force comprises university leadership and stakeholders as well as alumni leadership volunteers. The group’s objectives are:
 - o Develop and articulate a common understanding of Ohio University’s historic practice and legal guidelines around the use of race and ethnicity in scholarship fundraising (where we’ve been).
 - o Make informed decisions about pursuable fundraising opportunities.
 - o Lead in developing and sustaining bold, anti-racist philanthropic scholarship funds and fundraising goals in support of minoritized students as well as of broader Diversity, Inclusion & Equity goals.
 - o Develop standardized, comprehensive scholarship guideline language that empowers the University and Foundation to provide intentional scholarship support for underrepresented groups and to honor donor intent.
 - o Articulate minoritized scholarship fundraising goals and guidelines to internal and external partners. This group gathered for discussion and to participate in a workshop called “Meeting Advancement’s DI&E Moment” led by partners at EAB in FY21. The Task Force will make its recommendations to leadership in Summer 2021.

GRADUATE COLLEGE/RESEARCH DIVISION

- Continued to support the Start Smart Salary Negotiation workshops offered to the campus community. This includes financial support, supporting a team member who serves as a trained workshop leader who facilitates workshops, and include D&I offerings in regular communication with graduate students about upcoming workshops encouraging their participation.
- Continued to offer support for online and hybrid programs aimed at increasing participation by underrepresented groups.
- Provided 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.
- Worked closely with International Student and Faculty Services (ISFS) to support international students as they pursue graduate degrees.
- Continued support of a Graduate College representative to serve on Diversity Advisory Board.
- Supported a representative serving on Digital Accessibility Network.
- Created a Diversity Ad Hoc Group to assist with identifying diversity and inclusion professional development workshops exclusively designed with graduate students' needs in mind. In addition, this group has identified other strategies for increasing the visibility of graduate students and their work surrounding D & I initiatives.
- Offered a diversity and inclusion segment as a part of the synchronous virtual orientation event in the fall. This segment was facilitated by Micah McCarey.
- Continued to enhance the asynchronous online Graduate Student Orientation diversity and inclusion module content. This module is required of all online and Athens-based degree-seeking, certificate-seeking, and non-degree graduate students.
- Research Division staff involved in searches participated in search committee training addressing best practice for diversity and inclusion.
- Many Graduate College staff members assisted international students (particularly, the International Student Task Force) with their many financial challenges due to COVID-19 when summer employment evaporated and their ability to travel abroad vanished.
- Research Division has initiated use of designated Diversity Advocates on all search committees. • Both the Graduate College and Research Division are early adopters of the new flexible workplace strategy that will facilitate recruitment of diverse candidates over an expanded geographic region.
- From Spring 2020 to Spring 2021, the number of graduate students who identify as American Indian/ Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian/Other Pacific Islander, or Two or More Races rose by 86, or from 17.1% to 18.0% of all graduate students.

OHIO UNIVERSITY POLICE DEPARTMENT

- The Police Department advertises with the National Association of Women Law Enforcement Executives, Columbus Urban League, National Minority Update, National Organization of Black Law Enforcement Executives and also use billboards in Cincinnati, Columbus, and Cleveland, all which helps us recruit a workforce that attracts more women and minorities to our profession.
- OUPD places a magnet on all our cruisers for Autism Awareness month and Pride month each year.

