

Diversity, Inclusion, Equity/Title IX

Office or Department of Student Affairs

Administrative Unit Assessment

Year Reporting: FY 20 (July 2019-July 2020)

Department and Assessment Report Information

Prepared on: 7/29/2020 4:38:59 PM	Prepared 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.	Diversity, Inclusion, & Equity 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. Title IX 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.
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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">• Implement a Diversity, Inclusion, & Equity strategy for the campus community• Develop a Title IX education programming model for students that includes assessment
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	<ul style="list-style-type: none">• Increase collaboration and resources from the external community for both offices• 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 FY20. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY21.

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.	The Office of Diversity, Inclusion, & Equity will provide diversity and inclusion training, in person and/or online for MGA's faculty and staff.
Objective 1: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of participants
Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	75%
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)	10%
Objective 1: Did your department meet this objective?	The department did not meet 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?	The department learned that in addition to regular communication of diversity-related content, several events planned throughout the semester should be offered in order to meet a higher target number of participation. The department will plan to incorporate several events each semester moving forward.

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.	The Office of Title IX will provide Title IX training, in person and/or online for MGA's faculty and staff.
Objective 2: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of participants
Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	75%
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)	5%
Objective 2: Did your department meet this objective?	The department did not meet 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?	Training was limited to those who were actively engaged in assisting with Title IX matters. As for the larger campus of faculty and staff, the department did not meet this objective in any significant way due to changes in the Title IX training platform in response to upcoming new Title IX regulations. The department is implementing the Title IX training asap upon course availability.

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.	The Office of Diversity, Inclusion, & Equity will increase community partnerships by collaborating with two organizations that support the mission of the department.
Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of community partnership collaborations
Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	2 community partnerships
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)	2 community partnerships
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?	The department learned that increasing community partnerships creates more resources for the campus that can be offered in conjunction with campus-based resources. The ultimate outcome is an improvement in the department's ability to provide more support services to the campus community. The department will continue to increase the number of community partnerships each year.

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.	The Office of Title IX will increase the number of newly enrolled students who complete the online mandatory Title IX training.
Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Percentage increase of course completion
Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	10% increase in course completion
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)	19% increase in course completion
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?	The department learned that communicating with students earlier and multiple times during the semester is helpful in increasing student response to register and take the course. Next year, the department will increase communications even earlier to students to ensure notice of training and reminders to complete the course.

Future Plans

<p>Please identify and detail three to 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 of X will provide training in ABC for at least 73 MGA faculty and staff.</p>	<p>The Office of Diversity, Inclusion, & Equity will increase diversity and inclusion training, in person and/or online for at least 100 MGA faculty and staff.</p> <p>The Office of Title IX will provide Title IX training, in person and/or online for at least 50% of MGA's faculty and staff.</p> <p>The Office of Diversity, Inclusion, & Equity will provide at least 3 diversity and inclusion programs/events each semester focused on student education and engagement.</p> <p>The Office of Title IX will host at least 3 Title IX educational events each semester focused on student compliance.</p>
<p>Based on this assessment, please share your thoughts on the current status and future direction of this department or area.</p>	<p>Current Status Diversity and Title IX offices are still evolving, although impactful changes were initiated and inaugural efforts were implemented over the past three years. Currently, a focused strategic plan in the pipeline to implement over the course of the upcoming year and beyond.</p> <p>Future Direction The future direction of the Diversity/Title IX Office involves the strategic planning of a more balanced approach to the implementation of initiatives that highlights and makes visible the work of both offices, equally.</p>

Open Box for Additional Comments

<p>Open Text Box For Assessment Comments:</p>	
<p>If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.</p>	<p>There were several in-person programs and initiatives that were planned for the Spring 2020 that were not implemented due to COVID-19 which in turn affected the ability to determine the entire outcome of stated goals.</p> <p>The implementation and set up of a new training platform for faculty and staff along with the unforeseen onset of the COVID -19 pandemic and impending new Title IX regulations effective in early Fall 2020 has made the fulfillment of this assessment difficult. Several assessments will be reset to be implemented in the next cycle.</p>

