VISIBLE
2020 Annual Report
The harder we look, the more becomes visible. The more we make visible, the more we see.
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. ©2020 Ohio University. All rights reserved.
DIVERSITY & INCLUSION
Office of the Vice President for Diversity and Inclusion

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 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.

FY20 ANNUAL BUDGET
Salaries, Wages & Benefits: $527,354
Operating Expenses: $231,054
Total: $758,408
6.48% Increase from FY19

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

Implementation: Through our strategic values and goals, we are building a culture of accountability that will help support the continued progress of the diversity, inclusion, and equity work at OHIO. Regularly scheduled updates with OHIO’s Board of Trustees and other University leadership will help to ensure that our institutional direction aligns with our core values, and that diversity and inclusion continues to be prioritized and supported in the University planning processes.

As a signature event to promote our Division’s work and values, the 2020 Virtual Diversity Leadership Institute was held on April 16, 2020, with the keynote speaker being Dr. Derald Wing Sue, a renowned and widely cited expert on microaggressions. Three extended learning sessions also offered training opportunities on cultural competency, Fostering LGBTQ+ Inclusion, Veteran Landing Zone, and Search Committee training.

In collaboration with Institutional Research, the Division of Diversity and Inclusion has been developing diversity dashboards that will include student, faculty and staff data to make information more readily available to the campus community. These dashboards will launch its Cultural Training Matrix to visualize and illustrate progress towards D&I strategic initiatives.

After work throughout 2019-2020, D&I will launch its Cultural Training Matrix to enhance, improve, and make more accessible training, learning, and skill-building opportunities for the campus. Featuring introductory, intermediate, and advanced training, the Cultural Training Matrix is a scaffolded learning approach that will help the OHIO community—students, staff, and faculty—navigate and participate in workshop and training options that are offered regularly. Offerings will include Allyship/Implicit Bias Training, Cultural Competency, Fostering LGBTQ+ Inclusion, Veteran Landing Zone, and Search Committee training.
EVENT HIGHLIGHTS
Dr. Martin Luther King, 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, 2020’s MLK Week included a Silent March, a Celebratory Brunch, a “Faith Acts” service at Galbreath Chapel, a Career and Leadership Development Center Black Excellence Panel, a Charity Basketball Game, the MLK, Jr. Celebration Arts Cypher, a Day of Service, the Multicultural Fitness Expo, and an Athens County School Supply Drive.

PROGRAM HIGHLIGHTS
Diverse Junior Faculty Mentoring Program (DJFMP)
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 mentees on individual developmental goals. The 2019-2020 cohort consisted of 28 faculty members.

Keep Including
As part of the University Continuity plan and in partnership with Faculty Senate Chair, Dr. Robin Muhammed, the Division created goals, video and resources to assist faculty in creating inclusive content during the COVID-19 pandemic and beyond. This initiative was launched in early May 2020 as faculty prepare for summer instruction. The initiative, in lockstep with the “Keep Learning” and “Keep Teaching” platforms, aims to equip OHIO instructors with the tools to translate Ohio University’s strategic framework theme of access and inclusion into their remote teaching practice.

Inclusive Pedagogy Academy
The Women’s Center collaborated with the Office of Instructional Innovation and two faculty co-leads to create, advertise, and implement the Inclusive Pedagogy Academy. The first-year cohort of twelve includes faculty from Social Work, Theater, Communications, and College of Business. They began meeting biweekly in the Spring semester. As a campus-wide resource, this collaboration fostered the development of sample syllabi language on practices of diversity and inclusion within the classroom.

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

NEW CAMPUS PARTNERSHIPS
We have actively participated in recruitment initiatives with Enrollment Management, such as the Multicultural Visit Program and Cultural Connections. Both programs are overnight, expenses-paid visit programs designed to support prospective high school students from disproportionately underrepresented populations, who are considering Ohio University. Both, participants and parents, have the opportunity to speak with OHIO faculty, staff, and current students about academic offerings, scholarship opportunities, and campus life. In conjunction with OHIO Up Close, Cultural Connections provides additional opportunities for incoming student to interact directly with current students, have dinner with President M. Duane Nellis and other University leadership, and meet individually with admission staff. Since the advent of the COVID-19 pandemic, all recruitment programs have moved online.

LGBT CENTER MISSION
Our LGBT Center cultivates safe and inclusive 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.

LGBT
The Lesbian, Gay, Bisexual, Transgender Center
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 their sum, our initiatives and events provide broad opportunities for engaging with sexual and gender diversities from a variety of perspectives, including inclusive allyship, queer media representations, activism, and LGBTQ+ religious life. The LGBT Center continues to explore and works to institutionalize strategies that support and affirm LGBTQ+ students and community members. 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.

STAFF INFORMATION
Administrative: 2
Classified: 1
Graduate Assistants: 0
Student Employees: 11

FY19 ANNUAL BUDGET
$249,461
Salaries, Wages & Benefits: $249,461
Operating Expenses: $40,000
Total: $289,461
77.6% Increase from FY19
AIDS crisis, learn about prevention, stigma, and perseverance, and imagine possibilities for new tomorrows. This event began with a screening of the 20-minute documentary "The Silent HIV Crisis Sweeping the American South" to frame the conversation.


event highlights

**First Prize Homecoming Float Winners**
Creative embracing the University’s Homecoming 2019 theme, “1804 and so much more,” our LGBT Center made history with its first-place prize winning parade float themed, “We’ve always been here, the future is queer.”

**Trans* Day of Remembrance**
Our LGBT Center hosted a 20th Anniversary International Trans* Day of Remembrance program Wednesday evening, November 20, 2019. Members of the LGBT Center’s Trans* Group and broader university community enhanced the visibility of the program by hanging student-created, giant, gender diversity flags throughout Baker University Center’s airspace as a show of pride and support for LGBTQ+ people in the world. Guest speakers presented on topics of history, contemporary challenges, and a call to action in support of trans* people, culminating in the reading of the names and viewing of photos of trans* lives lost up to that point in November 2019.

**Pride Graduation**
This special end-of-the-year ceremony honors graduating students from all academic levels in the LGBTQ+ community. For our Spring Semester 2020 Pride Graduation, remote-learning conditions prompted our Center to share social media profiles in recognition of graduating LGBTQ+ students in lieu of the annual in-person Pride Graduation. Emmy-Award winning producer and creator of Queer Eye David Collins, scheduled as the keynote speaker, recorded a special congratulatory video message for the graduates.