Ohio University

**UNIVERSITY
DEMOGRAPHICS**

STUDENT DEMOGRAPHICS

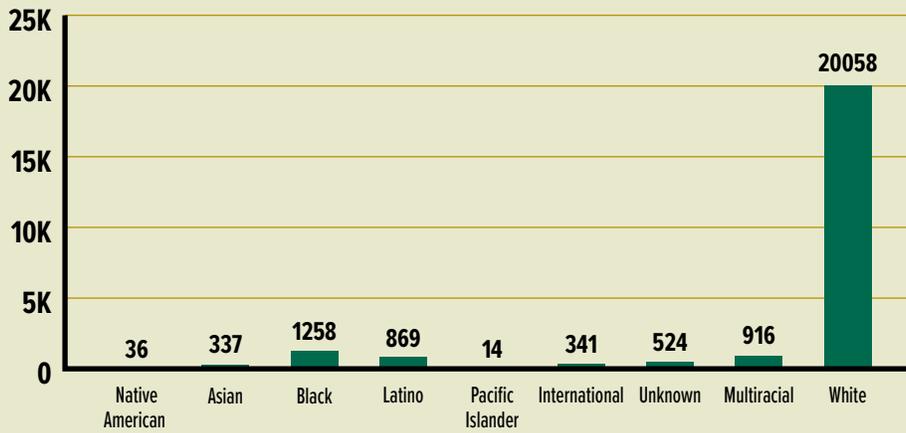
Full-Time **Undergraduate Students by Gender**



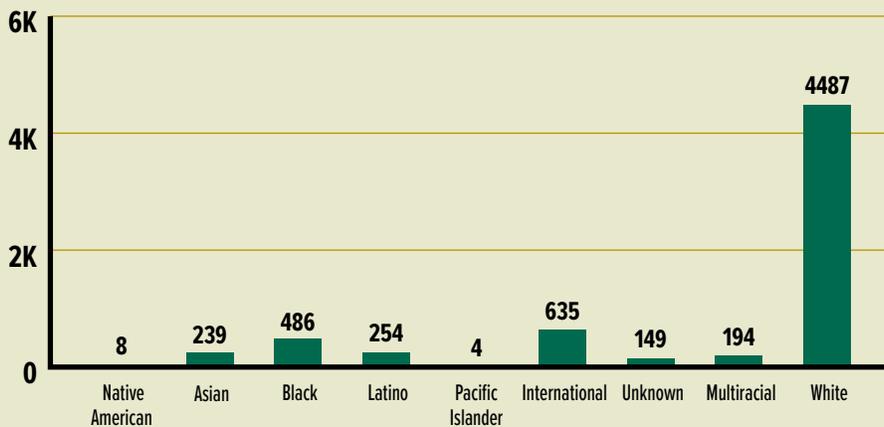
Full-Time **Graduate Students by Gender**

