



2018-2019

Student Affairs Diversity Report



August 2019

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The Division of Student Affairs assumes a leadership role in enhancing diversity and promoting inclusion. We believe that to succeed in our diverse world, students need to feel competent in engaging with individuals who have different beliefs, perspectives, and identities. This work is accomplished through programs, services, resources, advocacy, and recruitment that values each human being and is sensitive to how race, color, religion, national origin, gender, sexual orientation, age, socioeconomic status, disability, and veteran status might impact a student's experience.

The Division of Student Affairs includes the following Departments/Units:

- Enrollment Services (Registrar's Office, Admissions, Financial Aid, Veteran's Resource Center, Orientation, and Institutional Research and Testing)
- Birkam Health Center/Personal Counseling Center
- Student Life (Dean of Student Life Office, Office of Multicultural Student Services, Student Conduct Office, Title IX, University Recreation, the University Center, the LGBTQ+ Resource Center, and the Center for Leadership, Activities, and Career Services).

The initiatives and activities highlighted in this report is a testament of how the Division lives our Core Value of Diversity and how our efforts have positively influenced the community of Ferris State University.

2018-2019 Diversity & Inclusion Programming

AUGUST

- **Transitions to Success: Multicultural Freshman Orientation** – organized, implemented, and sponsored by the Office of Multicultural Student Services (OMSS). Transitions to success impacts our institution’s diversity efforts by exposing students of color to the many resources on campus that will encourage their retention and overall success. In addition, Transitions provides students opportunities to meet faculty and staff from diverse backgrounds.
- **Bulldog Beginnings Inclusion Campaign** – organized by the Center for Leadership, Activities, and Career Services (CLACS) in collaboration with Bulldog Beginnings activities. This campaign provides campus with a visual representation of our welcoming community, and includes buttons and yard signs welcoming students.

SEPTEMBER

- **Minority Student Get Acquainted Day** – organized, implemented, and sponsored by the OMSS. This event impacts diversity by giving students opportunities to meet and establish relationships with diverse Registered Student Organizations at the beginning of the school year. Also, students have an opportunity to meet and find out more information regarding departments that will support their educational journey.
- **Hispanic Heritage Celebration Events** – organized, implemented, and sponsored by the OMSS. Events that are coordinated for this cultural heritage celebration are designed to expose our campus community to the many important contributions made to our country by our Latino/a/x culture.
- **Conversations on Race** – organized, implemented, and sponsored by the OMSS. This event serves as a campus dialogue series that will take place once a semester and will aim to address events, issues, and trends surrounding race in our society. The main topics to be discussed are selected by the students, and the OMSS seeks to collaborate with faculty and student organizations to serve as panelists for each discussion.

OCTOBER

- **Inclusion Summit** – a collaborative event for student organization leaders where they will learn about and engage in conversation around diversity, anti-bias, and inclusion.
- **Hazing Prevention Week** – organized, implemented, and sponsored by the CLACS Greek Life Center and Club Sports. This week is filled with a variety of events and education addressing culture of care, bystander intervention, and hazing awareness.

NOVEMBER

- **Native American Heritage Celebration Events** – organized, implemented, and sponsored by the OMSS. These events highlight the many contributions made to our society by our Native American community.

- **Leadership Week** – organized, implemented, and sponsored by the CLACS. Students who participate can develop their personal mission, values, and skills; learn and practice leading in groups; and learn in a way that creates change in our world.
- **The President’s Military Veterans’ Breakfast** – organized, implemented, and sponsored by the President’s Office and Enrollment Services. This event is designed to pay special recognition to our military veteran students.
- **Trans Day of Remembrance** – organized, implemented, and sponsored by the LGBTQ+ Center. This is an annual event to honor and remember those who died at the hands of violence, being a target due to their transgender identity.

JANUARY

- **MLK Celebration Events** - organized, implemented, and sponsored by OMSS along with various departments from across campus. These coordinated events positively impact diversity on our campus by highlighting and promoting the legacy of Dr. Martin Luther King, Jr. and his impact on civil rights in our country.
- **Spring Semester Welcome** - organized by the CLACS in collaboration with Bulldog Beginnings activities. This campaign provides campus with a visual representation of our welcoming community, and includes buttons and yard signs welcoming students.

FEBRUARY

- **Black History Month Celebration Events** – organized, implemented, and sponsored by the OMSS. These coordinated events promote diversity by highlighting the many contributions made to our society by the Black community.

MARCH

- **Women’s History Month Celebration Events** – organized, implemented, and sponsored by the OMSS. These coordinated events and activities promote diversity by highlighting the many contributions made to our society by women.

APRIL

- **OMSS Picnic** (end of year picnic held at North Quad) – organized, implemented, and sponsored by the OMSS, and is open to all faculty, staff, students, community, and alumni. This is an annual event that promotes diversity by giving students and alumni from diverse backgrounds an opportunity to celebrate the successful completion of another academic school year.
- **Torchbearer Leadership and Service Awards Ceremony** – organized, implemented, and sponsored by the CLACS and various student leaders. The program recognizes the accomplishments of a diverse community of leaders and RSOs.
- **Multi-Cultural Graduate Recognition Program**- organized, implemented, and sponsored by the OMSS. This event is designed to pay special recognition to

underrepresented students who have been approved to participate in commencement, thus fulfilling their requirements in earning an associate's, bachelor's, master's degree, or higher in a program from Ferris State University.

