

DIVISION OF DIVERSITY, EQUITY AND INCLUSION

Annual Report
2016-17

Achieving Success and Progress Toward the
Kent State University Strategic Road Map



KENT STATE

DIVISION OF DIVERSITY,
EQUITY AND INCLUSION

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Message From The Vice President

Kent State Community

The culmination of each academic year allows me to reflect on the goals, aspirations and outcomes of Diversity, Equity and Inclusion (DEI) here at Kent State University (KSU). If I were to admit it, reflection is an anxious time for me as I am always concerned about our ability to make an impact for this campus. As with the re-occurrence of yearly apprehension, there is overwhelming pride with the vast amount of work that DEI completes as reflected in the following pages of our AY 2016-2017 annual report.

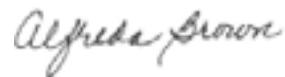
Highlights of the annual report capture the never-ending work of each our areas, but more specifically, the work of our student focused centers: Student Multicultural Center (SMC), Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Center, Women's Center, and the Office of Sexual and Relationship Violence Support Services (SRVSS). Our centers are vital university partners for ALL students of every background; these services are free and available to any student.

This university is very fortunate to impart and embrace a culture of “oneness” in that KSU sees the importance of acceptance in a world that has become accustomed to upheaval and indifference. DEI is grateful for the collaborative work of executive leadership, community engagers, faculty, and particularly, DEI Faculty Associates, staff and students who support the diversity efforts.

I ask that as you read this report, consider the number of hours and face-to-face interactions that were required so that our university-wide goals, passions and vision were fulfilled.

Enjoy!

Sincerely,
Alfreda Brown, EdD.





OUR MISSION FOR...

...DIVERSITY, EQUITY & INCLUSION

At Kent State, we recognize in order to become a distinctive university, we must champion a community which speaks to meaningful voice; not for some, but for all. Therefore, our commitment to diversity, equity and inclusion has to be paramount in transforming lives of those whom we serve. The Division of Diversity, Equity and Inclusion (DEI) recognizes that embracing diversity is essential to sustaining an inclusive, non-discriminatory, welcoming and highly productive workplace and learning environment for all members of the university community.

Mission:

The Division of Diversity, Equity and Inclusion will lead Kent State community's efforts to increase diverse representation, create and sustain equality of opportunity and intentionally foster an inclusive and equitable environment.

Purpose:

To cultivate a safe, diverse community and harness its power for change.

Vision:

We envision a Kent State that empowers individuals, expands opportunities and meaningfully honors all voices.

Strategic Priorities:

Enhance Climate – To ensure a climate where all students, faculty and staff can thrive, survive and flourish.

Cultivate Equity – Cultivate attitudes, systems and structures that promote equitable decisions and practices.

Promote Inclusion – Engage all members in building an inclusive community where everyone knows that they are valued.

TOP TEN ACHIEVEMENTS AY 2016-17

O1_ Leading by example:

The division was the recipient of several national awards including the Higher Education Excellence in Diversity (HEED) Award, The Diversity Champion Award, National Innovation and Inclusion Leadership Award for Education, and was recognized by the Commission on Economic Inclusion as one of 20 organizations for progress in creating, enhancing and sustaining diversity and inclusion strategies.

O2_ Expanding programmatic initiatives:

The Student Multicultural Center (SMC) celebrated its second largest Karamu Ya Wahitim/Celebración de los Graduados during the spring semester with 215 students of color. The Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Center's Lavender Graduation celebrated its largest class of 42 graduates in its five year existence. It is also the first year community sponsors were secured to help offset costs of the graduation.

O3_ Feeding the needs of our students:

Through the Women's Center Pantry/SHARE Project and campus community, collaborations with the Kent Campus Kitchen Project, Office of Experiential Education and Civic Engagement, Public Health and Child Development Center expanded pantry services to include feminine care products, diapers and fresh fruits and vegetables. In addition, the number of people utilizing the pantry doubled to over 200 visits during the academic year.

O4_ Inspiring a Sense of Belonging:

Student Multicultural Center

- More than 4500 student visits.
- K/T to Karamu Mentoring program was provided financial support to upper class students serving as mentors.

LGBTQ Student Center

- More than 1880 visits from students, faculty, staff and community members.
- Quest Mentorship program received additional funding increasing the budget from \$5,000 to \$6,000.
- A Program Coordinator staff position was added to the center.