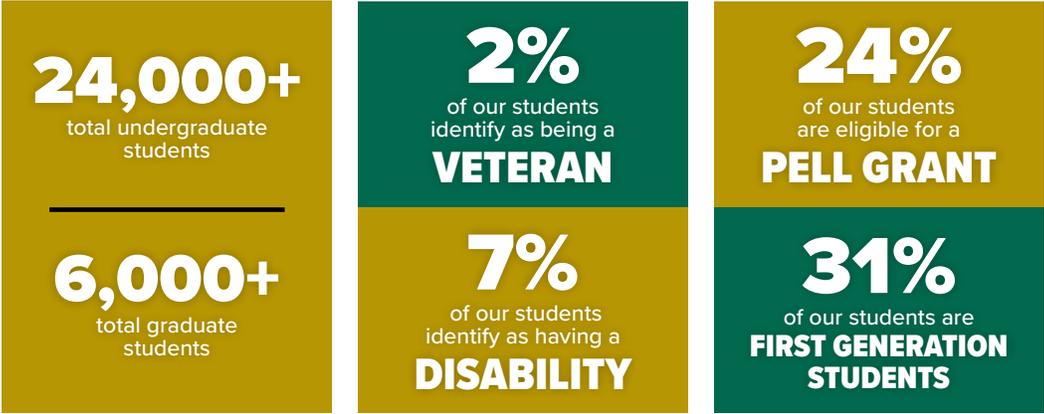


Total **Undergraduate Students by Race/Ethnicity**

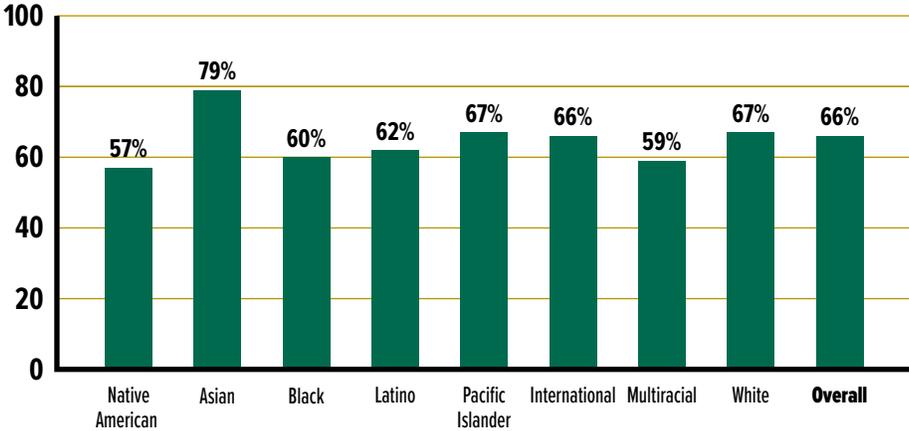


Total **Graduate Students by Race/Ethnicity**

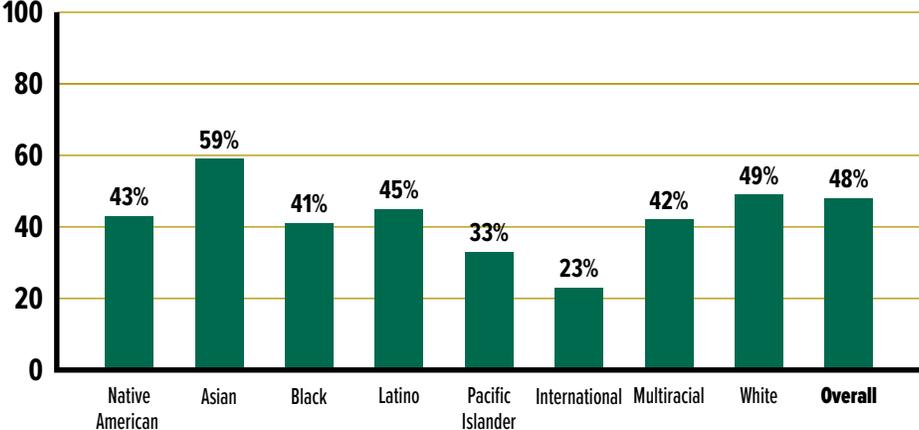




Four-Year Graduation Rates - Full-Time Undergraduate Students



Six-Year Graduation Rates - Full-Time Undergraduate Students



STUDENT RECRUITMENT AND RETENTION

Efforts 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