- **Leadership Conference** - organized, implemented, and sponsored by the CLACS. Students who participate can develop their personal mission, values, and skills; learn and practice leading in groups; and learn in a way that creates change in our world.
- **Sexual Assault Awareness & Prevention Month** - organized, implemented, and sponsored by Social Work, the Dean of Student Life office, the Diversity and Inclusion office, the OMSS, the Student Conduct office, and various off-campus partners. These month-long coordinated activities raise awareness about sexual assault and prevention of sexual assault.
- **Second Chance Prom** - organized, implemented, and sponsored by the LGBTQ+ Center and AEGIS. This ceremony provides an opportunity for individuals to be able to celebrate the prom ritual while embracing their respective identities.

MAY

- Lavender Graduation - organized, implemented, and sponsored by the LGBTQ+ Center. This ceremony honors lesbian, gay, bisexual, transgender, queer, and ally students, and to acknowledge their achievements and contributions to higher education.

ON-GOING

- **T.O.W.E.R.S.** - (*Teaching Others What Establishes Real Success*) Leadership Development Program - activities organized, implemented, and sponsored by the OMSS. This program is a platform for success that emphasizes leadership through multicultural student engagement, learning, and development.
- **Cultural Awareness Celebrations** - organized, implemented, and sponsored by the OMSS. Cultural Awareness Celebrations are recognized and celebrated on our campus each year. Some of the traditional celebrations are Hispanic Heritage Month, Native American Heritage Month, Dr. Martin Luther King, Jr. Celebration, Black History Month, Women's History Month, and Asian Awareness Month. The OMSS recognizes that there are a multitude of cultural heritage celebrations in addition to ones mentioned and encourages students, faculty, and staff to share their ideas regarding other celebrations we can possibly highlight on our campus.
- Members of the Student Affairs Division will continue to support Registered Student Organizations (RSOs) in creating programs that promote diversity, social justice, and inclusive communities.
- **Campus Pride Index** - initiated participation in this program by the Enrollment Services Department. This program has increased awareness of our efforts and services to support the LGBTQ+ community.

- **Black Male Empowerment Network (BMEN)** – organized, implemented, and sponsored by the OMSS. This initiative is designed to address the many issues associated with the achievement gap of this particular demographic. The goal is to increase retention and graduation by coordinating discussions and activities to promote academic success.
- **Pride Week** – organized, implemented, and sponsored by the LGBTQ+ Center. This week long of activities promotes our support for the LGBTQ+ community.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- We implemented additional questions to our patient satisfaction survey regarding cultural sensitivity and perceived respect and comfort with clinical providers and services.

Challenges with Solutions:

- One challenge we have experienced is in obtaining point of contact answers to our survey from patients utilizing the iPad. Patients either refuse to take the survey or it is not offered strategically by the employee.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Explore and demonstrate how making healthy lifestyle choices affects their success.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- All BHC and PCC staff members attended Safe Zone training offered by the LGBTQ+ Resource Center and the Office of Student Life.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- A PCC Counselor provided a “Stress Management with Cultural Considerations” workshop. This was a psychoeducational program for first-generational Latino students. The focus was to help students understand the significance of cultural influence on their learning and academic stress.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Explore and demonstrate how making healthy lifestyle choices affects their success.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- We recruited and maintained a diverse group of student employees with BHC and PCC.

Challenges with Solutions:

- Retention may prove difficult with decrease in student wage dollars and student graduation.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- PCC Counselors provided numerous QPR Training to faculty, staff, and students (on main and GR campus).

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.

5. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- BHC and PCC are partnering separately with the LGBTQ+ Resource Center for various service offerings to students.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Explore and demonstrate how making healthy lifestyle choices affects their success.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

Successes:

- We created and facilitated a therapy group for females promoting empowerment and value.
- We created and facilitated a therapy group for Resident Advisors providing support with various RA specific issues.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- Through the CLACS RSO Collaboration Grant, Sigma Lambda Beta, with the help of the Hispanic Student Organization and Asian Student Organization, hosted a Day of the Dead Celebration. The event had 100 students attend.
- The Annual Leadership Conference included a one-hour interactive simulation called “Exit” where small groups of students worked together to solve riddles and find hidden clues to escape their simulation environment. 89 students attended the conference, and many were paired with students they did not know. Reflection submissions showed they learned to understand strengths and weaknesses of others, how to communicate more effectively, and how to let others lead when needed.

Challenges with Solutions:

- Based on student meetings with RSO leaders who collaborate with others, there continues to be a struggle with students understanding that collaboration can look very differently and is meant to be a mutually beneficial way to complete a goal. Student leaders continue to argue over who is paying for what, who gets prime sponsorship, who gets to lead, and there is a lack of follow through on delegated tasks. The CLACS can continue to help our RSO collaboration grant awardees with learning how to create a vision, assess members’ strengths and weaknesses, interests and passions, and come together for one goal.
- As student organizations continue to bring controversial speakers on campus, staff and students struggle with how to support both the student organization and the students who may be negatively impacted by the controversial topic or person. Understanding, commitment, and support of Free Speech and civility needs to be communicated across campus.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Demonstrate effective communication skills.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- We purchased the curriculum for DignityU, a workshop based on establishing skills to honor other's dignity centered on both identity and experiences. The DignityU workshops were offered to Fraternity and Sorority members during the first year.
- We incorporated a mental health workshop (QPR) and a LGBTQ+ allyship building workshop (Safe Zone) into the Greeks Lead programming initiative/launch.
- We purchased and will implement in Fall 2019, a curriculum for student leaders that builds knowledge and practice on diversity, ethics, and civility.

