



OHIO
UNIVERSITY

DIVISION OF DIVERSITY AND INCLUSION

VISIBLE

2020 Annual Report



**The harder we look,
the more becomes
visible. The more we
make visible,
the more we see.**

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It is my pleasure to present the Division of Diversity and Inclusion's FY19-20 annual report, which highlights our Division-wide efforts as well as the four Centers/Offices that fall under its purview: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center; the Multicultural Center; the Office of Multicultural Student Access and Retention (OMSAR), and the Women's Center. This report also highlights the collective work that is being done throughout OHIO's academic and administrative units.

In recent months, we have faced many difficult realities related to the ongoing COVID-19 pandemic and systemic racial injustice, and we have engaged in urgent and action-focused dialogue. Here at Ohio University, we believe that education is the key driver of progress, inclusion, and equity -- and as a University community, we affirm: **Black Lives Matter**. Even during times of great challenge, our campus community remains united in our commitment to a diverse, vibrant, and inclusive campus.

As reflected in OHIO's "Fearlessly First" Strategic Framework, diversity and inclusion remains our University's core value. And thanks to our shared vision and work, our Division has seen tremendous growth. We have continuously re-envisioned timely initiatives to promote inclusive learning and community-building on each of OHIO's campuses. For example, our campus-wide "Keep Including" and Inclusive Pedagogy Academy collaborations aim to offer effective support to students and faculty at a time when most learning is taking place virtually.

In the coming months, our Division will finalize and invite input on our Strategic Diversity and Inclusion Plan with the goal to create a sustainable long-term path for diversity and inclusion at OHIO. It is my goal to partner with every academic unit, University-wide, to propel diversity and inclusion to even greater heights and realize the vision of becoming a national leader in inclusive excellence.

The challenges we face are considerable, but I know that OHIO is well-equipped to meet them with compassion, conviction, and determination. For this reason, I am excited for another great year in FY21. 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



In Bobcat Pride,

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

Dr. Gigi Secuban

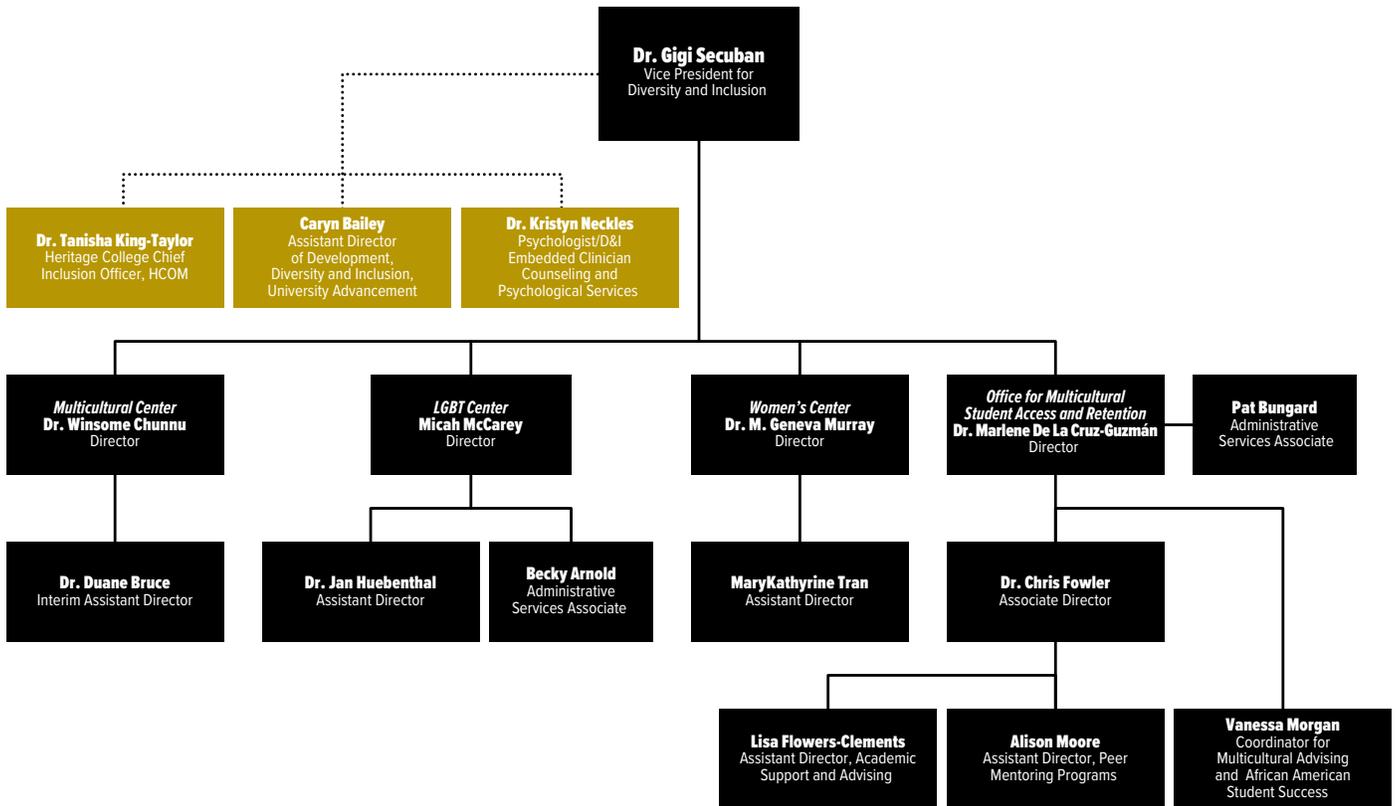
Vice President for Diversity & Inclusion





OHIO
UNIVERSITY

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. ©2020 Ohio University. All rights reserved.



www.ohio.edu/diversity

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.