SRVSS Office

- Over 3500 students, faculty and staff participated in educational and awareness programming.
- Over 1800 students participated in the Green Dot bystander movement through skill based workshops, overview talks and action events.

Women's Center

- Over 40 students were assisted with professional clothing items through the Career Closet. The Career Closet was developed in collaboration with Launch Net, Career Services and the Women's Center to provide female students with professional attire for interviews and job fairs.
- Ten female students were honored through the Sage Project, an initiative highlighting the stories of students who have overcome adversity to achieve academic success.

Autism Initiatives

- Formed the Autism Student Organization (Autism Connections Kent). The organization was created by students with ASD and their allies so that others will understand that ASD is a diversity issue and not a disability. The organization provides students a voice on campus with the goal to cultivate a sense of belonging for students who are on the spectrum. This organization is one of the first of its kind in the nation.

O5_ Transforming lives and the community through advocacy:

Through an aggressive campaign to seek external funding for program development, the Sexual and Relationship Violence Support Services (SRVSS) was the recipient of the following grants:

- \$299,944 to increase prevention and education for a healthier university community around power-based personal violence.
- \$14,965 to develop an awareness campaign collaboration with Title IX educating the university community on sexual violence and awareness of rights, resources and options regarding gender-based harassment.
- \$135,866 to provide trauma-informed and advocacy based support for those impacted by sexual and relationship violence as well as provide awareness of sexual and relationship violence, rights, resources and options to the greater community.

06 Educating our community through epic thinking

- Facilitated offerings to over 1000 faculty, staff and students throughout the university system.
- Provided diversity training activities to First Year Experience (FYE) courses, serving 167 1st year students.
- Collaborated with over 159 community partners.
- Hosted access and leadership programming for over 180 students in the greater Cleveland community.

07 Creating opportunities through pipeline initiatives

- Refunding of the Classic, Helping Professions and STEM Trio Programs to the tune of over \$1 million dollars.
- Awarding of a \$15,000 grant by the Department of Education to sponsor a student mentoring project.
- Eighty percent (80%) of the graduating class of 2017 were admitted to Post-Secondary Institutions.
- One hundred and fifty (150) students attended the Health Professions Saturday Academy, a collaboration with the Colleges of Education, Health and Human Services, Nursing, Podiatric Medicine and Public Health.

08 Advancing the Academy

- In collaboration with the College of Business Administration, The Future Faculty Visiting Program hosted under-represented students who were near completion of their PhD studies in Accounting and interested in pursuing a teaching career at Kent State. Six (6) candidates participated in the three-day program.
- The Future Scholars Visiting Program, in collaboration with Graduate Studies, invited under-represented students from Minority Serving Institutions (MSIS) to showcase Kent's various professional degree options. Nine (9) underrepresented students participated in the two-day program.

09 Creating Sustainable Partnerships

Improving the search and hiring process for faculty of color ensures diversity, equity and inclusion are foundational aspects of the university's commitment to life-changing educational experiences for students with wide-ranging talents and aspirations. The division worked to develop a sustainable partnership with the Minority Serving Institutions (MSIs) Collaboration Program. This initiative will aid in broadening the pipeline for recruiting and retaining diverse faculty and graduate students.

10 Gauging the Climate

Results from the climate study were revealed to the campus community. Broad discussions regarding the results are planned for the upcoming academic year to garner support of the university community in understanding implications and providing actionable items to implement change.



2016 - 2018 Provost's Faculty Associate for Diversity, Equity & Inclusion

Through a competitive process, six faculty members were selected as the 2016-2017 Provost's Faculty Associate for Diversity, Equity and Inclusion. Provost Faculty Associates support recruitment and retention of underrepresented faculty, staff and students, and the university's mission to build a more inclusive environment at Kent State.

Lisa Audet, Ph.D.

Assistant Professor, Department of Speech Pathology and Audiology

Serves as a faculty associate for Faculty and Graduate Student Retention, Inclusion and Success. Dr. Audet is addressing two threads in her role as the Provost Faculty Associate. The first is to address the needs of degree seeking students with Autism Spectrum Disorder (ASD) at KSU. The second is to increase diversity in the Speech Pathology and Audiology (SPA) undergraduate and graduate programs as well as the profession. For ASD, she increased involvement in the Autism Task Force, conducted presentations with university staff and faculty and organized parent information sessions. With regards to increasing diversity in the SPA profession, she submitted a grant to the NSF that would provide mentored research internships and career development activities to underrepresented undergraduate students.