Challenges with Solutions:

- Veteran/military connected students need help with the transition to civilian life and employment. While they receive a variety of support through the Veteran's Resource Center, they experience the challenge of translating prior service as relevant to a new career path. Continued training for staff and intentional learning outcomes for students regarding this topic need to continue.
- Unfortunately, we suspended one of our culturally-based sororities on campus this year which was a challenge because it was the only culturally based sorority currently active. This was based on a violation of their national headquarters' policies. A solution is that we have plans for them to return in Fall 2019 as well as add an additional culturally-based sorority who has expressed interest in establishing at Ferris in 2019-2020.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- We participated in a recruitment session with admissions in metro-Detroit.
- We presented to several diverse groups of potential students, which allowed us to tailor the presentation to the group's special needs and interests. Thus, showcasing that Ferris State has engagement opportunities that meet their needs.
- Assessment of the new Friday's at Ferris program showed attendance at these events by several ethnic minorities was higher than the campus demographic average. This tells us the late-night weekend events are meeting the engagement needs of these students.
- Through the Anti-Violence Coalition, we hired 10 Peer Educators to implement Bringing In The Bystander, a national curriculum to prevent sexual violence. These positions were paid, based on intentional realization that not all students can afford to fill a volunteer role, and we wanted the Peer Educator position to be as inclusive and representative of our student body as possible.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Enhance their degree of engagement and sense of belonging.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- Four Latin@ students applied and received employment in the CLACS office. The prior year we had zero.
- For the first time, the CLACS student staff included a parenting female military veteran.
- We provided 3 salary negotiation workshops, educating participants in the equity pay gap based on gender and ethnicity. One was facilitated as part of the Leadership program, one for faculty/ staff, and one for students.

Challenges with Solutions:

- We became knowledgeable of cultural bias and the need to provide flexibility to accommodate our diverse student staff. Our student staff were flexible and willing to talk through and learn about differences. There is a continuing need to address gender inclusive language and we plan to offer training in this area at student staff training in the Fall.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- We provided a workshop on professionalism standards for teachers, including presentation in writing and in person, for students from the School of Education and the KCP program.
- The 2019 Ferris LeaderShape Institute graduated 34 students. The institute curriculum has increased the length of the content and redirected leadership topics around diversity, specifically in talking about equitable leadership.

Challenges with Solutions:

- Student demographics are changing rapidly and continued training on relevant topics helps us serve a broader base with improved quality services and increased knowledge. More training opportunities from the professional development centers on campus would be helpful in improving our work with diverse populations and increasing our own knowledge around how to be more inclusive.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- We created a Community Count Committee for Census 2020 with the City of Big Rapids, Neighborhood Services, Big Rapids Public Library, Office of Community Engagement, Center for Latin@ Studies, and OMSS to coordinate a count of students living near or on campus, and to assist community organizations with outreach to the migrant populations, homeless, and elderly populations in the immediate area.
- The Volunteer Center engaged students with the elderly in the community through teaching basic computer skills and assisting with smart phones.
- Professional staff joined the Ferris Women's Network and the AAUW to advocate for women's professional development opportunities.
- We introduced career development services to the LGBTQ+ Coordinator and hosted a "coffee talk" on unique employment considerations. Students that identify as LGBTQ+ often have many questions and concerns related to equity, bias, and unfair treatment in hiring practices and the workplace. An informal opportunity was provided for students to seek information regarding employability laws, resources, and identity disclosure.
- We introduced career services and tools to the Veteran Resource Representatives, helping them to understand and perform as an arm of the Career Center. The CLACS involved Veteran Resource Representatives on the Career Center Advisory Council, Community Town Hall meetings, and the Internship Coordinator Round Table discussion.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an education experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- Preferred first name changes were processed for students and the name was provided on ID cards and class lists in Banner. The addition of a new learning management system in early 2020, Canvas, will further the progress with this goal **(Registrar)**.

Challenges with Solutions:

- Technological challenges remain a significant impediment to progress. The course management system administrators have been unable to develop a solution to display preferred first names in that platform.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- The Office of Institutional Research and Testing reports that from Fall 2017 to Fall 2018, total enrollment for Ferris overall declined and Ferris minority students also decreased slightly. There was a decline in the overall population of 4.1%, and a decrease in minority students (-49), a 1.8% decrease. The largest decline was in our International Students with -60. The other minority students to decrease were American Indian -13, Asian -2 and Two or More Races -13. The increases in minority students were Black or African American +8, Hispanic +29, and Native Hawaiian/Pacific Islander +2. *A note: again this year, Minority Students NOT INCLUDING International students, is the highest it has been in the past 5 Years at 2,507, up 202 students (Institutional Research).*

	<u>Minority</u>	<u>Unreported</u>	<u>International</u>	<u>Minority no Intl</u>
Fall 2014	2,744	475	439	2,305
Fall 2015	2,999	427	536	2,463
Fall 2016	2,784	391	390	2,394
Fall 2017	2,794	395	298	2,496
Fall 2018	2,745	383	238	2,507

- The Office of Institutional Research collaborated with the Center for Latin@ Studies to provide enhanced demographic and pre-enrollment data on students in the Promesa program as well as Ferris students utilizing their services. We provide retention and academic achievement data as well as college participation of those students who opted to attend another post-secondary institution (**Institutional Research**).