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

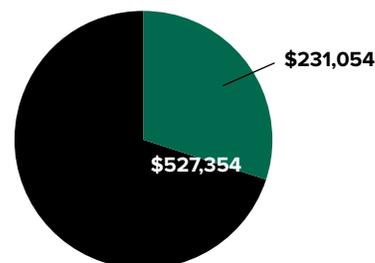
Furthering our inclusive campus efforts, the four centers within our Division —**The LGBT Center, Multicultural Center, OMSAR, and the Women's Center** — continuously envision and work to institutionalize multi-faceted strategies that welcome and uplift all members of the campus community. We focus specifically on groups and individuals who have historically been excluded, underrepresented or marginalized

STAFF INFORMATION

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

FY20 ANNUAL BUDGET

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



within higher education settings. Our university-wide efforts promote inclusive institutional policies, practices, and cultures through intersectional programs and initiatives, as well as strategic communications and advocacy. Our Division serves and celebrates all people by helping them explore productive ways to navigate intersections of diverse identities, experiences, and perspectives.

Strategies within Diversity and Inclusion Moving Forward

Summary: Based on the strategic goals developed with feedback from the campus community in 2019 following the inaugural Diversity Leadership Institute, the following are action steps that we propose as the first in a series of steps to move our campus forward in combating systemic and structural racism and fostering a culture of inclusion and equity. Guided by our Division's core values of collaboration, community, compassion, and communication, these steps inform and guide the current work of the Division of Diversity and Inclusion. Diversity and inclusion efforts are, at their core, iterative process. The final Diversity and Inclusion Strategic Plan will be finalized, with continued input from the campus community, in the Fall of 2020.

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 topic of how microaggressions can

impact the daily lives of marginalized people on our campuses. The keynote speaker was Dr. Derald Wing Sue, a professor of psychology at Columbia University's Teachers College, who is a renowned and widely cited expert on microaggressions. Three extended learning sessions also offered training opportunities on cultural competency; power, privilege and oppression; and nurturing diverse faculty and staff. Following the campus-wide program, Dr. Sue concluded the DLI by hosting a special microaggression session for University leadership.

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

www.ohio.edu/lgbt

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.

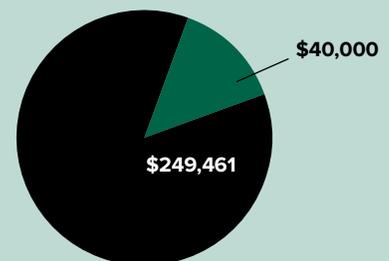
In their sum, our initiatives and events provide broad opportunities for engaging with sexual and gender diversities from a variety of perspectives, including inclusive allyship, queer media representations, activism, and LGBTQ+ religious life. The LGBT Center continuously explores and works to institutionalize 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

Salaries, Wages & Benefits: **\$249,461**
 Operating Expenses: **\$40,000**
 Total: **\$289,461**
7.76% Increase from FY19



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.

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 completing a Pledge and being featured 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.

World AIDS Day: A Community Roundtable

In recognition of the ongoing HIV/AIDS crisis, our LGBT Center partnered with Equitas Health and the Department of Social and Public Health to discuss the contours of today's American HIV/

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.

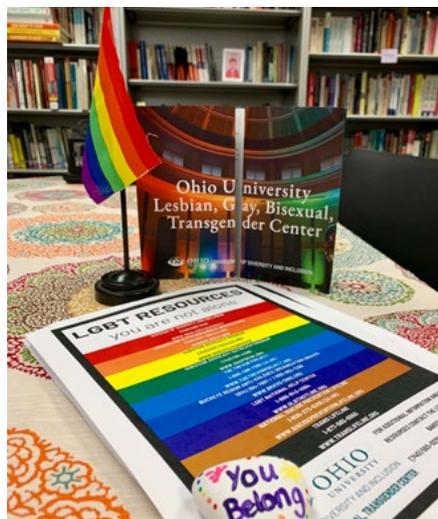
EVENT HIGHLIGHTS

First Prize Homecoming Float Winners

Creatively 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 transgender, nonbinary, genderqueer, genderfluid, agender and intersex lives. 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.



www.ohio.edu/multicultural-center

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.

ABOUT MULTI-CULTURAL CENTER

The Multicultural Center promotes multicultural awareness within the University and Athens communities through programs and activities that celebrate the contributions and histories of African American, Hispanic/Latino, Native American and Asian American cultures. Staff formally advise the Black Student Cultural Programming Board (BSCP) and informally advise other student organizations, such as the Native Peoples Awareness Coalition (NPAC).

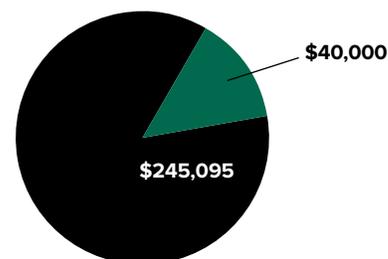
The Center serves as learning and meeting space for OHIO students, faculty, staff and community members, which features its own computer lab and library. The Center is also home to the Multicultural Center Art Gallery that focuses on the artistic talent within the Appalachian region. The Multicultural Center was instrumental in the conceptualization and implementation of the multi-state “Women of Appalachia: Their stories and their art” exhibit which the center has hosted since 2009.