**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 three students this past academic year, with support totaling $1,500.

**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. Through his work and advocacy with the LGBT Commission on Graduate Student Senate, graduate student Remington Burwell was the 2020 award recipient.
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 a video of the graduates.

The Blackburn Spencer Scholarship Pageant
With combined efforts from the Black Student Cultural Programming Board, the pageant has become the largest fundraising initiative for the Blackburn Spencer Scholarship and Achievement Awards. During the October 2019 pageant, 16 contestants raised over $7000, which provided over $10,000 in scholarships.

Heritage/History Months
National Heritage/History Months are celebrated widely across the United States to help better explain the stories and histories of each ethnic culture. These cultural celebrations provide the opportunity to recognize the complexities and richness of each cultural identity. The Center celebrated the following Heritage/History months during the 2019 – 2020 academic year:

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

Multicultural Student Expo
The Multicultural Student Expo is a student organization fair for first year African American, Asian/Pacific Islander, Hispanic/Latino/Latinx and Native American students. Around 45 student organizations hosted tables at the August 2019 event. During the program, first-year students enjoyed music, food, prizes and a black Greek fraternity and sorority stroll. The event attracted more than 800 multicultural students, faculty and staff to the Baker University Center Ballroom.

Pre-Kwanzaas 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-Kwanzaas events prior to winter closure as the official holiday is December 26 to January 1. The Center hosted various activities and performances during the 2019 celebration, including the K is for Kwanzaa event, which hosted 66 first graders from Athens City’s East Elementary to learn about the core values of Kwanzaa in a fun and memorable way.

MLK Brunch
The University’s 21st annual celebration, which has adopted the holiday’s national theme, “From the Ground Up: Inequity, Bias, Privilege, Structure, Death” took place in January 2020. The week’s events are either coordinated or supported by the Ohio University Division of Diversity and Inclusion’s MLK Jr. Celebration Planning Committee. The Silent March and Brunch is coordinated by the Multicultural Center and the members of Alpha Phi Alpha Fraternity, Inc.

Sibs Weekend
In February 2020, BSCPB and the Multicultural Center hosted their annual Sibs Weekend Hip-Hop concert featuring chart-topping hip-hop artist G Herbo at the Templeton Blackburn Alumni Memorial Auditorium. There were over 1000 attendees at this year’s event.

2019 Black Alumni Reunion Art Exhibit
During the Fall 2019 semester, the MCC gallery featured an art exhibition by black people featuring work by OHIO alumni Tsasia Mercado ’14, Kerri Harris ’15, and Elijah Justice ’16. The exhibit featured thrifted clothing from various stages of life to represent how one may encounter racism, artwork that explored the concept of intergenerational trauma, transmission and the female form, and photography that highlighted the natural beauty of everyday black women.

Honoring Andrew Jackson Davison
With assistance by OHIO’s Division of Diversity and Inclusion and the Multicultural Center, an 8th grade Athens Middle School teacher and ten students, interested in social justice, organized the Andrew Jackson Davison club and set out to honor the only practicing African American attorney in the history of Athens County. 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.

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 37th Annual Leadership Awards Gala, held virtually in April 2020, the Multicultural Center awarded three $2,000 scholarships and four $500 achievement awards.

Latino Heritage Achievement Awards
The Latino Heritage Achievement Awards were established to recognize outstanding students of Latino descent. During the 37th Annual Leadership Awards Gala held virtually in April 2020, the Multicultural Center awarded three $500 achievement awards.

2019 – 2020 Trainings Offered by the Multicultural Center
- Cultural Competency
- Microaggression
- Implicit Bias
- Diversity Trainings/Workshops
Thrives in higher education. OMSAR support to successfully navigate and be equipped with the resources and knowledge necessary for academic success. With a GPA of 3.0, OMSAR scholars are well on their way to graduation. These comprehensive services support the personal and psychosocial wellness of OMSAR scholars during their journey toward academic and professional excellence.

### 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 an 85 percent retention rate from year 1 to year 2 and an average GPA of 3.0, OMSAR scholars are equipped with the resources and support to successfully navigate and thrive in higher education. OMSAR actively collaborates with OHIO colleges and regional campuses to promote key educational and enrichment opportunities such as peer mentorship, leadership development, study abroad, engagement in academic research and presentations, enrichment courses, and service learning. OMSAR effectively provides a support community from the day students arrive on campus through graduation. These comprehensive services support the personal and psychosocial wellness of OMSAR scholars during their journey toward academic and professional excellence.

### OMSAR MISSION

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

### PROGRAM HIGHLIGHTS

**LINKS**

This year-long transition, enrichment and support program is committed to attracting and retaining high achieving students from diverse backgrounds and maximizing their academic, leadership and service potential. The LINKS program helps nearly 400 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
- Experiential Learning in Colonial Mexico

### Year 2-4 Retention Services

These services are provided to nearly 1,100 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 African Americans and other students of color. These include academic skills, financial literacy, physical and mental health workshops, and professional development opportunities such as the Black Men Leadership Institute and the Black Professional Success Conference. This year, 383 students participated and 29 partners across campus sponsored the programming. Over a dozen student organizations were also key partners.

**AWARDS, SCHOLARSHIPS & SUPPORT FUNDS**

** Appalachian Scholarship Program**

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

**Rankin Scholarship Program**

This selective merit-based four year scholarship program is awarded to 1-2 academically talented Native American students who can contribute 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.

**Urban Scholarship Program**

The Urban Scholars Program provides 1-2 academically qualified students from urban settings with financial assistance and support. These scholarships are offered to all first year underrepresented students.
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 individually and collective identity.

About Women’s Center

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

Fy19 Annual Budget

Administrative: 2
Graduate Assistants: 1
Student Employees: 10

Salaries, Wages & Benefits: $263,776
Operating Expenses: $40,000
Total: $303,776

24% Increase from FY19

Event Highlights

Women in Graduate School Day Conference

The fourth annual Women in Graduate School Day Conference was held on February 14th and 15th. The conference was organized by the Women’s Center, Graduate College, Graduate Student Senate, the AALW-student affiliate, the Office of Instructional Innovation and co-sponsored by the Alumni Association and the LGBT Center.