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

3. **Recruit, retain, and graduate a diverse student population.**

Successes:

- The Coordinator of Recruitment & Community Engagement (Omar Gonzales) began an important collaboration with the Center for Latin@ Studies to buoy recruitment efforts. With the loss of funding for a position for the office, Omar visited high schools and worked to enhance the Promesa Scholars program (**Admissions**).
- Admissions and members of the Retention & Student Success staff applied for and were accepted in the NASPA First Forward Program in its inaugural year. We were selected because of our efforts engaging in evidence-based practices and scaling efforts to serve first-generation students (**Admissions**).
- The Coordinator of Recruitment & Community Engagement (Omar Gonzales) continues his efforts collaborating at the T2C Studio while working within the community of Grand Rapids. Here, he meets with students on an individual basis while also assisting at events and presentations hosted by the T2C Studio such as the T2C Studio College Mixer, parent panels, as well as high school group visits. His work at the studio is helping bridge the gaps for high schoolers to help ease the transition to college. Omar had the opportunity to share this innovative work with a Ferris State Board of Trustees Subcommittee at their May meeting (**Admissions**).
- The Coordinator of Recruitment & Community Engagement (Omar Gonzales) was nominated by the Hispanic Chamber of Commerce for their 2019 Outstanding Young Professional award. The nomination highlights Omar's deep connection to the community and we applaud his accomplishments and commitment.
- Jason Daday, Assistant Director of Admissions, continues to provide visit opportunities for a wide array of students through our group visitation program. Over the course of this academic year, Admissions collaborated with the Office of Multicultural Student Services, the Jim Crow museum and FLITE, to enrich this program with joint efforts with the OMSS for 29 Group Visits and the Center for Latin@ Studies for six Group Visits (**Admissions**).
- Our staff continues to mindfully plan a variety of activities and strategies to ensure prospective students from all backgrounds are engaged and excited about the Ferris

community. Here are some highlights of these recruitment efforts over the past year (**Admissions**).

- Participated in the Detroit Decision Day and Grand Rapids Decision Day event. The goal of both events is to provide all students in the respective public school systems to have on-site admissions decisions.
- Hosted a table at three of the National Hispanic Institute (NHI) National College Fairs in Chicago.
- LAUP Youth Conference - Omar attended as a volunteer to assist in higher education access for predominately Hispanic students.
- Three recruiters attended the Metro Detroit Youth Day event in Detroit to assist in promoting better futures for the youth in the Metro Detroit Area.
- We are a featured institution in the Campus Pride Index again this year which is primarily focused around LGBTQIA students.
- Collaboration with our Center for Latin@ Studies to develop better recruitment efforts and better tracking of our Promesa students.

Challenges with Solutions:

- Spreading staff and resources to be able to attend and meaningfully participate in these events continues to vex.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- Our Student Admissions Representatives (STARs) program embraces diversity on campus. We have two students on staff able to speak Spanish with incoming Spanish populations covering both phone conversations and tours. In addition, our group of student staff reflects the diversity of our prospective students and their families. This year, about one quarter of our STARs are from minority and LGBTQ communities. In addition, 25% of the current STAR staff are first-generation college students (**Admissions**).
- Orientation has provided a wide variety of opportunities to promote diversity on campus. Through our orientation leader program, we hire students from a wide variety of racial, religious, sexual orientation, gender, and cultural backgrounds. This year was our most diverse group (**Orientation**).
- We are pleased to add David Guest to our Financial Aid Advising Staff adding a much-needed position to assist in gender balance in the office (**Financial Aid**).

Challenges with Solutions:

- The hiring pools remain; however, with expanded networking and posting we are making progress in this area.
- A significant challenge has been the physical accommodation limitations in the TIMME Center. We have two staff that have limited mobility and use a wheelchair

and a walker respectively. On several occasions, all the elevators in the building have been non-functioning for several hours in a day. These staff could not leave or enter their workspace as a result. In addition, the automatic door opening mechanism is non-functioning frequently.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- Several Enrollment Services staff members completed diversity related training at sessions offered by the University (**Enrollment Services**).
- Four staff members from admissions attended a Title IX Conference held at Grand Valley State University in May 2019 (**Enrollment Services**).

Challenges with Solutions:

- Time and resources to make training opportunities available is a challenge.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- In collaboration with the College of Education and Human Services and The Retention & Student Success, we hosted a series of breakfasts at Orientation for first generation and at-risk students. The intention of these sessions is to continue to engage these students and prime them for success (**Admissions**).
- For the 6th year, the Office of Financial Aid and Scholarships continues their highly successful "Get Real" financial literacy event. The program offers a fun and interactive way to learn about debt management, credit, and what to expect upon completing college and entering the "real" world. This event is held for current Ferris Students as well as local High School Students who are bussed to Campus for the event (**Financial Aid**).
- Two additional staff members from the Enrollment Services family have joined the Ferris Youth Initiative program for the Fall 2019 cohort (**Enrollment Services**). Melanie Mulder, from the Office of Financial Aid and Scholarships, visited several high schools in rural poverty centers to provide valuable information on financing a college education (**Financial Aid**).

