

Diversity, Inclusion, & Equity/Title IX

Student Affairs

Administrative Unit Assessment

FY 18 (July 2017-July 2018)

Department and Assessment Report Information

Prepared on:7/31/2018 9:37:25 AM	By:jenia.bacote@mga.edu
For which department or area are you reporting?	Diversity, Inclusion, & Equity/Title IX
What is the name and MGA email address of the person responsible for this report?	Jenia Bacote jenia.bacote@mga.edu

Departmental Mission and Goals

The mission and goals of the department should be consistent over a 5 year period, although some institutional changes may necessitate and prompt a change in mission or goals for specific departments. In this section, you will report the mission statement for your department as well as the long term goals (5 year range) for the department.

What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.	<p>The mission of the Office of Diversity, Inclusion, & Equity is to guide and coordinate efforts that support Middle Georgia State University's Statement of Commitment to diversity, inclusion, and equity; to serve as a liaison and collaborative partner in support of the institution's values, mission, and strategic plan; to educate and create awareness in the campus community about diversity, inclusion, equity, multiculturalism, and interaction across differences in a global society.</p> <p>The mission of the Title IX Office is to provide support, education, and policy compliance to prevent sexual discrimination and misconduct at Middle Georgia State University and to engage the campus community in creating a safe, supportive, and responsive campus environment.</p>
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What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.	<ul style="list-style-type: none">• Develop a Title IX education programming model for students that includes assessment• Implement a Diversity, Inclusion, & Equity training module for the campus community• Increase collaboration and resources from the external community for both offices
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| | <ul style="list-style-type: none">• Improve or develop facilities across all campuses as needed in response to providing an inclusive environment• Develop and improve the engagement of an official Title IX Working Group |
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Objectives

Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY 18. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY19.

Objective 1

Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Director will incorporate two (2) diversity survey responses regarding topics to address in the Diversity Speaker Series.
Objective 1: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	At least two (2) speakers in the 2017-2018 Diversity Speaker Series will address a topic of interest identified in the diversity survey responses
Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	2 speakers
Objective 1: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	Two (2) speakers in the Diversity Speaker Series addressed a topic of interest identified in the diversity survey responses.
Objective 1: Did your department meet this objective?	The department met this objective.
Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	<p>Our department learned that there was interest in the topics suggested via the survey as demonstrated by the attendees. The Fall 2017 Diversity Speaker/Lunch & Learn) addressed the topic of Transgender Inclusion which covers the diversity survey interest in "continuing issues in the LGBTQ community." The Spring 2018 Diversity Speaker/Lunch & Learn addressed the challenges that female victims face in trying to move forward with their lives after experiencing domestic violence and sexual assault which covered the diversity survey interest in "continuing disparities related to gender and economics."</p> <p>Next year, our department will incorporate additional topics as suggested via the survey as part of the Diversity Speaker Series. We will establish dates for upcoming events that will allow time for additional promotion to hopefully increase attendance.</p>

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Objective 2

Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Director will implement three (3) additional avenues to communicate Title IX awareness and prevention across all five campuses.
Objective 2: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Methods of communication counted
Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	Three (3) additional avenues to communicate
Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	Four (4) of the Five (5) methods of communication beyond EverFi were new.
Objective 2: Did your department meet this objective?	The department exceeded this objective.
Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	Learned that there is awareness among the students about sexual misconduct as demonstrated by the questions and responses from those engaged. Next year, we will communicate more specifically with the campus community to make sure the connection between sexual misconduct and Title IX is clear.

Objective 3

Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	N/A
Objective 3: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	N/A
Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	N/A
Objective 3: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	N/A
Objective 3: Did your department meet this objective?	The department met this objective.
Objective 3: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	N/A

Objective 4

Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	N/A
Objective 4: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	N/A
Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	N/A
Objective 4: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	N/A
Objective 4: Did your department meet this objective?	The department met this objective.
Objective 4: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	N/A

Future Plans

<p>Please identify at least four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples.1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department to X will provide training in ABC for at least 73 MGA faculty and staff.</p>	<p>a. The Office of Diversity, Inclusion, & Equity will provide diversity and inclusion training for at least 100 MGA faculty and staff members.</p> <p>b. The Office of Diversity/Title IX will communicate with the campus community at least two (2) times per semester via e-newsletter or Inside MGA.</p>
<p>Based on this assessment, please share your thoughts on the current status and future direction of this department or area.</p>	<p>Diversity and Title IX offices are still evolving, although impactful changes were initiated and inaugural efforts were implemented over the past two years. Currently, there are more ideas in the pipeline to implement over the course of the upcoming year.</p> <p>In the near future, the diversity aspect of this office will become more visible as the department grows. Eventually, in the long term, this department may evolve into two separate offices.</p>

Form run:

Tuesday, February 12, 2019