Tina Bhargava, Ph.D.

Assistant Professor, Department of Social and Behavioral Sciences

Serves as a faculty associate for the Student Multicultural Center. In her work as a Provost Faculty Associate, Dr. Bhargava concentrates on two primary areas: campus climate as relates to systemic biases and institution-wide equity issues; and addressing issues of equity in access to, quality of, and participation in High-Impact Practices (HIPs) for undergraduate students. In regards to campus climate issues, she is developing a Higher Education Equity Framework. She serves on KSU's Great Place Initiative Steering Committee and facilitates the Diversity Think Tank. Through her work with DEEDS and collaborative work with KSU colleagues, she will develop an action plan for improving equity in HIPs for marginalized undergraduate students.



Josefina Grau, Ph.D.

Associate Professor, Department
of Psychological Sciences

Serves as a faculty associate for Faculty and Graduate Student Retention, Inclusion and Success. Dr. Grau has developed and implemented a “Peer Mentoring Group Program” (PGMP) for underrepresented minority faculty at KSU. The program includes a voluntary research component (IRB-Approved) designed to document strategies and activities that are most effective in addressing the needs and goals of underrepresented faculty at KSU. Four ongoing peer mentoring groups were formed that meet regularly with a total of 25 faculty involved in the program. The second iteration of the program starts Fall 2017, with approximately 35 faculty members participating. The program also includes research planning and accountability group meetings.

Linda Hoeptner-Poling, Ph.D.

Associate Professor, School of Art

Serves as a faculty associate for the Women’s Center and the Office of Sexual and Relationship Violence Support Services. Dr. Hoeptner- Poling created the KSU’s 2017 Self-Express Fest. An IRB approved art event conducted with the research framed through the lenses of feminist pedagogy, community art outreach and empowerment frameworks. She created the Library literature-art partnership in collaboration with Chloe Zarbakhsh, an on-going initiative to create kits to serve patrons that bring children to the library, particularly international students. The kits were designed to engage young children in art and literature, thereby providing parents and caregivers using the library facilities time to utilize the library resources while their children participate in a quality activity.

Dianne Kerr, Ph.D.

Professor, School of Health Sciences

Serves as a faculty associate for the Women’s Center and the Office of Sexual and Relationship Violence Support Services (SRVSS). Dr. Kerr’s work focuses on addressing gender issues. She monitors training to determine if and how LGBTQ issues are being addressed and hosted webinars for facilitators to incorporate transgender issues into Title IX trainings. She conducted a post-election panel on how the new U.S. President will address reproductive health issues and its implications for women’s health. She wrote a preferred name policy for the university (faculty and staff) based on examples from other institutions, and wrote a universal restroom policy.