Challenges with Solutions:

- Lack of time and resources to continue innovation and attention to core functions is a challenge.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

- The Enrollment Services Unit committed to an annual \$5,000 to fund activities related to engaging first generation students. It was a small amount, but important to support this group so vital to the Ferris mission (**Enrollment Services**).
- Admissions collaborated with members of the Academic Community to develop a pilot program to offer a test optional admissions path beginning in September 2018. For Fall of 2019, we will have approximately 60 students enrolled at the University under the pilot (**Enrollment Services**).

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- The Coordinator developed and delivered three one-hour trainings tailored to returning Housing staff members on LGBTQ+ student needs, and building skills specific to interrupting oppressive dynamics, supporting positive identity development, and student well-being.
- The Coordinator developed and delivered two hour LGBTQ+ 101 workshops for Greek organizational leaders as part of the Greeks Lead program.
- The Coordinator collaborated with the Director of Equal Opportunity to respond to incidents involving heterosexism and cissexism.
- The LGBTQ+ Center held a Transgender Day of Remembrance event in November 2018.
- We held the second annual Lavender Graduation in May 2019.
- The LGBTQ+ Center collaborated with RSOs Advocacy and Education for Gender Identity and Sexuality (AEGIS) and Diverse Sexualities And Gender Alliance (DSAGA) to present educational programming for Pride Week in April 2019; cosponsored the AEGIS Second Chance Prom; and the You Beautiful Black Woman's fashion show.
- The LGBTQ+ Center held screenings of films centered on LGBTQ+ communities of color for World AIDS Day in December 2018 and Women's History Month in March 2019.
- We piloted a QTBIPOC student dinner to learn about how best to support QTBIPOC students.
- We planned and facilitated LGBTQ+ Pride Month activities in June 2019, the first to occur in Big Rapids or at Ferris State University.

Challenges with Solutions:

- Limited staff time is an ongoing challenge to developing and executing new programming and trainings.
- There was low student turnout for programs held on Fridays or in snowy weather.
- There were negative reactions from white, straight, cisgender students to the advertisement for QTBIPOC dinner that directly asked for white, straight, and cisgender students to respect the intention of the event. This has led to different advertising/communication strategies.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.

- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- The Coordinator wrote and was granted a \$5k Diversity Grant to establish a more fully functional resource library within the LGBTQ+ Resource Center. Initial purchases include resources to support the LGBTQ+ student sexual health.
- The Coordinator met with the Registrar about transgender student experiences with accessing the name-change process at Ferris. The Registrar worked with TAC to streamline part of the preferred name change process so that the process can be started online.
- The Coordinator participated in an initial meeting held in mid-June 2019 that was coordinated by the Diversity & Inclusion office, which resulted in a practice change to house students who have changed their Preferred name in Banner according to stated gender.

Challenges with Solutions:

- Limited staff time will result in the lending library grant being completed a month or two after the timeline anticipated during the grant application process.
- Transgender students' preferred name and pronouns do not populate every data set in Banner, so some students' deadnames show up on some class lists and deadnames have been used by other university departments (eg. to assign gendered housing).
- Blackboard has been showing transgender students' deadnames and not their Preferred Names; this challenge may be obviated by Canvas.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- We partnered with Admissions to staff a table at the 2019 Grand Rapids Pride Festival for the first time, and made significant contact with prospective, incoming, and returning students.

- The LGBTQ+ Center provided emotional and logistical support to LGBTQ+ students struggling with university bureaucracy and perceived bias or discrimination in housing and in classroom situations.
- We established a weekly LGBTQ+ community building program, Coffeehouse, to build relationships between students and the LGBTQ+ Resource Center, and to connect students with resources and with each other.
- We held Ferris State University's first meet-ups for asexual, aromantic, and ace-spectrum people; bisexual, pansexual, and other nonmonosexual queer students; LGBTQ+ women; LGBTQ+ men; transgender, Two-Spirit, questioning, and other gender diverse people; chronically ill and Disabled LGBTQ+ people, and QTBIPOC people.

Challenges with Solutions:

- The financial costs of social and medical transition are challenges for most transgender students, which affects quality of life and ability to prioritize schoolwork.
- There is significant unmet financial need among particularly vulnerable LGBTQ+ students, especially first generation students and students of color.
- Despite having clear allies to LGBTQ+ communities in the Housing department, the lack of a written policy that is explicit about the need to house transgender students according to their stated gender identity is a barrier to retaining students on campus, which affects overall student GPA and retention.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Enhance their degree of engagement and sense of belonging.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- In October 2018, the LGBTQ+ Resource Center Hiring Committee interviewed a diverse field of candidates for the Coordinator position, and hired a coordinator who self identifies as a white queer disabled fat cisgender woman.
- We created two student staff specialist positions to do outreach and create programming specifically for 1. transgender populations and 2. Black, Indigenous, and people of color.
- The student staff generalist positions that were created included racially and gender diverse hires who are members of LGBTQ+ communities.
- Job descriptions and pay rates for student workers doing complex diversity work were updated and increased.

Challenges with Solutions:

- The Coordinator position turned over after its first five months. The position is part-time with no benefits and not sustainable for a long-term professional.
- Big Rapids area is conservative and not always comfortable for LGBTQ+ people, especially LGBTQ+ people of color. Staff incur psychological costs from living in the Big Rapids community, which the employees of the Center are tasked with reducing or improving. For the commuters, there is financial/logistical costs.