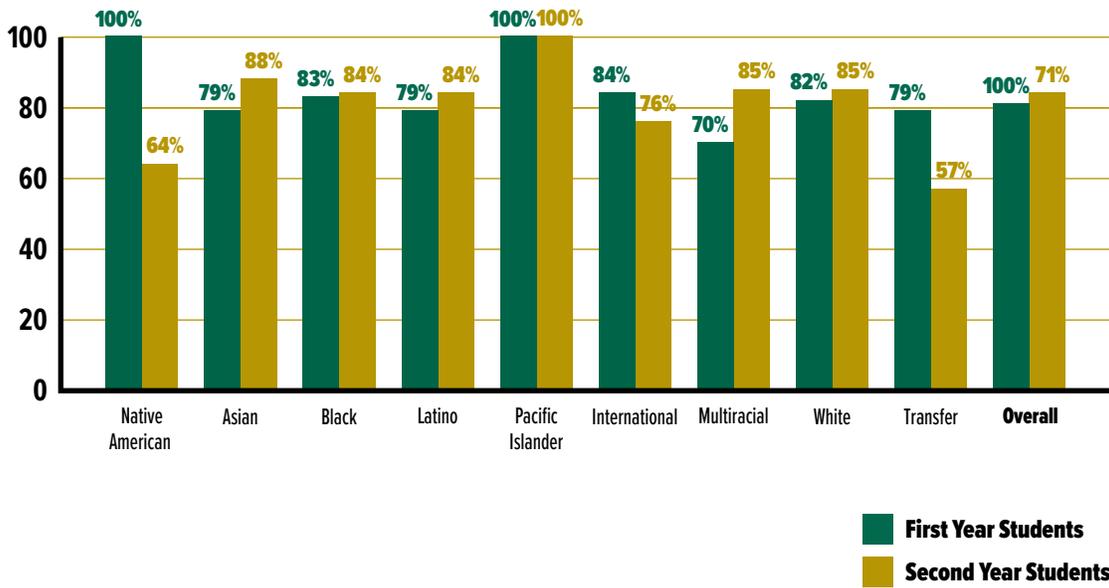


Community College Bridge Programs

Efforts 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**

First and Second Year Retention Rates



Undergraduates from Historically Underrepresented Groups



Graduate Students from Historically Underrepresented Groups

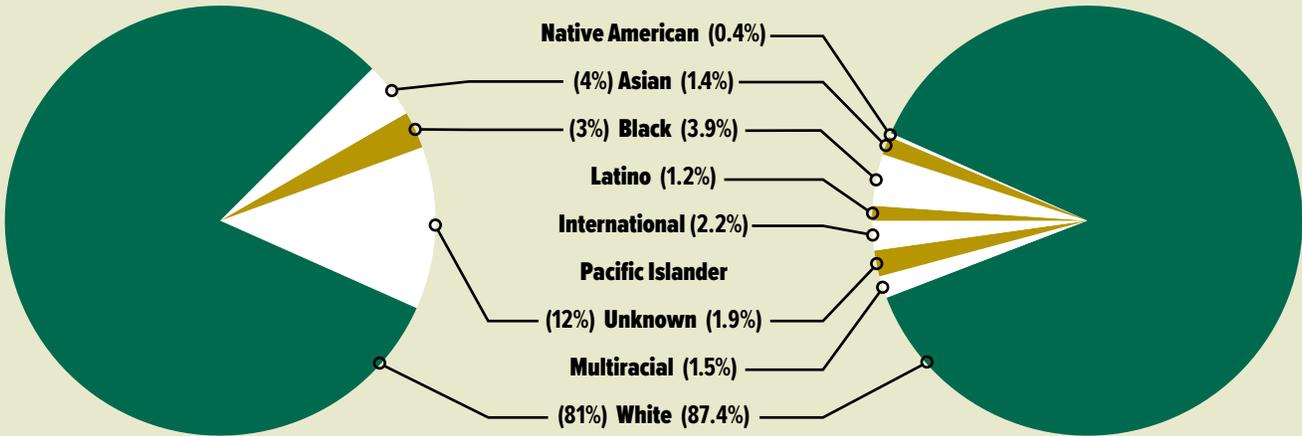


ADMINISTRATOR, FACULTY, AND STAFF DEMOGRAPHICS

Administrator, Faculty, and Staff by Race/Ethnicity