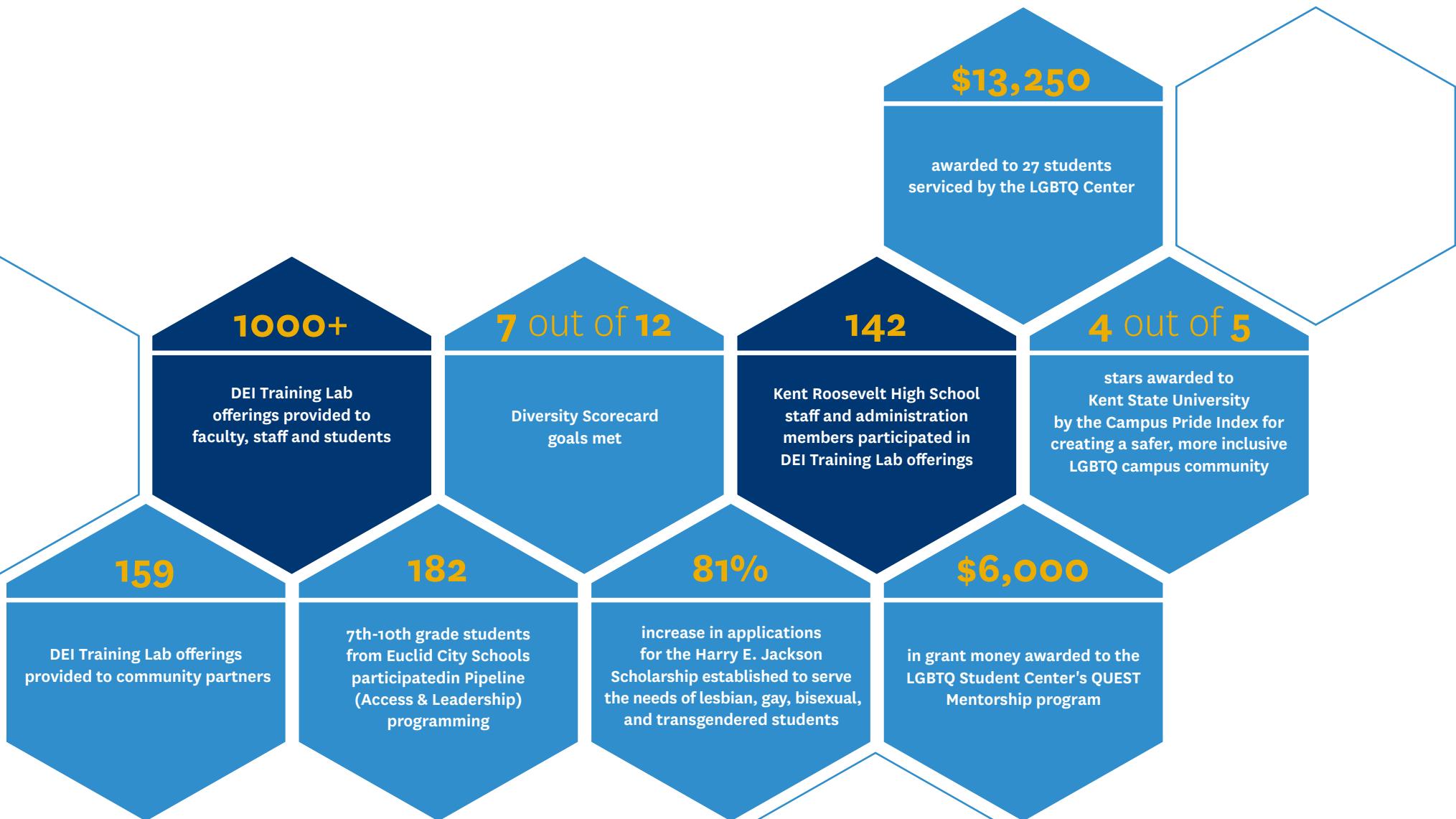
Walter Gershon, Ph.D.

Associate professor, School of Teaching,
Learning and Curriculum Studies

Serves as a faculty associate for the Student Multicultural Center. Dr. Gershon's work as a faculty associate spans a longitudinal narrative study at the intersection of space, place, and race for undergraduates of color at KSU. Data collection for the narrative project concluded; 1) Students that are aware of their available services and take advantage of them and the SMC is generally a positive place for marginalized student populations and the staff and associated individuals are deeply valued by students; 2) Students of color across campus report feeling tensions and aggressions from peers, faculty, and staff and unanimously associate those concerns with questions/notions/constructions of race; 3) What students most want, particularly from faculty, is the dignity of being heard.



DIVERSITY BY THE NUMBERS







DIVISIONAL POINTS OF PRIDE

Five Year Equity Action Plan (EAP) Final Report

The report highlighted the accomplishments, achievements and data collected throughout the five-year duration of the Equity Action Plan. The EAP report contains goals and measurable outcomes designed to promote fairness and inclusive values for all members of the Kent State family, and more specifically, to increase opportunities for underrepresented and underserved groups.

Kent State becomes a One Love Foundation school

One Love works with young people across the country to raise awareness about the warning signs of abuse and how to work to change the statistics around relationship violence. Through initiatives designed by Sexual and Relationship Violence Support Services, over 45 students participated in One Love escalation workshops. In addition, Kent State's Field Hockey team logged 144,640 yards of running from February through April as part of One Love's "Yards for Yardley" awareness campaign.

Supporting Students

The LGBTQ Center provided students with over \$13,250 in financial support.

Campus Pride Index

Kent State University was rated a 4.0 out of 5.0 stars for creating a safe, inclusive LGBTQ friendly campus environment.

Get Out the Vote

The Women's Center assisted in educating over 3,000 students on the voting process. In addition, students were provided rides to various polling stations in support of Election Day.