- The lack of a university-wide policy that enables work-from-home, or flex time for part-time professional workers, is a challenge for disabled workers and employees with caretaking or community responsibilities.
- As chronic illness, stress-based illnesses, disability, and caretaking responsibilities are overrepresented in LGBTQ+ communities, the lack of paid leave time or health insurance for student workers, particularly poor and working class LGBTQIA student workers and LGBTQIA student workers of color, is a recruitment and retention challenge.
- The work of LGBTQ+ student retention and institutional climate change is more labor intensive than any one worker can achieve, even with a team of student workers. There is a need for additional staffing.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- We initiated and produced an educational document with Dr. Stefanie Snider, co-chair of the KCAD Faculty Committee of Diversity, Equity, and Inclusion, that was sent to all FSU faculty, including all KCAD faculty, at the beginning of the Spring 2019 semester, advising on trans- and LGBTQ-inclusive practices and rationales.
- The Coordinator spoke in Professor Elizabeth Post's classroom as part of a panel on social work, and in Professor Sandra Alspach's Diversity in Sports Communication classroom.
- The Coordinator developed and delivered a presentation for the Honors Program on LGBTQ+ representations in comics and graphic novels in the US since the late 19th century.
- The Coordinator developed a training tailored to Education students about K-12 LGBTQ+ cultural competencies, resources, example curricula, and student support.
- We supported LGBTQ+ students involved in education and guest speaker activities in classrooms, as well as during Spring Pride Week activities.
- We developed and delivered an LGBTQ+ safer sex program.

Challenges with Solutions:

- LGBTQ+ students have felt disempowered to set clear boundaries about what they would talk about, and have felt tokenized or otherwise disrespected in some educational settings. The Coordinator has done work with student leaders to model and validate the process of setting boundaries.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- We held two early literacy events in partnership with the Students With Children Program, the School Of Education, Early Learning Center, and the LGBTQ+ student population featuring diverse LGBTQ+ inclusive books.
- We utilized the weekly Coffeehouse program to bring campus and community partners into the LGBTQ+ Resource Center and increase student access to local resources, notably the Career Center, the Title IX Coordinator and Director of Equal Opportunity, and our off-campus partner, Wesley House.
- We gave a joint presentation for Kendall College students, in partnership with Kendall College's Nicole DeKraker, as well as the Grand Rapids Pride Center and Grand Rapids Trans Foundation at KCAD on LGBTQ+ resources.
- The Coordinator joined the Ferris Anti-Violence Coalition.
- Our department hosted its first spring semester Welcome Reception that highlighted campus partners and LGBTQ+ community focused RSOs.

Challenges with Solutions:

- There is a lack of resources to initiate and execute joint events with campuses other than the Big Rapids campus; an overall campus culture of siloing, and a scarcity of Coordinator hours (part-time) to do work in places other than Big Rapids.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

- The Coordinator attended the Creating Change conference to network and gain cultural competency around sexual violence, serving asexual spectrum students, and review current thinking and practices in LGBTQ+ higher education.
- The Coordinator attended the Michigan LGBTQIA Higher Education Professionals yearly conference to network and gain cultural competency around serving Trans communities and QTBIPOC students.
- Continued professional development with serving diverse LGBTQ+ populations, and educating majority-identity students is a challenge, but one that will benefit the Ferris community.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- The OMSS successfully coordinated and/or sponsored over 35 events throughout the academic year, alongside over 55 campus partners, which included the following cultural awareness events and initiatives:
 - September/October - Latinx/Hispanic Heritage Month Celebration
 - November - Día de los Muertos Celebration
 - November - Native American Heritage Celebration
 - January - Dr. Martin Luther King, Jr. Celebration
 - February - Lunar New Year Celebration
 - February - Black History Month Celebration
 - March - Women's History Month Celebration
 - March - Memorial for the New Zealand Mosque Victims
 - April - Asian Pacific Islander Heritage Celebration
 - May - Multicultural Graduate Recognition
 - Various - Conversations on Race Campus Discussion Series
 - Various - Deliberative Dialogues in the Classroom
 - Various - Student organization sponsored events
 - Sigma Lambda Beta (Day of the Dead Ball)
 - YBBW (Fashion Show, Women's Conference)
 - RHA (Hidden Figures, Movie Screening)

Challenges with Solutions:

- Continued coordination of a variety of cultural awareness opportunities at a quality level with limited funding is a challenge.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- We continued the Multicultural Student Programming Council (MSPC), a delegation of student representatives from various multicultural organizations who

promote the history and traditions of a specific culture, as well as provide support for members of the culture within the campus community.

- The goal of the MSPC was to increase intercultural connections, collaboration, and support with multicultural organization student leaders, as well as for the OMSS to better support and engage with those students.

Challenges with Solutions:

- Attendance at MSPC meetings was low, and communication and overall planning of the organization events is a challenge.
 - To address this challenge, during the spring semester, our department cancelled the monthly scheduled meetings and created a group chat via the “Group Me” mobile application to facilitate weekly communication amongst student leaders from each group.
 - Additionally, within the OMSS lobby, our student staff administered an end of the year survey, and facilitated focus-group discussions to chronicle feedback from students on the impact of our support services and engagement opportunities.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- We facilitated over 30 group visits and/or presentations in partnership with Admissions for prospective students of diverse backgrounds.
- Year-to-year for the past four years, the OMSS has been able to retain between 90 to 95 percent of students who actively participate in our student success programs - the TOWERS Leadership Development Program (TOWERS) and the Black Male Empowerment Network (BMEN). During the 2018-2019 academic year, over 40 TOWERS & BMEN students earned active recognition for their participation.
- The OMSS was a co-recipient of the Diversity and Inclusion Office Faculty/Staff Mini-grant for an At-Promise Retention Pilot Study - an effort to decrease attrition at Ferris State University among academically, economically, and/or historically underrepresented students.
 - Partners for the At-Promise Retention Pilot Study include Retention and Student Success (TIP Scholars and Student Academic Affairs), the L.E.A.D. by Design Program (School of Education), the College of Education and Human Services (Student Academic Affairs), the Office of Multicultural Students Services, and the Center for Latin@ Studies. This study seeks to measure over an academic year, students’ academic self-efficacy, sense of community and mattering, and social integration at the university. Additionally, the study assesses to measure whether targeted interventions significantly increase

students' perceptions of the theoretical constructs, increase persistence from fall-to-fall, and provide best practices strategies for the targeted populations. Each partner is committed to the initiative by implementing the pre-survey, providing the academic support needed to help ensure student academic progress throughout the term, and implementing a post-survey.

Challenges with Solutions:

- The OMSS staff availability to facilitate group visits and/or admissions focused events (i.e. Dawg Days and Admitted Student Open Houses) is a challenge.
 - To address this challenge, the OMSS has trained our student staff to be available and prepared to be a representative for the OMSS at Admissions events, and to facilitate a presentation at the Admissions office, or to a visiting group that may stop by the OMSS.
- Each of our student success programs, TOWERS & BMEN, has their unique challenges, which include attendance and overall participation for the entire academic year.
 - To address this challenge, the OMSS will pilot a new approach of engagement during the upcoming academic year, which includes required visits to the OMSS (weekly), one-on-one academic excellence plan meetings with staff and student success coaches (monthly), and connect session workshops and discussions with all students in the specific program (monthly).

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Explore and demonstrate how making healthy lifestyle choices affects their success.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- The OMSS actively shares opportunities of new position openings within our institution to our diverse alumni and professional networks (i.e. Black Alumni Association, FSU Minority Faculty & Staff, NASPA, NCORE, and ACPA).
- The OMSS staff serves on various university-wide search committees, as well as attends open forums for candidates seeking administrative positions of influence to diversity and inclusion.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- The OMSS was a co-recipient of the Ferris Foundation grant for Difficult Dialogues in the classroom, a series of co-curricular/curricular engagements measuring the impact of student engagement and cultural competency through a pre- and post-survey.
 - Campus partners with the grant included Michael Wade, Office of Multicultural Student Services; Kristen Conley, Economic Inequality Initiative; Kristi Scholten, Communications; Lisa VonReichbauer, Office of International Education; Kaylee Moreno, Center for Latin@ Studies; and Tony Baker, Community Engagement.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- The OMSS continues to cultivate existing partnerships with on-campus partners from Student Affairs, Academic Affairs, Administration and Finance, Diversity and Inclusion, and Advancement and Marketing. The OMSS also intentionally builds relationships with a variety of student organizations across campus.
- During the 2018-2019 academic year, the OMSS collaborated with over 55 on-campus partners to coordinate successfully 35 cultural awareness programs, which approximately over 2800 students attended.
- The OMSS continues to collaborate with the Ferris Foundation and the Alumni Office to identify alumni from diverse populations to engage with the institution in a variety of capacities (i.e. success stories, fundraising, etc.).

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.

- Demonstrate effective communication skills.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

Successes:

- The OMSS participated in the “One Day for Dawgs” fundraising campaign to increase financial resources in support of our services and engagement opportunities.

Challenges with Solutions:

- Obtaining the necessary financial and human resources to provide high quality support and engagement opportunities for our diverse student populations is a challenge.
 - To address this challenge, our department continues to assess the impact of our programs and scale down where we can, as well as reach out to partners in Multicultural Affairs at other institutions to gain insights on best practices due to similar constraints.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Enhance their degree of engagement and sense of belonging.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- We continue to work with students regarding civility and respectful communication when working through conflict.

Challenges with Solutions:

- We continue to see an influx in student communication that is insensitive to others' values and beliefs. We are seeking to find an educational approach to help students understand that their words have a drastic impact on others.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- We conducted the Assistant Director of Student Conduct search, adhering to EEO guidelines, resulting in a female candidate accepting the position.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- We have partnered with Ten16 Recovery Network to open a collegiate recovery center on campus for students in substance abuse recovery.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- Student conduct case managers and appellant agents were provided training in sexual misconduct and the Violence Against Women Act.
- The Title IX Coordinator collaborated with the Social Work Association in April for a panel discussion on reporting sexual assaults.
- The Title IX Coordinator hosted two “Coffee with Kaitlin” events to increase awareness of the Title IX Coordinator, and to remove barriers to reporting sexual misconduct or relationship violence.
- The Title IX Coordinator collaborated with the Athletics department to train all athletes and athletics staff members about sexual violence and bystander intervention.
- The Title IX Coordinator collaborated with Alpha Phi Alpha in April for a consent event.