STAFF INFORMATION

Administrative: 2
 Graduate Assistants: 1
 Student Employees: 7

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: **\$245,095**
 Operating Expenses: **\$40,000**
 Total: **\$285,095**
3.99% Increase from FY19



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, we 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-Kwanzaa Celebration

Kwanzaa, an African American holiday based on the first fruit celebrations of Africa to introduce and reinforce the seven basic values of African culture. OHIO hosts pre-Kwanzaa events prior to winter closure as the official holiday is December 26 to January 1. The Center hosted various activities and performances during the 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 Kwanza in a fun and memorable way.

MLK Brunch

The University's 21th 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 Office for Diversity and Inclusion's MLK Jr. Celebration Planning Committee. The Silent March and Brunch is coordinated by the Multicultural Center and the members of Alpha Phi Alpha Fraternity, Inc.

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, Kent 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 to serve as chairman of the Ohio University Board of Trustees. During the 36th Annual Leadership Gala was 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 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



www.ohio.edu/omsar

OMSAR

The Office for Multicultural Student Access and Retention

ABOUT OMSAR

The Office for Multicultural Student Access and Retention (OMSAR) advances the mission of OHIO and the Division for Diversity and Inclusion by attracting and retaining talented students of diverse backgrounds and maximizing their leadership potential. With an 85 percent retention rate from year 1 to year 2 and an average GPA of 3.0, OMSAR scholars are equipped with the resources and support to successfully navigate and thrive in higher education. OMSAR actively collaborates with OHIO

colleges and regional campuses to promote key educational and enrichment opportunities such as peer mentorship, leadership development, study abroad, engagement in academic research and presentations, enrichment courses, and service learning. OMSAR effectively provides a support community from the day students arrive on campus through graduation. These comprehensive services support the personal and psychosocial wellness of OMSAR scholars during their journey toward academic and professional excellence.

OMSAR MISSION

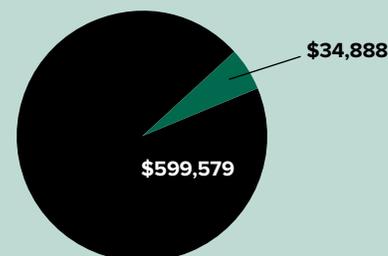
The Office for Multicultural Student Access and Retention (OMSAR) is committed to attracting and retaining highly talented and capable students of diverse backgrounds and to maximize their leadership potential through educational, enrichment and service opportunities. OMSAR programmatic activities instill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

STAFF INFORMATION

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

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: **\$599,579**
Operating Expenses: **\$34,888**
Total: **\$634,467**
4.21% Increase from FY19



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 1100 OMSAR scholars in their second to fourth year at OHIO. The program offers one-on-one academic support advising, free tutoring, academic monitoring and scholarship compliance, enrichment workshops, community service opportunities, additional advising for students on appeal, and 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 the Appalachian region with the financial resources and the support system they need to succeed academically.

Ohio Promise Award

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

Rankin Scholarship Program

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

Templeton 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 the financial resources and the support system they need to succeed academically.

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 under-represented students.





www.ohio.edu/womens-center

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.

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:

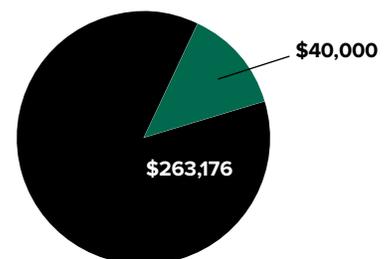
- **Trainings on women's leadership and equality within the workplace**
- **Mentorship**
- **Programming on diverse women's experiences around the world**
- **Resources that improve the lives of women on campus, including lactation rooms**
- **Collaborations on sexual assault prevention**

STAFF INFORMATION

Administrative: 2
Classified: 5
Graduate Assistants: 1
Student Employees: 10

FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: **\$263,176**
Operating Expenses: **\$40,000**
Total: **\$303,176**
24% Increase from FY18



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 AAUW-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) walk featured 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 received 77 submissions from artist with over 100 pieces planned

for the installation on 4/13. Those who wanted to participate in a virtual event (due to COVID-19) were featured on the Women's Center's Twitter. Art submissions, including seventeen videos as part of a co-curricular opportunity for the Feminisms and Performance Class, reflected on women's diverse experiences around the world. This collaboration was a shared vision with the Office of Global Affairs.

Sexual Violence Prevention

The Women's Center and our collaborators curated and hosted Through the Survivors' Lens, an exhibit that uses photovoice methodology to feature the photography of survivors of interpersonal violence. This exhibit resulted in the first survivor-centered 360-virtual online exhibit through the GRID Lab, Office of Instructional Innovation, and Ohio Today. Through the Survivors' Lens was displayed on the Lancaster campus, and the What Were You Wearing Exhibit (which opened last year in Athens) was shown at both Southern and Zanesville campuses. Our domestic violence prevention keynote, Drea Kelly, featured in Surviving R. Kelly, held additional receptions with campus

leaders and survivors. The first virtual Take Back the Night at OHIO (due to COVID-19) 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

In a Women's Center first, we paired a rousing fall bike ride with a film showing, Ovarian Psycos, about women of color who reclaim the streets through group bike rides. Our spring keynote speaker, Valerie Red-Horse Mohl, directed the film *Mankiller*, and spoke to a large audience at Athena Cinema 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!