Postdoctoral Scholars Recognition and Appreciation Ceremony

The Office of Faculty and Graduate Student Retention and Inclusion held the inaugural Postdoctoral Scholar's Recognition and Appreciation Luncheon designed to recognize the importance of research, teaching and public service.

The Pipeline Project

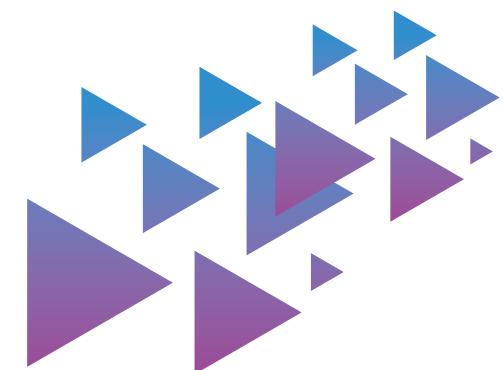
The Office of Diversity and Inclusion Leadership in collaboration with the Diversity Education and Training Lab hosted over 485 students in academic enrichment programs designed to engage young scholars in middle and early high school grades seriously exploring their possibilities in higher education. The experience and information provided was tailored to suit the general preparations necessary to attend 4 year colleges and universities.

KENTtalks

The Division of DEI collaborated with the Division of Students Affairs to host KENTtalks on the Stark and Trumbull regional campuses. The dialogue series is designed to promote inclusive, community-based civil discourse. Over 100 faculty, staff and students attended sessions focused on the needs and concerns of their respective campuses.

Record Breaking Honorary Induction

Alpha Kappa Mu, an academic honor society founded to celebrate and promote academic excellence and exemplary character among all undergraduate and graduate students of color, inducted its largest class in the history of the Kent Chapter. Coordinated by the Division of Diversity, Equity and Inclusion, 46 students were inducted into the Mu Mu chapter during a ceremony in April.



STRATEGIC THEMES

Priority 1: Students First

The Division of Diversity, Equity and Inclusion values the holistic growth of students through cultural affirmation, self-empowerment and creating a sense of belonging which affirms and reaffirms appreciation for difference. The division's centers provide opportunity for all (students, faculty, staff and administrators alike) to engage in experiences which highlight and celebrate social and cultural differences.

- Student Multicultural Center instituted a Kupita/Transiciones peer mentoring program. This year-long program provides ongoing touch points and support for students.
- Student Multicultural Center partnered with the GINN Academy for males in Cleveland, OH to research successful practices related to African American male success in college.
- Upward Bound Program hosted a ten-state regional Male Initiative conference. The MEN of Excellence conference, inspired by President Obama's My Brother's Keeper Initiative, is targeted to young men from pre-college and collegiate programs and touches upon the importance of personal and college planning along with life skill development.
- Women's Center piloted a new initiative, the Mentorship Program. This program is designed to equip female students with tools needed to pursue their passions, excel in their careers and reach their academic goals. The program partnered 15 mentees

and 12 mentors throughout the academic year. Eighty-two percent (82%) of the mentees rated the program as excellent.

- LGBTQ Center hired a program coordinator to increase office productivity and meet the ever growing needs of students.

Priority 2: A Distinctive Kent State

In order to be poised as a national leader in innovation and research, a university must value diversity, idea generation, opinions and experiences. DEI's work is inclusive of comprehensive and collaborative practices which are foundational aspects of the university's goal to become a top-tiered university.

- Hosted the Game Change Conference. The conference unites local social service agencies and professionals in dialogue on the changing landscape of challenges within the LGBTQ community. This was the first ever LGBTQ conference held at KSU.
- Submitted a proposal to the National Science Foundation Research Traineeship Program: Innovation for Graduate Education Track to institute Faculty and Graduate Certificate in Diversity & Inclusion in STEM program. The proposed certificate program is a model designed

to pilot, test, and promote professional training for graduate students in diversity, inclusion, and equity and foster empirical contributions in response to this challenge. If awarded, the proposal would garner a total budget of \$500,000 over a three-year period.

- Received funding for the ASSURE Summer Research Program. Sponsored by DEI and Academic Affairs, the program paired students with university faculty to conduct research over an 8 week period. This is the first major comprehensive strategy implemented at Kent State for the recruitment and retention of promising future underrepresented graduate students.
- Expanded the Diversity Education and Training Lab offerings to include a Social Justice series. In this new series, issues related to social justice are discussed to support the development of allies who will promote an equitable and inclusive environment and serve as social change agents in a diverse and global society.
- Hired a Project Coordinator and Trainer to assist with cultural competency and diversity initiatives. This position will provide both training and important project management in the area of Cultural Competency as it relates to the University Level Initiatives and Great Place Initiative.