Love Yourself Week

This week-long series of programming supports body positivity and self-confidence. Keynote speaker, Melissa Irene-Jackson spoke to the Heritage College of Osteopathic Medicine on bias and treatment in the LGBTQ+ community. The National Eating Disorders Association (NEDA) held an annual conference featuring speakers in recovery from eating disorders and capped off the successful week, raising $1,760 for NEDA.

The International Women’s Art Installation

The second annual art installation derived from a project called “You Wearing Exhibit” which opened at the 2019 Take Back the Night event. Participants created art pieces expressing the lives, stories and experiences of their loved ones. The installations will be exhibited throughout the spring semester at the Shriver Center and in the OHIO Student Center.

Surviving R. Kelly

Our domestic violence prevention program, Surviving R. Kelly, held additional virtual film screenings of the documentary. The first virtual Take Back the Night at OHIO was a massive success – trending at #3 in Columbus during the evening. In addition to these collaborative efforts, the Women’s Center held programming on sexual harassment, bystander intervention against rape culture, and continued incorporating violence prevention work into other activities.

Film Showings

Film showings were held throughout the year featuring films that shaped how women view themselves. Our spring keynote speaker, Valerie Red-Horse Mohl, directed the film Mankiller, and spoke to a large audience at Athena Center about her film and the life of Wilma Mankiller.

Program Highlights

Women Leading Ohio

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

The Women’s Mentoring Program

This is an opportunity for sophomore, junior and senior students at OHIO to connect with a female mentor in their personal and professional fields of interest. Professional women located in and around Athens serve as mentors. Twenty-five mentees joined the program in the fall and we celebrated a 96% success rate in the completion of our program.

Staff Information

Administrative: 2
Graduate Assistants: 1
Student Employees: 10

24% Increase from FY19

$263,776

$40,000

$303,776
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

ALAANA+ Women’s Leadership Cohort
The ALAANA+ (African American/African/Black, Latina/Latína, Asian American/Asian, Arab/Middle Eastern, Native American, and all multicultural folks) Women’s Leadership Cohort (AWLC) is a new 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.

Inclusive Pedagogy Academy
This collaboration with the Office of Instructional Innovation, with two-faculty co-leads, began serving its first-year cohort of twelve, including faculty from Social Work, Theater, Communications, and College of Business. The mission of the Inclusive Pedagogy Academy is to empower faculty to maximize student learning and achievement by working with faculty to enact inclusive teaching approaches across all disciplines.

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. Over 100 countries are represented by OHIO students, faculty and staff. This year the coffee hours moved from monthly to virtual weekly meetings to provide support for our participants. Guest visitors from Counseling and Psychological Services, the Ombuds Office, and ISFS provided important resources for participants.

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

Thirsting for Knowledge Thursdays
This series provides casual, interactive opportunities to gather on a Thursday of each month and discuss topics with facilitators or listen to speakers. Over the course of eight events, 98 people attended programs on topics including imposter syndrome, responding to bias in interview questions, failure, writing letters of recommendation, women of color who paved the way, and media representation of women.

AWARDS, SCHOLARSHIPS & SUPPORT FUNDS

The Women’s Issues Leadership Award
This award recognizes a student or student organization that has shown outstanding leadership and/or community involvement on women’s and gender issues, or has raised consciousness about those issues. We proudly celebrated Claire McGee, a student in the College of Health Sciences and Professions for her leadership on campus.

Women’s Achievement Dinner
This achievement dinner is an opportunity to highlight the successes of female identified faculty, staff, and alumna and to lift-up those doing work in areas that may go unrecognized as “women’s work” or more feminized labor. We celebrated 22 awardees through a virtual event, with awardees opting for video recordings of the award presentation and more private celebrations forthcoming.

Celebrating Women: On & Off the Court
The Women’s Center, Bobcat Athletics, and the Women’s, Gender, and Sexuality Studies program held our annual celebration of OHIO Women Leaders, which recognizes student leaders in academics, student organizations, community service, and athletics. We celebrated over 50 leaders in February 2020.
Intercollegiate Athletics

- 24.6% of student-athletes identify as a member of a diverse population
- Student-athletes represent 11 different nationalities
- Staff and student-athlete attendance and participation in the Mid-American Conference Diversity and Inclusion Summit in Cleveland, Ohio
- Anti-bullying
- Exit evaluations of SAs to assess inclusion of a team and department
- SA and coach/staff training on diversity and inclusion
- Services and options for SAs to help with their mental health
- Creation of an internal program designed to support the holistic success of our minority student-athletes
- Coordinated with ISU and LAOB to promote events at athletics events that were focused on international students
- Collaborated with the Women’s Center and Athens County Parks and Recreation to promote and celebrate women leaders during National Girls and Women in Sport Day.

Airport

- Coordinated schedules to support ATS (airport transportation services) travel for Patton College who is researching ways to enhance student experiences in working in urban settings.
- Support the Veterans Airlift Command by searching for older aviators to gain history, knowledge and to provide a way for aviation students to interact with senior members of the aviation community can meet.
- Student-athlete representation tied to support and promote Black History month.
- Support the Veterans Airlift Command by searching for older aviators to gain history, knowledge and to provide a way for aviation students to interact with senior members of the aviation community.
- SA and coach/staff training on diversity and inclusion
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Facilities Management & Safety