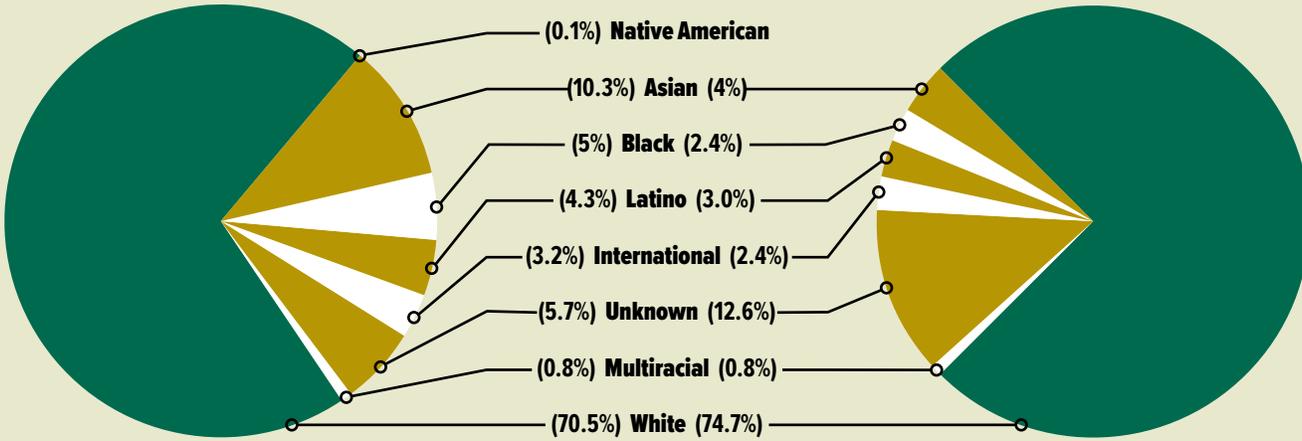
Administrative Leadership

Full-Time Non-Instructional Staff

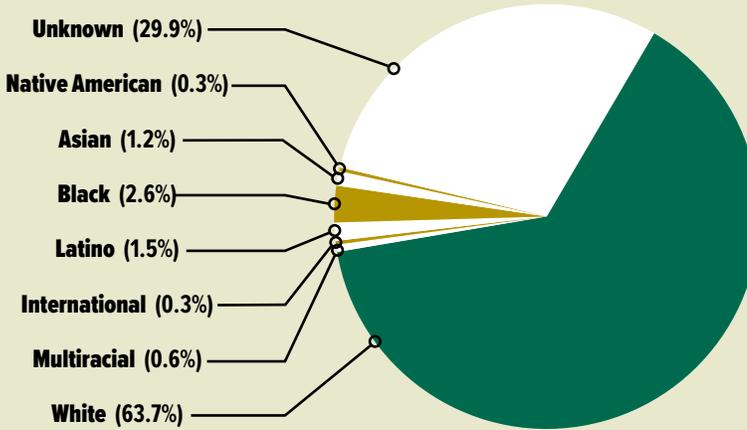


Tenured and Tenure Track Faculty

Non-Tenured Track Faculty



Adjunct Faculty



Full-Time **Tenure/Tenure Track Faculty by Gender**



Full-Time **Non-Tenure Track Faculty by Gender**



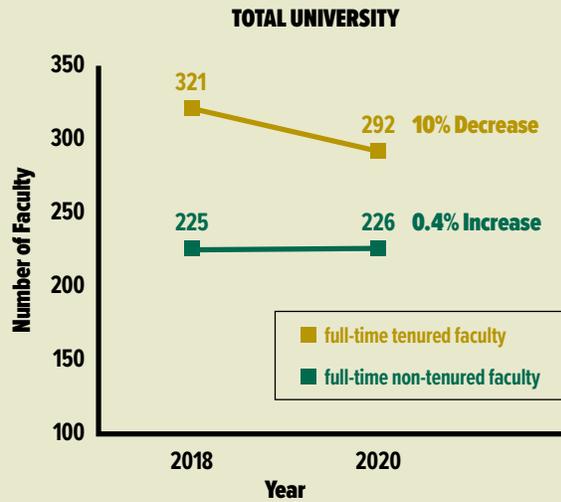
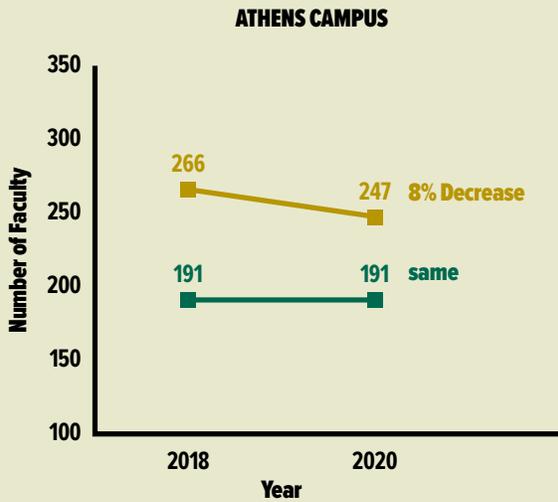
Full-Time **Non-Instructional Staff by Gender**