ALAANA+ Women's Leadership Cohort

The ALAANA+ (African American/ African/Black, Latina/Latinx, 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 and two faculty co-leads began serving its first-year cohort of twelve, including faculty from Social Work, Theater, Communications, and College of Business. They began meeting biweekly in the Spring semester. 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

There are over 100 countries represented by OHIO students, faculty and staff. This coffee hour is a collaboration with International Student & Faculty Services (ISFS) an opportunity for international women and their allies to meet others, discuss current events, play games, practice English or other languages, and listen to music from all over the world. In response to the coronavirus (COVID-19), the coffee hours moved from monthly to weekly meetings to provide support for our participants. Guest visitors from Counseling and Psychological Services, the Ombudsman, and ISFS provided important resources to 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.



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

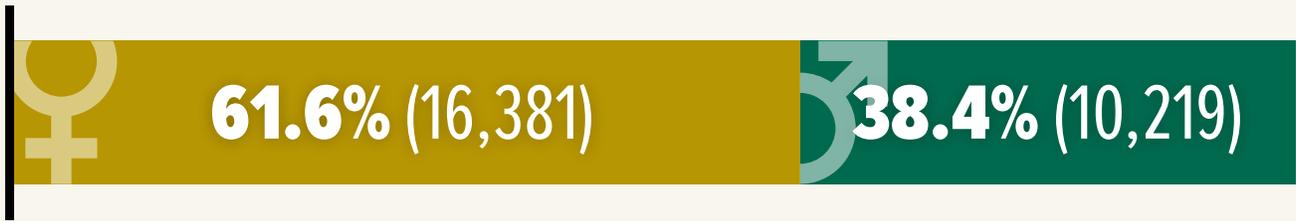
The Women's Center, Bobcat Athletics, and the Women's, Gender, and Sexuality Studies program held our annual celebration of OHIO Women Leaders, which recognizes student leaders in academics, student organizations, community service, and athletics. We celebrated over 50 leaders in February 2020.

Ohio University

UNIVERSITY DEMOGRAPHICS

STUDENT DEMOGRAPHICS

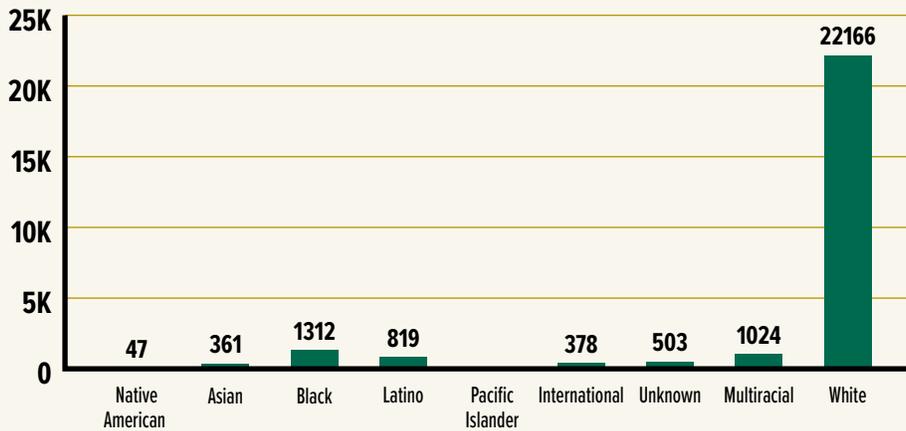
Full-Time **Undergraduate Students by Gender**



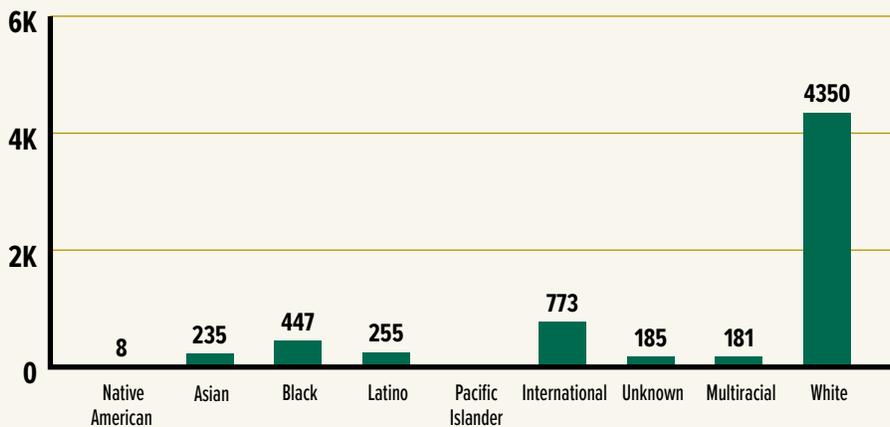
Full-Time **Graduate Students by Gender**