- In conjunction with University Human Resources, Facilities Management and Safety (FMS) participated in development of a training session titled Sensitivity Training to improve awareness of attitudes and behaviors that may unwittingly cause offense to others, highlight implicit, or subconscious, bias, and stress the value and importance of diversity to strengthen our organization. To date 82% of FMS employees have received this training; including administrators, classified, and bargaining unit employees.
- Partnered with Office of Equity and Civil Rights Compliance to identify issues related to ADA access.
- Documents, tracks, and coordinates with Maintenance shops to remove barriers for better access. (i.e. appropriate placement of ADA door openers, grab bars, sink heights, etc)
- Ergonomics Program for workstations, which provides recommendations and adjustments of workstations. Assessments take into account disabilities and accessibility issues and recommend corrective actions or equipment adjustment/replacement including providing assistance in finding appropriate ergonomic seating, adjustable height work stations and computer accessories for faculty and staff in need of special accommodations.
- Participated in selection of ADA Transition Plan consultant and working group.
- Adheres to ADA standards for barrier free design and access to buildings. Working to develop building standards to accommodate Universal Design. I.e. single user restroom standard, Lactation room standard, signage use and placement.)
- For FY20, we will install electronic access controls on the ADA entrances at majority of remaining facilities on Athens campus that currently do not possess ADA-integrated electronic access controls.
- Sustainability collaborated with Division of Student Affairs to identify Diversity & Inclusion stakeholders for the upcoming Ohio University Sustainability & Climate Action Plan revision process. There will be diversity and inclusion goals in the Human Resources theme section of the revised plan. Stakeholder meetings will occur this summer to determine these goals. Sustainability submits “Diversity & Affordability” information to AASHE Star for national sustainability review and assessment. (STARS credits PA-4, PA-5, PA-6, and PA-7) Information was last submitted in spring 2018, but was used in sustainability assessments throughout FY18. OHIO received a score of 769 out of 10 for these credits.

OUPD

- OUPD includes D&I representatives in the interview process for new police officers and promotional candidates
- OUPD partnered with the Survivor Advocacy Program to produce a video about the investigative process featuring a sexual assault survivor
- OUPD representatives have participated in several workshops offered by OUPD to explore ways to enhance inclusion on campus
- A number of OUPD employees have completed the Summer Institute for Diversity Education program

University Human Resources

- University Human Resources was proud to continue to lead collaborative efforts with the Division of Diversity and Inclusion, Office of Equity and Civil Rights Compliance, Office for University Accessibility, and Office of the Provost to further inclusive recruitment and retention efforts surrounding diversity and inclusion as evidenced by several initiatives:
  - A number of OUPD employees have completed the Summer Institute for Diversity Education program
- Partnered with Office of Equity and Civil Rights Compliance to identify issues related to ADA access.
- Documents, tracks, and coordinates with Maintenance shops to remove barriers for better access. (i.e. appropriate placement of ADA door openers, grab bars, sink heights, etc)
- Ergonomics Program for workstations, which provides recommendations and adjustments of workstations. Assessments take into account disabilities and accessibility issues and recommend corrective actions or equipment adjustment/replacement including providing assistance in finding appropriate ergonomic seating, adjustable height work stations and computer accessories for faculty and staff in need of special accommodations.
- Participated in selection of ADA Transition Plan consultant and working group.
- Adheres to ADA standards for barrier free design and access to buildings. Working to develop building standards to accommodate Universal Design. (i.e. single user restroom standard, Lactation room standard, signage use and placement.)
- For FY20, we will install electronic access controls on the ADA entrances at majority of remaining facilities on Athens campus that currently do not possess ADA-integrated electronic access controls.

University Human Resources

- University Human Resources was proud to continue to lead collaborative efforts with the Division of Diversity and Inclusion, Office of Equity and Civil Rights Compliance, Office for University Accessibility, and Office of the Provost to further inclusive recruitment and retention efforts surrounding diversity and inclusion as evidenced by several initiatives:
  - A number of OUPD employees have completed the Summer Institute for Diversity Education program

Real Estate

- All staff in the Real Estate Office have completed the University’s Discrimination, Harassment, and Sexual Misconduct Training.
- The Real Estate Office ensures that none of the University’s real estate transactions discriminate in terms of race, color, religion, age, ethnicity, national origin, or gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information.

Foundation Accounting

- Works with University Advancement in the drafting and approval of gift agreements to ensure that contributions are not designated for a purpose that discriminates on the basis of race, color, religion, age, ethnicity, national origin, ancestry, sex, pregnancy, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information.

Center for International Studies (CIS) – Unit-Wide

- Funded by a grant from the National Foreign Language Center of the University of Maryland and the National Security Agency, CIS hosted a successful Swahili STARTALK program in the Summer of 2019. This is a summer intensive language program offering 4 credit hours of instruction in Elementary and Intermediate Swahili (SWAH 1110 and SWAH 2110). In Summer 2019, 14 students completed the program, including students from the United States, Nigeria, Ethiopia, Kuwait, and Germany. Most were current students at Ohio University with one student attending from a local community college and one from Athens High School. The program also employed seven international graduate students as instructors, teaching assistants, and cultural

D&I | University-Wide Efforts
CIS co-sponsored the 13th annual Sport in Africa conference held in Durban, South Africa. This was the 1st time the conference was held in a Francophone country, and the 3rd time on the African continent.

CIS provided two GA students to support OMSAR. The African Studies Alumni & Friends Network, in collaboration with CIS, the African Student Union and the Caribbean Scholars Association hosted the Bobcat-Kick-It-Out Soccer Tournament in the spirit of the ‘Let’s Kick Racism Out of Football’ campaign established in 1993 to fight against discrimination in football and other sporting events. Over 110 alumni, students, faculty and staff participated in the tournament. Colleges that participated included Center for International Studies, College of Arts and Sciences, College of Business, College of Health Sciences and Professions, Heritage College of Osteopathic Medicine, Patton College of Education, Russ College of Engineering and Technology, Scripps College of Communication, and the Voinovich School of Leadership and Public Affairs.

CIS students Nadzeya Ilikevich, Gaove Manatong and Nikolai Rubanovski, together with another student Zoe Ziarle and community consultants G solo and Luke Black organized the first ever Athens Placemaking Week; the culmination of which saw a transformed Armory Park being officially opened and dedicated. The program included field trips to a Somali restaurant and the Global Mall in Columbus, a hiking trip to the Hocking Hills, a Swahili cooking class at the restaurant and the Global Mall in Columbus, a hike in the Hocking Hills, and a trip to the Hocking Hills.

The CIS faculty and staff participated in the process of “Reimagining General Education” throughout the 2019-20 academic year. We participated in focus group discussions and University Curriculum Council meetings with the architects of the new OHIO B.R.I.C.K.S. general education curriculum. As a result, we are pleased to see global learning outcomes are woven throughout the various levels of the new general education curriculum, including outcomes related to intercultural knowledge and competence, diversity and practice, social and behavioral sciences, arts and humanities, and experiential learning. This is a much more comprehensive and holistic approach to diversifying and globalizing the content of our curriculum beyond the traditional Tier II Cross-Cultural Perspectives category. Unfortunately, world languages continue to be marginalized and are not included in the new general education curriculum, since the State of Ohio does not recognize the academic transfer of credit for elementary language courses as they are defined as “skill-building”. We are now working to implement general education curriculum changes by ensuring that our introductory courses in international studies and global leadership will be approved for Ohio Transfer Module credit. We are also building ‘Arches’ thematic curriculum clusters around the United Nations’ Sustainable Development Goals. These changes will be incorporated into the BRICKS curriculum as it is rolled out for the 2021-22 academic year.