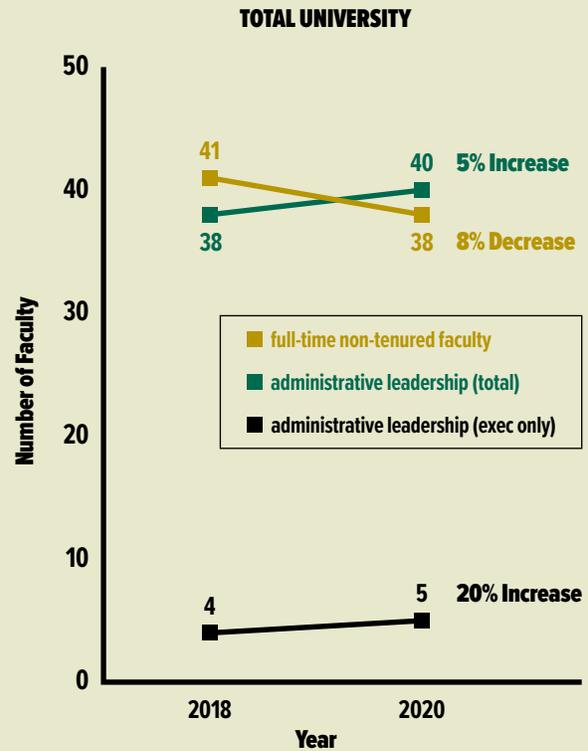
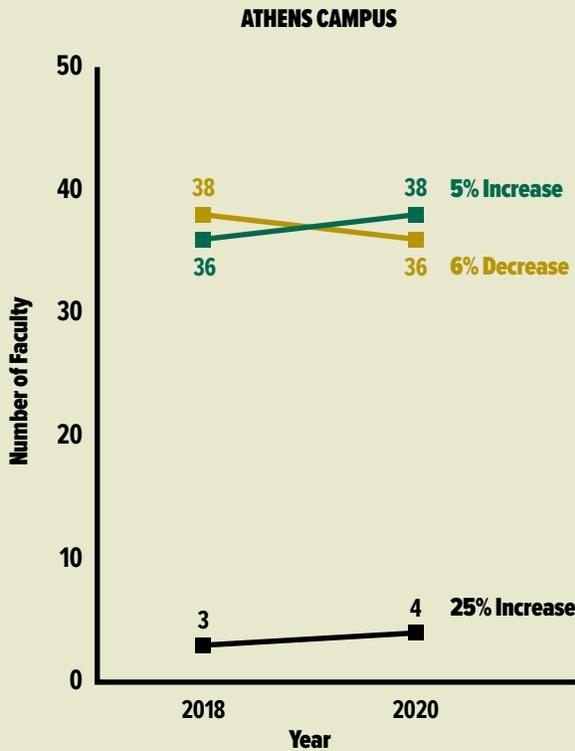
Board of Trustees by Race/Ethnicity and Gender



Full-Time **Female Faculty by Appointment**



Breakdown of **Underrepresented Race/Ethnicity Full-Time Faculty and Administrative Leadership**



Full-Time Female STEM Faculty (Athens Campus)