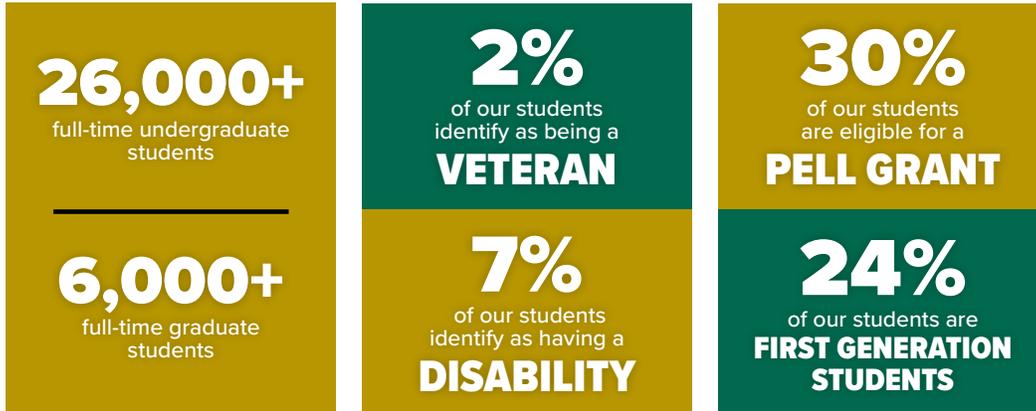


Full-Time **Undergraduate Students by Race/Ethnicity**

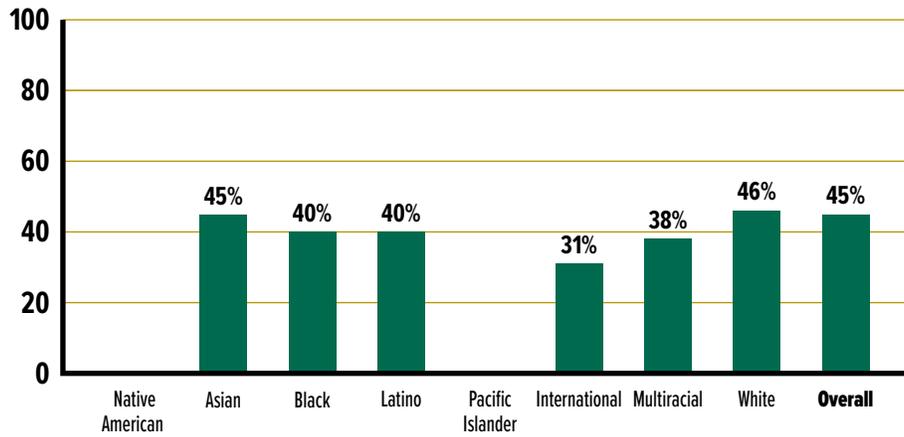


Full-Time **Graduate Students by Race/Ethnicity**

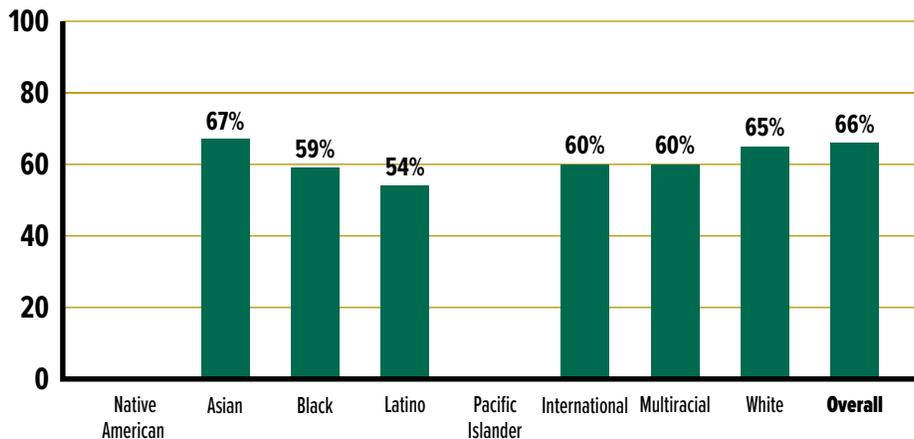




Four-Year Graduation Rates - Full-Time Undergraduate Students



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

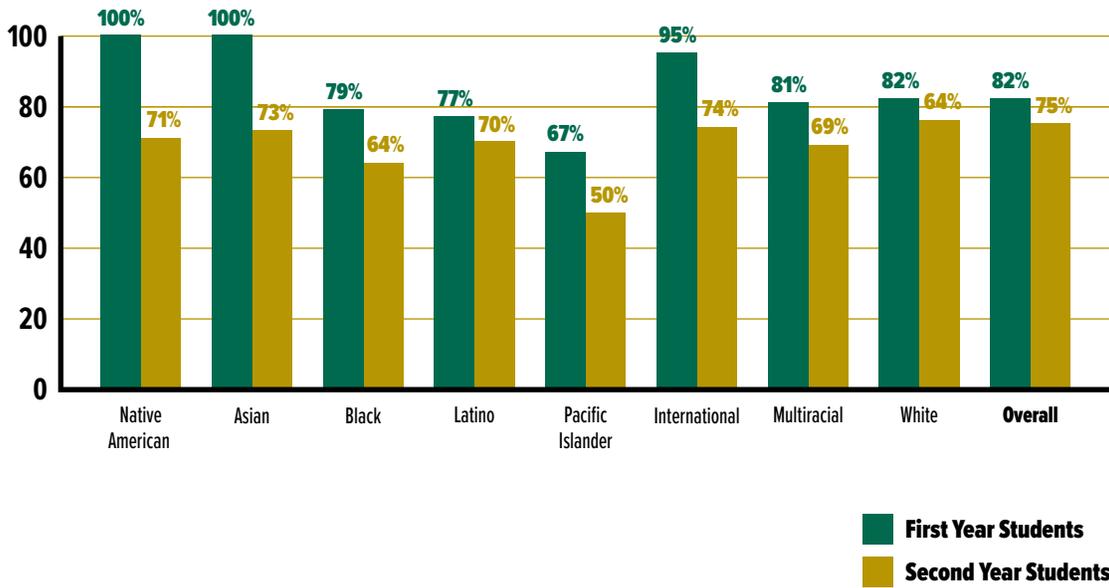


Community College Bridge Programs