CIS hosted a day long summit titled «Re-imagining the CIS Global Academic Enterprise» in January 2019. The summit brought together CIS affiliated faculty members from various departments on campus.

International Studies (Graduate Programs)

- The African Studies Program welcomed Dr. Joyce Wamoyi from Tanzania as the Golden Visiting Professor for African Studies and Public Health, with the support of the History department in the Fall of 2019-2020. In addition to teaching INST 100 - Modern Africa, Dr. Wamoyi gave public lectures and attended several events organized by the program, CIS, IARTS, and the International Students and Organizations.

- International Development Studies (IDS) Program Director and Associate Professor of Political Science Dr. Brandon Kendhammer, participated in the Authors Director and Associate Professor of Political Science and the African Student Union.

- GLC continued its collaboration with OMSAR providing the Global Leadership certificate to many of the OMSAR Scholars and working in support of the OMSAR goals.

- A part of the GLC OMSAR students participated in programs in Germany and Cambodia, connecting with German and Cambodian communities as well as other global communities in the region. Some students took part in Cambodian New Year events in Columbus, OH.

Global Leadership Center (GLC)

- Diversity and Inclusion are central to the concept of global leadership refined at the GLC. As such, we envisage preparing students from across campus to work in diverse and effective teams with a global outlook and engagement in the region. Some students took part in salary negotiation training, particularly preparing CIS graduate students the opportunity to take part in salary negotiation training, particularly preparing students for negotiating in the US context.

- GLC continued to support the Caribbean Scholars group with their events on campus and remotely during the COVID 19 period.

- GLC students ran several projects with local clients focused on social enterprises and humanitarian efforts to tackle global challenges. Highlights include working with the Community Food Initiative, HCOM’s Mobile Health Clinics, South East Ohio Youth Mentoring, and US Together (refugee resettlement organization). Students provided a range of fundraising, research, marketing and communications support to these local partners organizations.

- GLC offered workshops on micro-aggression and implicit bias led by Dr. Winsome Chunnu for both first-year cohorts in Fall 2019. GLC also collaborated with the Caribbean Scholars Association, African Studies Alumni & Friends Network, and the African American Studies Dept during the Black Alumni Reunion in Sept 2019 for the hosting of a panel discussion on D&I | University-wide Efforts
The World Languages Potluck Party: The 2nd annual World Languages Day: The World Languages Day
The CIS World Languages Program (WLP) aims to work World Languages
African Studies, the Center for International Studies, and other skills. More than eighty students from 2019 Fulbright Language Teaching Assistant, Ihsan
instructors of Swahili in Linguistics joined the event Luukthung music, and Wolof Mbalax music. The music, popular Hindi Bollywood soundtracks, Thai
students of Akan, Hindi, Indonesian, Thai, and Wolof traditional music and dances from different countries.
the CIS World Languages Welcoming Party was organized CIS
by instructors and students of African and Asian Languages, including Akan, Hindi, Indonesian, Swahili, Thai, and Wolof. A potluck featured delicious foods from the regions represented by these languages. Over 50 people attended the event.
The World Languages Potluck Party. The 2nd annual CIS World Languages Welcoming Party was organized on September 27, 2019 at the Multicultural Center at Baker. The theme revolved around traditional music and dances from different countries. The CIS world language instructors, together with the students of Akan, Hindi, Indonesian, Thai, and Wolof gave presentations on various songs, and dances, including Akan Highlife music, Indonesian Dondut music, popular Hindi Bollywood soundtracks, Thai Lukthung music, and Wolof Mbalax music. The instructors of Swahili in Linguistics joined the event and presented Swahili music. In addition, a special performance, a solo of traditional Sundanesse Kacapi, a zither-like musical instrument was performed by the 2019 Fullbright Language Teaching Assistant, Ishan Fairs. The event not only served as an opportunity for CIS world language students to meet students from the countries and regions they study, but allowed them to bond, build a community and feature their language and other skills. More than eighty students from various countries participated in this event. Foods and drinks were sponsored by Asian Studies, African Studies, the Center for International Studies, and several student organizations, including the Indonesian Student Association, PERMAAS, the Thai Student Association, and the African Student Union.

The CIS World Languages Ambassadors Advocated Linguistic Diversity in Different Classrooms: Kylie Ross, a senior in Games and Animation, the School of Media Arts & Studies, was selected as the 2019 World Languages Ambassador. She joined the second term CIS Wolof Languages Ambassador, Jaysh King, Junior, Global Studies - Asia, War & Peace & ROTC cadet, in promoting the world languages, and its importance in engaging with the world. They presented at the Major Fair, Global Opportunities Fair, and other fairs on campus. In addition to classroom visits, they worked collaboratively with the Global Studies Ambassadors in promoting international studies, and Ambassadors from different colleges to promote linguistic diversity in world languages and cultures on campus. This year marked the first time that the World Languages Coordinator, Pitaya Paladro-Shane and Jamir King presented at the Personal & Professional Advancement on DiversiTRIO Tuesdays with the topic “how to become a successful global citizen?” on January 21, 2020. This event was part of the series of Student Support Services (SSS): College Achievement Program (CAP) event.

Office of Global Opportunities
Collaborated with D&I on events specifically with OMSAR – the Returned Student Panel.
Supported a professional advisor and a peer advisor staffing in the OMSAR office. The Peer Advisor’s main focus is supporting D&I initiatives at OGO and through D&I itself.
Offered the Diversity Travel Award/ First Gen Scholarship.
Collaborated with D&I to present a D&I specific presentation at Bobcat Student Orientation
 Held a pre-orientation session focused on Diversity, Inclusion and Allyship and its role in student’s international travel (Culture, Identity, & Allyship Bobcats Abroad session).
 Provided an annual membership to Diversity Abroad which offers webinars and resources to support our diverse student populations as they prepare to travel abroad. Each of the D&I offices have designated members who have access and OGO regularly invites OHIO faculty and staff to participate in these educational opportunities to specifically support our diverse student populations.