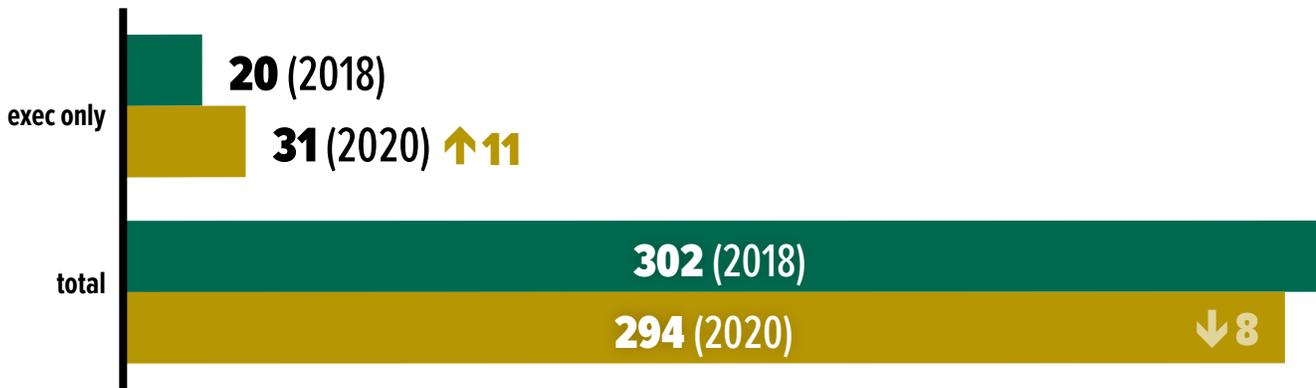


***Note:** The regional campus faculty are not tied to an academic department in the HRMS system, so we cannot calculate a reliable total University set of numbers for this question. Regional campus faculty are only assigned to a college such as “Chillicothe Arts & Sciences,” so we cannot differentiate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

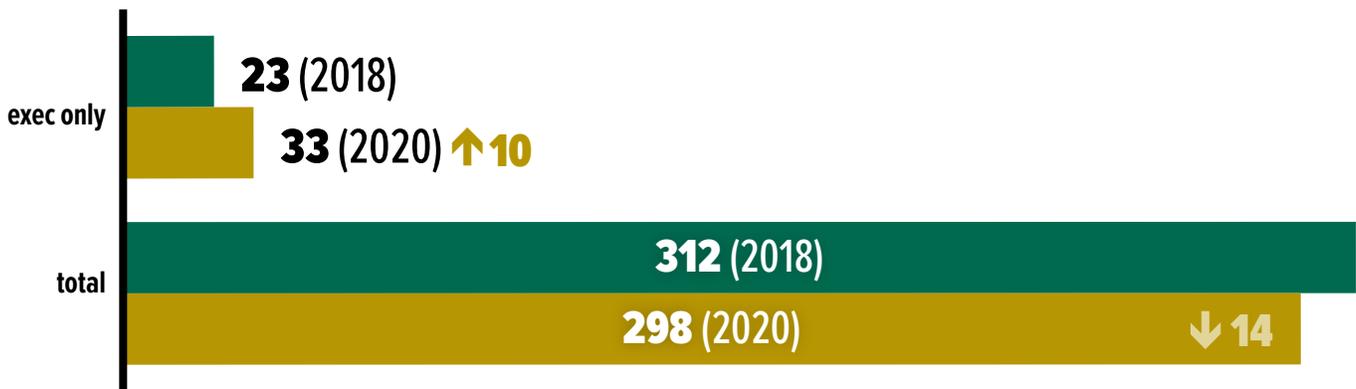
Total Female STEM Faculty (including part-time)



Female Leadership Positions (Athens Campus)



Female Leadership Positions (University-Wide)



FACULTY RECRUITMENT AND RETENTION

Diversity-Focused Faculty Recruitment Strategies

- **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**
- **faculty diversity plan**
- **mentors for diverse faculty**

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 and employee
resource groups, mentor
programs, & graduate
research support**

DIVERSITY PLANNING EFFORTS

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 Division of Diversity and Inclusion 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