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

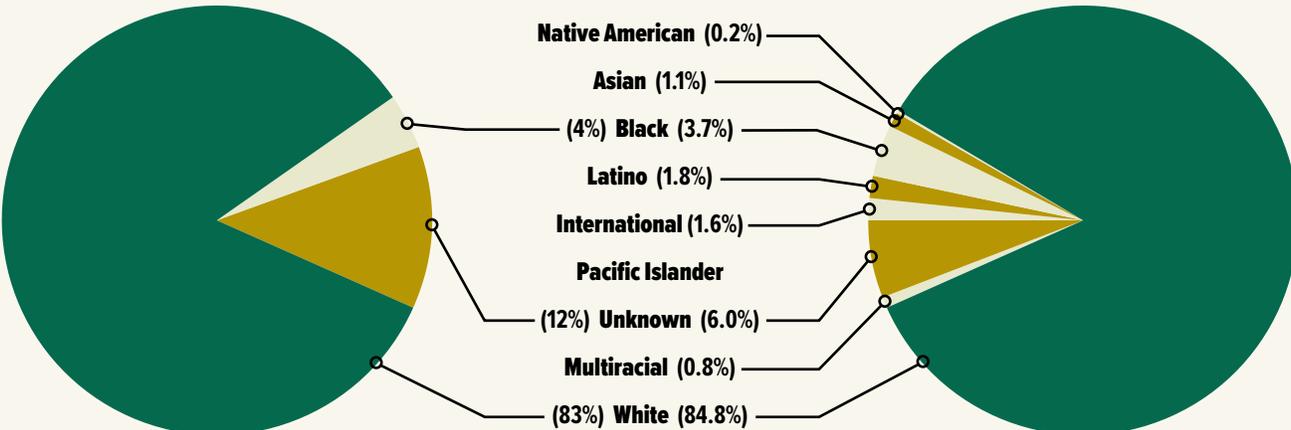


ADMINISTRATOR, FACULTY, AND STAFF DEMOGRAPHICS

Administrator, Faculty, and Staff by Race/Ethnicity

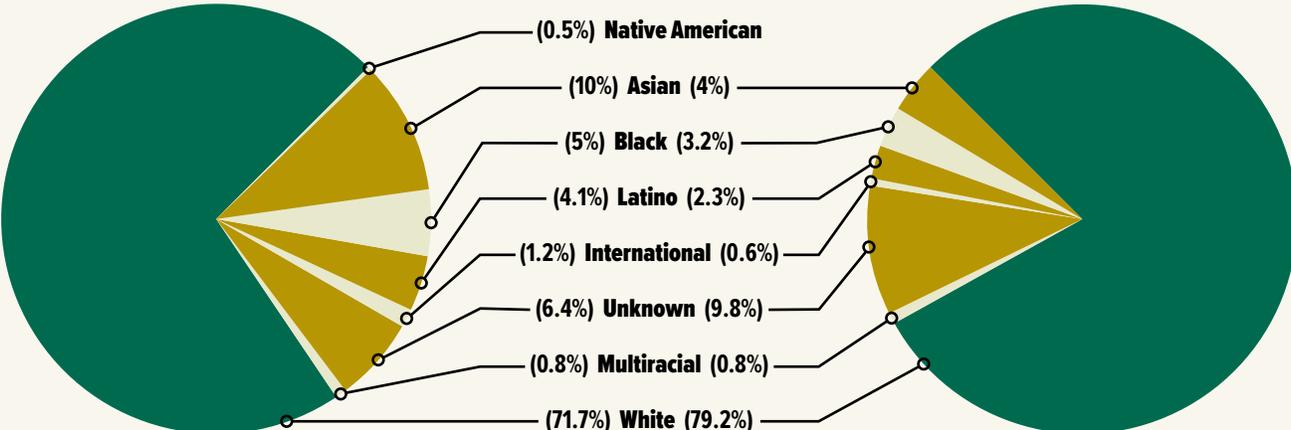
Administrative Leadership

Full-Time Non-Instructional Staff

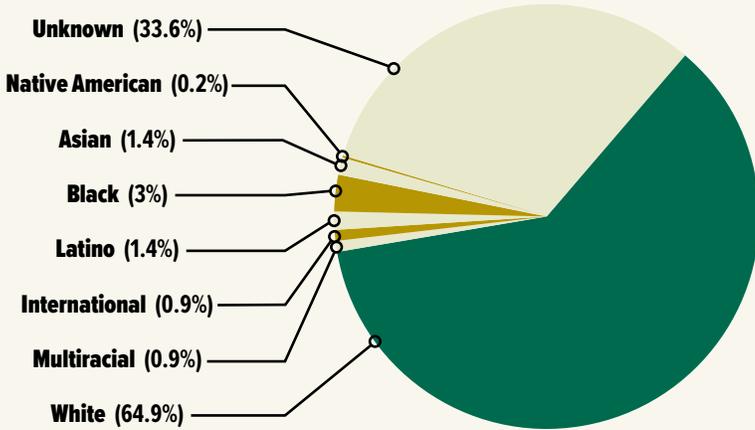


Tenured and Tenure Track Faculty

Non-Tenured Track Faculty



Adjunct Faculty



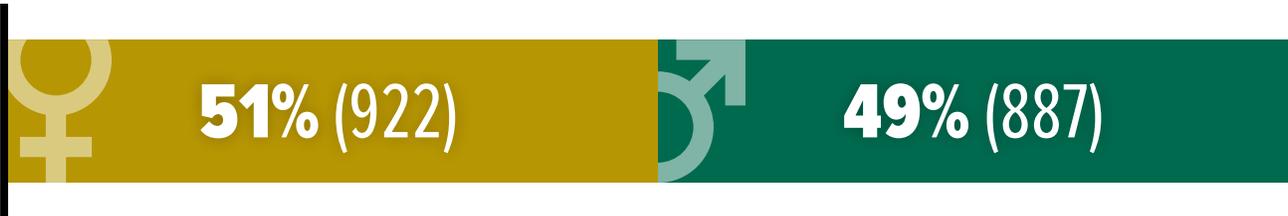