Participated in the Landing Zone Training offered by Veterans and Military Student Services Center.

International Student and Faculty Services
Collaborated with the Women’s Center for the International Women’s Coffee Hour and the International Women's Day Art Installation.
The University International Council’s Globalizing the Campus subcommittee has finalized their first international student survey. They are currently analyzing the data to be shared across campus and will convene focus groups as soon as they are able considering social distancing requirements.

Office of Global Affairs
The Presidential Global Engagement Fund was established during the current academic year with the intention of boosting OHIO’s global engagement to advance academic excellence and innovation in regions of the world and with selected partners of strategic interest to the university. Areas of potential funding included research, community service, and creative activity, education, experiential learning, recruitment, and alumni initiatives. There was also a specific interest in supporting faculty early in their careers to help them establish international connections for their work. OGA managed the solicitation and review process. A total of 36 proposals were submitted, with a maximum allowed request of $20,000 for an 18-month period of performance. Participating faculty and staff were drawn from 11 colleges/planning units on the Athens campus, with a wide of disciplines and activities represented. A review committee was constituted with input from the designated diversity advocate for the college and several student organizations, including mentorship and leadership programming and other performances by instructors and students of African and Asian Languages, including Akan, Hindi, Indonesian, Swahili, Thai, and Wolof. A potluck featured delicious foods from the regions represented by these languages. Over 50 people attended the event.

Office of Global Opportunities
Collaborated on OMO event with the OMSAR and OGA and OHSU.
Collaborated with OMSAR and OGA on the OMSAR website.

Partners with the Women's Center on multiple programs that champion diversity and inclusion.

University Advancement
Partners with the Women’s Center on multiple programs including mentorship and leadership programming and other performances by instructors and students of African and Asian Languages, including Akan, Hindi, Indonesian, Swahili, Thai, and Wolof. A potluck featured delicious foods from the regions represented by these languages. Over 50 people attended the event.

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Alumni Association
- Actively engages with the Division of Diversity and Inclusion through work with the Ebony Bobcat Network National Board, the PRIDE Society, and on the OHIO’s fall 2019 Black Alumni Reunion.
- Collaborates with the Women’s Center on multiple programs and events, including Lancaster Campus on the Annual Celebrate Women event.
- Engages the Women’s Center to conduct Microaggression training for the OUAAB Board of Directors.

Ohio University Lancaster
- No Limits Basketball Camp for disabled children - June 25-27, 2019
- Take Back the Night - October 22, 2019
- Domestic Violence Streaming - October 24, 2019
- Friends of the Library Meet and Greet with Mark Nevin on Tougaloo Nine - November 14, 2019
- Allies for Human Rights: Gender and Sexuality Alliance - February 7 and February 24, 2020
- “Ain’t I a Woman” performance - February 17, 2020
- Celebrate Women - March 27, 2020

Ohio University Chillicothe
- Our Cultural Committee has various presentations throughout the academic year. In particular, there is always something that is done to celebrate Black History Month. Also, most of our Kennedy Lectures are dedicated to diversity. Lastly, we offer WGSS courses most every term.

Ohio University Zanesville
- We continued to serve first year students through the LINKS peer mentor program. This year, six new mentors completed a Student Leadership seminar. Together with one continuing mentor from last year, they provided first year students with social and academic guidance on campus throughout the transition to remote learning.
- Programs (including cohorts for underrepresented students/faculty/staff), and Workshops/Trainings
- We participated in the Ohio MENTOR program. In our first year of participation, we have been working with a core group of students at Maysville HS in an intensive peer tutoring program. So far, six OU students have participated in work at Maysville HS, where (on the books, anyway) we have 9 students participating. The plan is to continue this program into the second year. This program serves at risk and first generation students.
- We hosted What Were You Wearing? exhibit from February 24 through March 23.
- LGBT Center staff offered a SafeZone training for faculty and staff on November 20, 2019.

Ohio University Eastern
- Here is a list of programming OUE produced for “OUE Today” radio show and Ohio University Eastern YouTube channel that related to diversity and at risk populations:
  - The OHIO MENTOR program was developed to help at risk students who live in areas affected by opioid addiction problems. OU Eastern worked with Harrison Central High School. We began tutoring in tutoring OU Eastern mentors working with four at risk students. The program ran from February through the end of May. The mentors and students met virtually during the spring semester.
  - During Black History Month in February, videotaped the presentation “History of Black Music in America” and added to OUE YouTube channel and produced an OUE Today radio show with Ron Scott, Jr.
  - Micah Carey’s presentation about SafeZone Training: LGBTQ Awareness was videotaped and added to our YouTube channel and was also presented as a radio show on “OUE Today.”
  - ACTive Roles Theater is a program that brings at risk middle and high school students together to learn acting and radio production. Each summer they put on Shakespeare in the Park. Shakespeare in the Park was produced, videotaped, and posted to the OUE YouTube channel along with a radio production social justice-focused drama.
  - “Hidden in Plain Sight” is a program delivered to help parents learn how their children may hide their drug use, vaping, cigarettes, and alcohol. This radio program was also produced for OUE Today.
  - A radio show was produced about the Augusta Levy School for Children with Autism for “OUE Today.”
  - An “OUE Today” show was produced in memory of John Mattox, who was director and founder of the Underground Railroad Museum.