Priority 3: Global Competitiveness

By working to enhance the university's global competitiveness, the Division of Diversity, Equity and Inclusion understands that promoting a future inclusive of international interactions and partnerships is essential to the viability of the university.

- Hosted in collaboration with the Office of Global Education, the Comparing Diversity Conference explored the present and future of diversity; themes of diversity, identity and equality; and offered a tangible application of these concepts to common practice in higher education. Held at Kent State University, Florence, Italy, approximately 100 faculty, staff, students and visitors from other universities attended. The presenters, discussants (responders to the presenters) and invited authors are contributing book chapters on the topic Comparing Diversities to be published late fall 2017. The conference is slated to be held every two years, alternating the campus location. The next conference will be held on the Kent Campus in 2018.

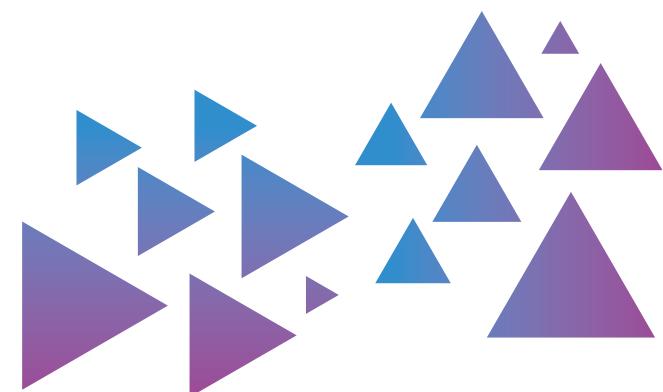


Priority 4: Regional Impact

Engaging all members in building an inclusive community where everyone knows that they are valued has regional implications. Through the work conducted by DEI initiatives including the University Diversity Action Council and various pipeline programs, the division is working to create a climate university-wide where community engagement is cornerstone to enhancing the quality of life in the region and state.

- Exposed over one hundred (100) students to research and career opportunities in the STEM fields, particularly the Biological Sciences, Psychology and Public Health through the Upward Bound Saturday Experiential Learning Academy.
- Concluded work on the Equity Action Plan. As the highest leadership council for university-wide diversity matters, the University Diversity Action Committee (UDAC) focused on twenty-four university-wide themes and tasks over a five-year period on initiatives designed to promote fairness and inclusive values system-wide. This past year, the work of UDAC was realigned to support the University Strategic Roadmap. Based on the five university priorities, initiatives in progress throughout AY 2016-17 included:

- Developing, implementing and promoting professional development opportunities and trainings focused on the cultural and intercultural competency of the university.
- Supporting an inclusive, nondiscriminatory, and highly productive workplace through development of an employee on-boarding program.
- Creating digital diversity and inclusion resources for students, faculty and staff.
- Creating and sustaining alumni and employee resource groups for diverse populations that add significant value.
- Increasing support for Regional Campuses with specific focus on challenges associated with meeting the needs of defined diverse populations.
- Supporting the education and expansion of initiatives that fosters positive health and wellness outcomes.



STRATEGIC THEMES

Priority 5: Organizational Stewardship

It takes a village to support the education and engagement of our diverse students. Our alumni can play a critical role in helping to build effective, strategic institutional practices that foster engagement and a culture of improvement.

In cultivating an infrastructure for sustained advocacy and support of students through meaningful engagement with alumni, our students have a better chance of persisting and graduating.

- Sponsored “That Gay 5k” which raised funds for the LGBTQ Emergency Fund.
- Collaborated with the Division of Institutional Advancement to host the Kent State University African American Alumni and Friends Reunion and Reception. Held in May, approximately 100 alumni and friends attended the affair. The purpose of the event was to:
 - Develop a wider acquaintance and fellowship among African American alumni and provide intentional opportunities to connect and reconnect.
 - Create an alumni base that facilitates sustained engagement with and support of the university and DEI.
 - Foster a culture of philanthropy among alumni of color, which enables and supports DEEDS (Dynamic Education and Engagement of Diverse Students).





KENT STATE

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