

Diversity, Inclusion, & Equity/Title IX

Office or Department of Student Affairs

Administrative Unit Assessment Report Information

Year Reporting: FY21 (July 2020 – June 2021)

Prepared on: 7/28/2021 1:23:51 PM

Prepared by: jenia.bacote@mga.edu

Email address of person responsible for this report: Jenia Bacote, jenia.bacote@mga.edu

Department 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.

<p>6. What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.</p>	<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. 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>
---	--

<p>7. What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.</p>	<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• 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
--	---

	<ul style="list-style-type: none">•Develop and improve the engagement of an official Title IX Compliance Team•Develop professional development pathways and certificates in diversity, inclusion, and equity for faculty/staff/students
--	--

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 FY21. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY22.

Objective 1

8. 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 increase diversity and inclusion training, in person and/or online, for faculty and staff.
9. 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
10. Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	100 attendees
11. 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)	83 attendees
12. Objective 1: Did your department meet this objective?	The department did not meet this objective.
13. Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	The Office of Diversity, Inclusion, and Equity learned that in order to meet and exceed this specific goal, the training has to be offered to more faculty/staff groups. Moving forward for 2021-2022, the Office of Diversity will provide diversity and inclusion training either in-person or online to more faculty/staff groups across additional campuses; as well as work collaboratively to develop creative ways to increase attendance at these trainings. These trainings are best conducted in person. COVID-19 pandemic affected in-person trainings during this assessment cycle.

Objective 2

14. 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 increase Title IX training, in person and/or online, for faculty and staff.
15. Objective 2: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of completed Title IX online trainings
16. Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	50% faculty/staff completion
17. 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)	84 percent
18. Objective 2: Did your department meet this objective?	The department exceeded this objective.
19. Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	The Office of Title IX learned that consistent communication directed at faculty/staff members from the Office of Title IX, department supervisors, and the online training module email reminders regarding the Title IX online training were effective in driving training completion. Moving forward, the Office of Title IX will continue with a similar communication plan and will work to release initial and refresher trainings to faculty/staff earlier in the semester.

Objective 3

20. 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 provide diversity and inclusion programs/events each semester focused on student education and engagement.
21. Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of programs hosted
22. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	6 programs/events focused on student education & engagement
23. 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)	10 programs/events that were focused on student education and engagement
24. Objective 3: Did your department meet this objective?	The department exceeded this objective.
25. Objective 3: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	Additional diversity and inclusion programs, events, and cultural awareness recognitions were held either virtually or presented via social media during this assessment. The Office of Diversity learned that in-person programs can be more engaging than virtual, however, depending on the program. Moving forward, the Office of Diversity will increase in-person programs and events that educate and engage the student population.

Objective 4

26. 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 host educational events each semester focused on student compliance.
27. Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of programs hosted
28. Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	6 educational events focused on student compliance
29. 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)	3 educational events which included online training
30. Objective 4: Did your department meet this objective?	The department did not meet this objective.
31. Objective 4: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	Additional awareness of Title IX was provided online via department newsletter. The Office of Title IX learned that in-person programs can be more engaging than virtual, however, depending on the program. Moving forward, the Office of Title IX will increase in-person programs that educate and engage the student population.

Future Plans

<p>32. 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 offer four campus community trainings, education, and/or development sessions or programs that increase diversity, inclusion, & equity awareness, knowledge, and skills. The Office of Diversity, Inclusion, & Equity will provide a diversity certificate pathway in Presence for at least 100 students. The Office of Title IX will offer four campus community trainings, education, and/or development sessions or programs that increase Title IX compliance, awareness, knowledge, and skills. The Office of Title IX will increase completion of the online Title IX training course by 10% among newly enrolled students.</p>
--	--

Open Box for Assessment Comments

<p>33. Based on this assessment, please share your thoughts on the current status and future direction of this department or area. Use this space to summarize overall use of assessment results for continuous improvement and open text box for assessment comments:</p>	<p>During this assessment period of 2020-2021, the Office of Diversity, Inclusion, & Equity enhanced its institutional visibility through an increase in diversity, inclusion, and equity programming and initiatives. Moving forward, this department will continue to grow and develop via the institutional strategic plan to build sustainable programs and initiatives that serve the campus community's education and awareness both short-term and long-term on diversity, inclusion, equity, and Title IX.</p>
<p>37. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.</p>	<p>COVID-19 continued to affect the unit's ability to host in-person programs and trainings during this assessment cycle.</p>

MGA's Strategic Plan

<p>34. Based on your goals and objectives listed above please indicate their connection with MGA's Strategic Plan (https://www.mga.edu/about/docs/Strategic_Plan_Overall_DB.pdf) by checking all associated and relevant Imperatives / Strategies from the list below. (Check all the apply)</p>	<p>Grow Enrollment with Purpose 1. Expand and enrich the face to face student experience</p>
<p>35. Please indicate which of the following actions you have taken as a result of the 2020/2021 Assessment Cycle (Note: These actions are documented in reports, memos, emails, meeting minutes, or other directives within the reporting area) (Check all the apply)</p>	<p>Process Changes: Improve, Expand, Refine, Enhance, Discontinue, etc. Operational Processes, Continuing to expand the new diversity initiatives that were created during this assessment cycle</p>

Other

<p>36. Please indicate (if appropriate) any local, state, or national initiatives (academic or otherwise) that are influential in the operations, or goals, and objectives of your unit. (Complete College Georgia, USG High Impact Practice Initiative, LEAP, USG Momentum Year, Low-Cost No-Cost Books, etc)</p>	<p>Complete College Georgia</p>
<p>38. Mindset Update (Academic Deans ONLY) Please provide an update on the implementation of your school based mindset plan/strategy. Include any adjustments to metrics for the AY20/21 as well as outcomes associated with your appraisal of your schools activities.</p>	