Graduate College
- Offers support for online and hybrid programs aimed at increasing participation by underrepresented groups.
- Provides application fee waivers for McNair Scholars and active military/veterans.
- Collaborates with the Global Partnerships and Sponsored Students office to facilitate admission of Fulbright Scholars from around the globe.
- Works closely with International Student and Faculty Services (ISFS) to support of international students as they pursue graduate degrees.
- Works with the Graduate Student Success Committee to improve student outcomes specifically for multi-lingual, first-generation, and traditionally underrepresented minority students.
- Collaborates with multiple partners, including Ohio Program of Intensive English (OPIE), the International Student and Faculty Services Office (ISFS), English Language Improvement Program (ELIP), and Equity and Civil Rights Compliance (ECRC) to ensure inclusive programming at Graduate Student Orientation.
- Hosts regular “Documents and Danube” webinar sessions to inform administratives and academic stakeholders about cultures and education systems in other countries.
- Supports the Start Smart Salary Negotiation workshops offered to the campus community by communicating with graduate students about upcoming workshops and encouraging their participation.
- Edison Biotechnology Institute has a partnership with AMVETS to support student researchers who are veterans or have a family member who served.
- Work with the underserved Appalachian community to enhance economic opportunities through the Innovation Center.
- In the fall of 2019, the Graduate College introduced a new online Graduate Student Orientation module. This orientation module includes Diversity and Inclusion resources and content to all incoming graduate students including students in both Athens-based and online graduate programs for every term of admission (Fall, Spring, and Summer). Offered online through Blackboard.
- New for fall 2020, the Graduate College is in the process of developing an online GSO module for non-degree and certificate students. These students have never had an orientation module designed specifically with them in mind. This orientation module will also include Diversity and Inclusion resources and content as well. Offered online through Blackboard.

Student Affairs
- The Division of Student Affairs, Patton College of Education and University College collaborated together to offer a series of discussions with Soja Ardoin, Ph.D., to engage the campus in conversations about supporting first-generation students.
- All DOSE staff were trained on, and completed the Diversity Awareness Profile (DAP) in order to set a more direct and behavioral based personal equity and social justice goal.
- All DOSE departments developed an equity and social justice goal based on service delivery and/or professional development of staff.
- DOSE conducted a staff Climate Survey in fall 2019. In spring 2020 results were shared and recommendations for progress were developed.
- 82% of DOSE position descriptions were re-written to include a focus on equity and social justice. The goal is to have 100% by the Dec 2020.
- The CLDC increased engagement with diverse students by 5%
- The CLDC hosted inaugural Diversity First Luncheon with 20 companies.
- All CLDC workshops have D&I curricular elements.
- The Campus Involvement Center audited all student organizations’ constitutions to insure each constitution contained a non-discrimination clause.
- Housing & Residence Life sponsored 5 campus-wide programs during Black History Month with a themed week titled “Say It Loud, I’m Black and I’m Proud.”. Collective attendance across all programs was in excess of 300 students.
- Housing & Residence Life renovated the Convocation Center Bathrooms with a focus on equity and inclusion by enabling all 35 restrooms to be single-user/gender-neutral.
Throughout the year, Housing & Residence Life sponsored “Living Room Conversations” which are a conversational model developed by dialogue experts in order to facilitate connection between people despite their differences, and even identify areas of common ground and shared understanding.

Survivor Advocacy Program conducted an audit of all forms, documents, and website to assure language used is inclusive of all gender identities.

During the Spring semester 2020, the Survivor Advocacy Program hired a new survivor advocate with a background in international student experiences surrounding interpersonal violence. This advocate has conducted outreach with the International Student Union, International Student and Faculty Services, and all of the international student organizations on campus and has established an initial plan to collect data from these students to identify unique needs regarding education and support and has created a program specific to these students that we plan to present in the Fall semester 2020.

The Office of Sorority & Fraternity Life is in the process of creating an emergency micro grant specific to potential new members and active members affiliated with a social Greek-letter organization. It is important to us that no individual’s potential membership is denied due to financial difficulties or that no initiated member must resign their membership due to a financial emergency.

The October 2019 Culinary Services Customer Satisfaction Survey showed that 69% of all students strongly agreed or agreed to the statement “Culinary Services provides an inclusive environment and a sense of community”. Twenty-six percent had no opinion and 5% strongly disagreed or disagreed.

On October 4th Culinary Services held an all-manager retreat that focused on a specialized Implicit Biased training delivered by Katie Meisky and that was representative of what is communicated within the Student Leader Class.
**Student Demographics**

Full-Time Undergraduate Students by Gender

- 61.6% (16,381)
- 38.4% (10,219)

Full-Time Graduate Students by Gender

- 54% (3,475)
- 46% (2,959)

Full-Time Undergraduate Students by Race/Ethnicity

- White: 8,235
- Black: 308
- Latino: 4,477
- Native American: 221
- Asian Pacific Islander: 378
- Multiracial: 1024
- International: 773
- Unknown: 185

Full-Time Undergraduate Students by Gender

- 61.6% (16,381)
- 38.4% (10,219)

Full-Time Graduate Students by Race/Ethnicity

- White: 47
- Black: 912
- Latino: 1,312
- Native American: 819
- Asian Pacific Islander: 378
- Multiracial: 1024
- International: 773
- Unknown: 185

Full-Time Undergraduate Students by Race/Ethnicity

- White: 4,722
- Black: 441
- Latino: 361
- Native American: 13,122
- Asian Pacific Islander: 378
- Multiracial: 1,024
- International: 773
- Unknown: 185

Full-Time Graduate Students by Gender

- 54% (3,475)
- 46% (2,959)

Four-Year Graduation Rates - Full-Time Undergraduate Students

- Native American: 45%
- Black: 40%
- Latino: 40%
- Asian Pacific Islander: 36%
- Multiracial: 46%
- International: 45%
- Overall: 40%

Six-Year Graduation Rates - Full-Time Undergraduate Students

- Native American: 67%
- Black: 59%
- Latino: 54%
- Asian Pacific Islander: 60%
- Multiracial: 65%
- International: 66%
- Overall: 65%

- 26,000+ full-time undergraduate students identify as being a Veteran
- 2% of our students are eligible for a Pell Grant
- 30% of our students identify as having a disability
- 24% of our students are first generation students

24% of our students are first generation 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

<table>
<thead>
<tr>
<th></th>
<th>First Year Students</th>
<th>Second Year Students</th>
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<tbody>
<tr>
<td>White</td>
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<td>100%</td>
</tr>
<tr>
<td>Asian</td>
<td>79%</td>
<td>79%</td>
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<tr>
<td>Black</td>
<td>83%</td>
<td>73%</td>
</tr>
<tr>
<td>Latino</td>
<td>70%</td>
<td>64%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>67%</td>
<td>67%</td>
</tr>
<tr>
<td>International</td>
<td>50%</td>
<td>46%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>50%</td>
<td>44%</td>
</tr>
<tr>
<td>Overall</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Undergraduates from Historically Underrepresented Groups