Unconscious Bias Training Efforts

- **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**

INSTITUTIONAL BRANDING

Diversity and Inclusion Offices



**disability services
office**



international office



study abroad office



**multicultural affairs
office**



diversity office



LGBTQ office



veterans office

Diversity-Related **Web Information**

- 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**

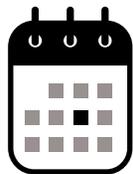
Cultural Heritage Months and **Celebrations**

- **African American History Month**
- **Women's History Month**
- **National Hispanic Month**
- **Native American Heritage Month**
- **Martin Luther King Jr. Day**
- **LGBTQ Pride Month**
- **Juneteenth Celebration**

Cultural Competence Education



**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**

African American / Asian / Asian American / Hispanic/ Latino / Pacific Islander / Women / Religious

RECENT DIVERSITY-RELATED AWARDS AND RECOGNITIONS

2018 HEED Award, 2019 HEED Award and 2020 HEED Award



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
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Fast Facts

Student Enrollment¹

Undergraduates Athens	14,925
Undergraduates Regional	5,032
Undergraduates eLearning	4,396
Total Undergraduates	24,353
Graduates Athens	1,693
Graduate Outreach/eLearning	3,763
Total Graduate Students	5,456
Medical Students	1,000
Total Unduplicated Fall	30,809
Total Unduplicated 12-month	37,363

¹ Students counted once at primary campus of enrollment.

Freshmen Profile (Athens)

New Freshmen	3,126
1st Generation ¹	24%
Ohio Residents	86%
Underrepresented Minority	14%
Middle 50% ACT	21-26
Top 25% of HS class	49%

Student Success (Athens)

1st Year Retention	81.3%
4 Year Graduation	50%
6 Year Graduation	66%
6 Year Success Rate ²	90%

¹ Neither parent earned higher than associate's degree

² Graduated, Retained, or Transferred

Affordability (Athens Freshmen)

Tuition	12,612
Tuition, Room and Board	24,784
Received Loans	63%
Received Pell Grants	25%
Received Any Aid	95%
Average Debt - Ohio University ¹	\$29,133
Average Debt - State of Ohio ¹	\$28,856

Military/Veterans (Athens)

Most Military-Friendly School ²	8th
Active Military/Veteran Students	763

¹ Institute for College Access & Success

² Victory Media 2021

Employees

Total Employees	4,149
Total Athens Employees	3,687
Total Regional Employees	462
Total Permanent Employees	4,186
Total Tenure-Track Faculty	775
Student to Faculty Ratio	16 to 1

Financials (in Millions)

Annual Budget	778.1
Endowment ¹	580.7
Total Grants	87.0
Active US Patents	104
Active International Patents	158

¹ National Assoc of College & University Business Officers

National Program Rankings (Sample)

Fulbright Winners ¹	26
Goldwater Scholarships ¹	9
Master of Sports Administration ²	1st
Graduate Ceramics Program ³	3rd
Graduate Printmaking Program ³	8th

Points of Pride

Law School Acceptance Rate	89%
Best Online College in Ohio ⁴	1st
STARS Sustainability Rating ⁵	Silver

¹ Office of Nationally Competitive Awards

² SportBusiness International 2020

³ US News and World Report 2020 College Rankings

⁴ OnlineColleges.com 2020-21

⁵ Assoc for Advancement in Sustainability in Higher Ed

Trend Data

Students	2016-17	2020-21
Total Undergraduates	30,866	24,353
Total Graduate	5,186	5,456
Total Medical	815	1,000
Total 12-month Unduplicated	43,649	37,363
All Classes Online	9,074	9,974
Some Classes Online	5,810	16,330
New Freshmen	4,309	3,126
Employees	2016-17	2020-21
Total Employees	5,292	4,149

¹ Increase in students taking courses online due to COVID



OHIO
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DIVISION OF DIVERSITY AND INCLUSION