Challenges with Solutions:

- Reaching individuals who would not self-select to attend the programs is a challenge. Choices, Communication, and Consent was mandatory for students enrolled in FSUS, and the prevention presentation was required for all student athletes, coaches, and trainers. Greater collaboration and partnership across the University will help with creating more opportunities to infuse these trainings with captive audiences.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Develop skills to think critically and apply knowledge.
- Demonstrate effective communication skills.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- The Title IX Coordinator addressed all incoming students during Summer Orientation to introduce herself, her office, and to decrease barriers in help-seeking and reporting behaviors.
- The Title IX Coordinator reached out to all students alleged to be affected by sexual misconduct or sex/gender based discrimination to provide accommodations and remedies aimed to aid in their persistence.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- We conducted the Title IX Coordinator search in lines with EEO guidelines, resulting in a female candidate accepting the position.
- The Deputy Title IX Coordinator/Director of Equal Opportunity reached out to all employees alleged to be affected by sexual misconduct or sex/gender based discrimination to provide accommodations and remedies aimed to aid in their persistence.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- The Title IX Coordinator participated in a sexual misconduct policy audit and the subsequent policy revision work group, to holistically review our policies, processes, and efforts to respond and prevent sexual misconduct. This work is ongoing, but will provide a vital document to inform future efforts and collaborations to address this issue on campus.

- The Title IX Coordinator and deputies have worked with the Dean's Council to increase offerings of Responsible Employee Training within Academic Affairs which has led to an increase in reports and referrals to support and resources.

Challenges with Solutions:

- There is a limited number of trained Title IX Investigators on campus, which leads to the Title IX Coordinator dedicating a majority of their time conducting the investigations for these cases rather than focusing on training and prevention education. Identifying campus partners who could be trained to complete investigations on an as needed basis could create capacity for additional training and education from the Title IX Coordinator as well as allow the University to respond and resolve cases faster.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.

Additional diversity Successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

What are your successes, and challenges with solutions in support, of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- The University Center has supported the addition of the LGBTQ+ Center.
- In collaboration with the Wesley House Student Organization, we established a food pantry in the facility.

Challenges:

- None to report.

Learning Outcomes with in the Student Affairs Strategic Plan:

- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- None to report.

Challenges with Solutions:

- None to Report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- None to report.

Challenge with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- The University Center continues to employ a diverse student staff to meet the needs of the University Community.

Challenges:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Enhance their degree of engagement and sense of belonging.

- Appreciate and increase an understanding of individual differences and similarities within our global society.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

What are your successes, and challenges with solutions, in support of the Diversity and Inclusion Plan?

1. Create a University that is respectful of differences and civil toward people who are different.

Successes:

- The Adventure Coordinator became an active member on the Student Affairs Diversity committee.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Demonstrate personal responsibility and accountability.
- Appreciate and increase understand of individual difference and similarities within our global society.

2. Build and maintain an infrastructure that supports diversity and promotes inclusion.

Successes:

- Our Adventure Coordinator created FerrisGetOutside, a program to promote and encourage engagement with the outdoors. 287 individuals representing 4 different states and 9 different ethnicities participated in this program. Here are the links to the Fall and Spring Semester reports:
<https://www.ferris.edu/HTMLS/studentlife/u-rec/pdfs-docs/FGO2018Reportpub.pdf>
<https://www.ferris.edu/HTMLS/studentlife/u-rec/pdfs-docs/FGOSp19Report.pdf>
- We expanded our club sport program to include more diverse sport teams including Esports, Table Tennis, and Swimming. Over 650 students are able to be part of 30 organizations.

Challenges with Solutions:

- We anticipate challenges in navigating and promoting a new campus challenge presented by AORE. This will be a new learning experience for us.
- Club Sport programs are becoming harder and harder to expand due to fewer student activity fees. At some point, we may not be able to continue to grow and promote inclusion across a broader scope of sports.

Learning Outcomes within the Student Affairs Strategic Plan:

- Develop skills to think critically and apply knowledge.
- Appreciate and increase understand of individual difference and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Explore and demonstrate how making health lifestyle choices affects their success.

3. Recruit, retain, and graduate a diverse student population.

Successes:

- The SRC went through a \$6.4 million renovation in which we added spaces such as a single user bathroom in the lobby, a fitness studio with classes for all fitness levels, secluded areas for individuals to work out, and multiple fitness machines to cater to all types of different workouts.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Explore and demonstrate how making healthy lifestyle choices affects their success.

4. Recruit, employ, and retain a diverse workforce.

Successes:

- UREC opened up employment to all of campus this past year, offering interviews throughout the entire school year, and not only at freshmen orientation. The interview process is the same with all students on our campus. This allows students to engage and be involved with the campus community.
- We offer different levels of employment at UREC that allows students to earn more responsibility, often times retaining them and promoting them to manager level positions.

Challenges with Solutions:

- It can be difficult to navigate through the many applications we receive and select the students who would best serve our department.

Learning Outcomes within the Student Affairs Strategic Plan:

- Appreciate and increase understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Demonstrate effective communication skills.
- Develop skills to think critically and apply knowledge.

5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.

Successes:

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.

6. Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations.

Successes:

- For the past two years, UREC has worked with the Center for Latino Studies and the Promesa Summer Success Program at the ropes course. UREC has worked with the participants of this program to develop skills that will make them successful in college.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- Gain access to an educational experience.
- Appreciate and increase an understanding of individual differences and similarities within our global society.
- Enhance their degree of engagement and sense of belonging.
- Develop skills to think critically and apply knowledge.

Additional diversity successes, and challenges with solutions, outside of the Diversity and Inclusion Plan

- None to report.

Challenges with Solutions:

- None to report.

Learning Outcomes within the Student Affairs Strategic Plan:

- None to report.