- Overall Retention Rate: 13.4%

Graduate Students from Historically Underrepresented Groups

- Overall Retention Rate: 17.5%
**ADMINISTRATOR, FACULTY, AND STAFF DEMOGRAPHICS**

**Administrator, Faculty, and Staff by Race/Ethnicity**

**Administrative Leadership**

- Native American (0.2%)
- Asian (1%)
- Black (3.7%)
- Latino (1.8%)
- International (1.6%)
- Pacific Islander (12%)
- Unknown (6.4%)
- Multiracial (0.8%)
- White (84.8%)

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

- 38% Female
- 62% Male

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

- 59% Female
- 41% Male

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

- 51% Female (922)
- 49% Male (887)

**Board of Trustees by Race/Ethnicity and Gender**

- 50% (7) Male
- 50% (7) Female

**Advisory Board**

- 89% White
- 11% Black
Full-Time Female STEM Faculty (Athens Campus)

- Full-Time Female STEM Faculty (Athens Campus)
  - 2017: 123
  - 2019: 143

Total Female STEM Faculty (including part-time)

- Total Female STEM Faculty (including part-time)
  - 2017: 207
  - 2019: 223

Female Leadership Positions (Athens Campus)

- Female Leadership Positions (Athens Campus)

Female Leadership Positions (University-Wide)

- Female Leadership Positions (University-Wide)
  - Exec only: 23 (2017) → 31 (2019) ↑8

Full-Time Female by Appointment

- Full-Time Female by Appointment
  - Athens Campus
    - 2017: 277, 5% Decrease
    - 2019: 264, 5% Decrease
  - University
    - 2017: 335, 6% Decrease
    - 2019: 316, 11% Increase

Total Female STEM Faculty (including part-time)

- Total Female STEM Faculty (including part-time)
  - 2017: 207
  - 2019: 223

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

- Breakdown of Underrepresented Race/Ethnicity Full-Time Faculty and Administrative Leadership
  - Athens Campus
    - Full-time non-tenured faculty: 180, 12% Increase
    - Full-time tenured faculty: 191
  - Total University
    - Full-time non-tenured faculty: 295, 11% Increase
    - Full-time tenured faculty: 225

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.
**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**

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**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

---

**By the Numbers**

- **4.6%**
  - staff (including management) identify as a veteran
  - leadership (including management) identify as a veteran

- **3.2%**
  - faculty identify as having a disability

- **1.7%**
  - faculty identify as being a veteran

- **1.7%**
  - faculty identify as having a disability

- **4.6%**
  - staff (including management) identify as a veteran

- **3.1%**
  - leadership (including management) identify as having a disability

- **3.2%**
  - staff (including management) identify as having a disability

- **3.1%**
  - leadership (including management) identify as having a disability

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**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**

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**Our Institution Offers**

- gender-neutral bathrooms
- same-sex partner healthcare benefits
- trans-inclusive health benefits
**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

**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

**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
Recent Diversity-Related Awards and Recognitions

2018 HEED Award and 2019 HEED Award

2018 Inspiring Programs in STEM Award
Heritage College of Osteopathic Medicine Cleveland’s Aspiring Doctors Precollege Program

2018 Inspiring Programs in STEM Award
College of Arts and Sciences’ Tech Savvy OHIO

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

First Forward Designation
National honor for commitment to first-generation student success

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

Ohio University’s Innovation Center named

2019 Rural-Based Entrepreneurship Center of the Year
Receiving the Randall M. Whaley Incubator of the Year Award from the International Business Innovation Association (InBIA)

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

Fast Facts

Student Enrollment

<table>
<thead>
<tr>
<th>Category</th>
<th>Athens</th>
<th>Regional</th>
<th>eLearning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduates</td>
<td>16,113</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduates Regional</td>
<td>5,600</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduates eLearning</td>
<td>4,897</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Undergraduates</td>
<td>26,610</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduates</td>
<td>2,285</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate Outreach/eLearning</td>
<td>3,171</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Graduate Students</td>
<td>5,458</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical Students</td>
<td>978</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Unduplicated Fall</td>
<td>33,044</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Unduplicated 12-month</td>
<td>40,174</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Freshmen Profile

- New Freshmen: 3,671
- 1st Generation: 25%
- Ohio Residents: 87%
- Underrepresented Minority: 14%
- Middle 50% ACT: 21-26
- Top 25% of HS class: 47%

Student Success

- 1st Year Retention: 81.5%
- 4 Year Graduation: 51%
- 6 Year Graduation: 65%
- 6 Year Success Rate: 89%

Financials (in Millions)

- Annual Budget: 769.9
- Endowment: 588.9
- Total Grants: 62.0
- Active US Patents: 103
- Active Non-US Patents: 158

Income and Expenditure

- Total Undergraduates: 26,610
- Total Graduates: 5,456
- Total Medical: 978
- Total Unduplicated 12-month: 40,174

Trend Data

<table>
<thead>
<tr>
<th>Category</th>
<th>2015-16</th>
<th>2019-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduates</td>
<td>30,866</td>
<td>26,610</td>
</tr>
<tr>
<td>Total Graduate</td>
<td>5,024</td>
<td>5,456</td>
</tr>
<tr>
<td>Total Medical</td>
<td>712</td>
<td>978</td>
</tr>
<tr>
<td>Total 12-month Unduplicated</td>
<td>44,109</td>
<td>40,174</td>
</tr>
<tr>
<td>New Freshmen</td>
<td>4,423</td>
<td>3,671</td>
</tr>
<tr>
<td>Total Employees</td>
<td>5,300</td>
<td>4,901</td>
</tr>
</tbody>
</table>

Points of Pride

- Law School Acceptance Rate: 97%
- Best College Town in Ohio: 1st
- STARS Sustainability Rating: Silver

Employees

- Total Employees: 4,901
- Total Athens Employees: 4,248
- Total Regional Employees: 653
- Total Permanent Employees: 4,184
- Total Tenure-Track Faculty: 831
- Student to Faculty Ratio: 16 to 1

Military/Veterans (Athens)

- Most Military-Friendly School: 8th
- Active Military/Veteran Students: 806

National Program Rankings (Sample)

- Fulbright Winners: 18
- Goldwater Scholarships: 6
- Master of Sports Administration: 2nd
- Graduate Ceramics Program: 3rd
- Graduate Printmaking Program: 8th