Full-Time **Tenure/Tenure Track Faculty by Gender**



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



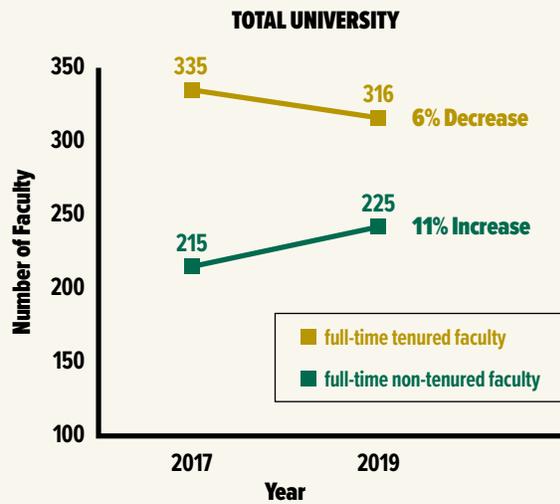
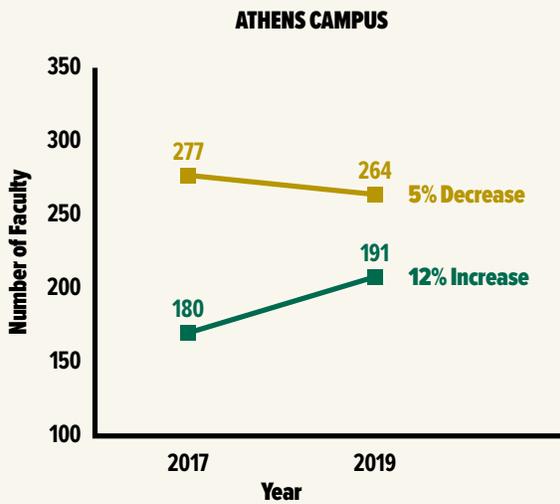
Full-Time **Non-Instructional Staff by Gender**



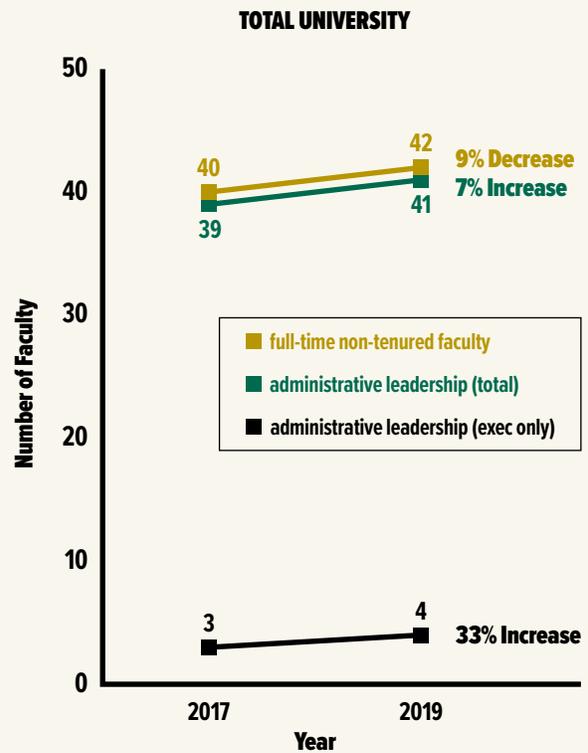
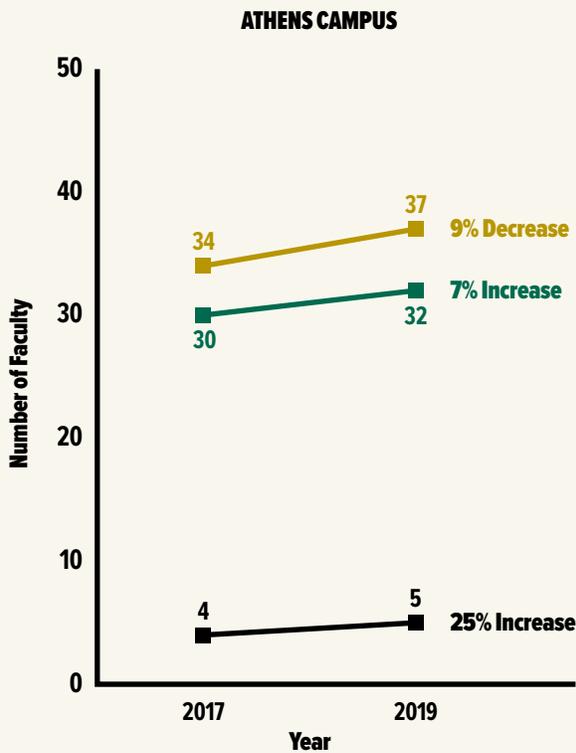
Board of Trustees by Race/Ethnicity and Gender



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.

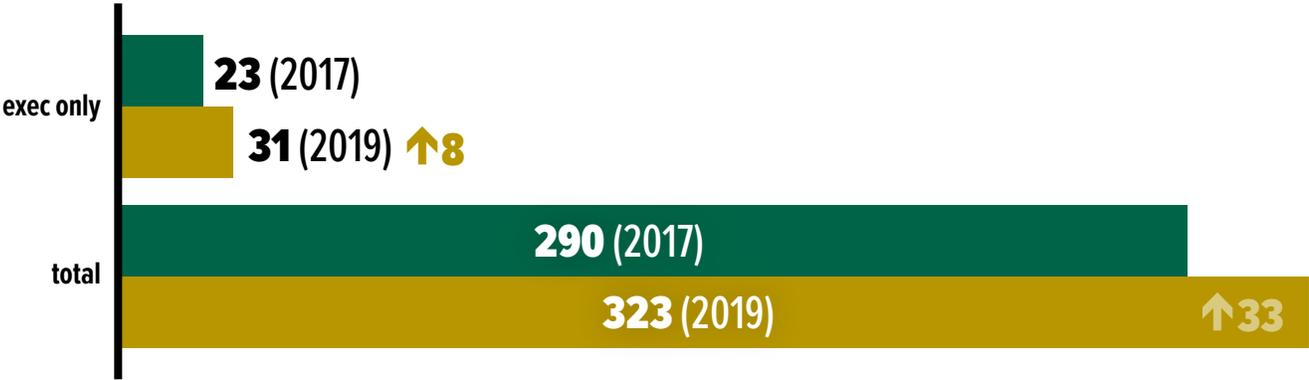
Total Female STEM Faculty (including part-time)



Female Leadership Positions (Athens Campus)



Female Leadership Positions (University-Wide)



4.6%

staff
(including management)
identify as a
veteran

-AND-

3.2%

identify as having a
disability

1.7%

faculty
identify as being a
veteran

4.6%

leadership
(including management)
identify as a
veteran

-AND-

3.1%

identify as having a
disability

1.7%

faculty
identify as having a
disability

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
allgbtjobs.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**

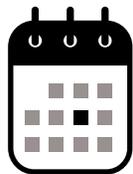
Cultural Heritage Months and **Celebrations**

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

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 / Hispanic/Latino / Women / Religious

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 Savy OHIO

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

First Forward Designation

National honor for commitment to first-generation student success

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

Ohio University's Innovation Center named

2019 Rural-Based Entrepreneurship Center of the Year

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

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



Student Enrollment¹

Undergraduates Athens	16,113
Undergraduates Regional	5,600
Undergraduates eLearning	4,897
Total Undergraduates	26,610
Graduates Athens	2,285
Graduate Outreach/eLearning	3,171
Total Graduate Students	5,456
Medical Students	978
Total Unduplicated Fall	33,044
Total Unduplicated 12-month	40,174

¹ Students counted once at primary campus of enrollment.

Freshmen Profile (Athens)

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

Student Success (Athens)

1st Year Retention	81.5%
4 Year Graduation	51%
6 Year Graduation	65%
6 Year Success Rate ²	89%

¹ Neither parent obtained a bachelor's degree
² Graduated, Retained, or Transferred

Affordability (Athens Freshmen)

Tuition	12,612
Tuition, Room and Board	24,784
Received Loans	64%
Received Pell Grants	27%
Received Any Aid	94%
Average Debt - Ohio University ¹	\$27,993
Average Debt - State of Ohio ¹	\$28,981

Military/Veterans (Athens)

Most Military-Friendly School ²	6th
Active Military/Veteran Students	806

¹ Institute for College Access & Success
² Victory Media 2020

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

Financials (in Millions)

Annual Budget	769.9
Endowment ¹	568.9
Total Grants	62.0
Active US Patents	103
Active Non-US Patents	158

¹ National Assoc of College & University Business Officers

National Program Rankings (Sample)

Fulbright Winners ¹	18
Goldwater Scholarships ¹	6
Master of Sports Administration ²	2nd
Graduate Ceramics Program ³	3rd
Graduate Printmaking Program ³	8th

Points of Pride

Law School Acceptance Rate	97%
Best College Town in Ohio ⁴	1st
STARS Sustainability Rating ⁶	Silver

¹ Office of Nationally Competitive Awards
² SportBusiness International 2019
³ US News and World Report 2017 College Rankings
⁴ Ohio Magazine 2018
⁵ Assoc for Advancement in Sustainability in Higher Ed

Trend Data

	2015-16	2019-20
Total Undergraduates	30,866	26,610
Total Graduate	5,024	5,456
Total Medical	712	978
Total 12-month Unduplicated	44,109	40,174
Students Taking All Classes Online	8,788	8,628
Students w/ Some Classes Online	5,174	7,204
New Freshmen	4,423	3,671
Total Employees	5,300	4,901



OHIO
UNIVERSITY

DIVISION OF DIVERSITY AND INCLUSION