

Diversity, Inclusion, & Equity/Title IX

Student Affairs

Administrative Unit Assessment

FY 19 (July 2018-July 2019)

Department and Assessment Report Information

Prepared on:7/15/2019 12:53:37 PM	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.
--	--

What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.	<ul style="list-style-type: none">• Develop a Title IX education programming model for students that includes assessment• Implement a Diversity, Inclusion, & Equity training module for the campus community
---	--

- | | |
|--|--|
| | <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 |
|--|--|

Objectives

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

Objective 1

Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The Office of Diversity, Inclusion, & Equity will provide diversity and inclusion training for MGA faculty and staff members.
Objective 1: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of participating faculty/staff
Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	At least 100 faculty/staff participants
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)	34 faculty/staff participated in the Unity Project which educated participants on a conceptual and practical understanding of diversity and inclusion
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?	Our department learned that using an active, physical project only method to train faculty/staff on diversity and inclusion may not be the most efficient way to engage a large number of employees. Next year, our department will explore options for online diversity and inclusion training in an effort to make the training easily accessible to faculty/staff via their work spaces

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 Diversity/Title IX will communicate with the campus community each semester.
Objective 2: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Number of communications shared with the campus community
Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	At least 2 campus-wide communications per semester via e-news or InsideMGA
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)	At least 8 communications overall
Objective 2: Did your department meet this objective?	The department exceeded this objective.
Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	This objective confirmed the efficiency of communicating via digital methods. Next year, our department will set a communications strategy designed to increase communication via a scheduled calendar to increase visibility of the department.

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.	NA
Objective 3: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	NA
Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	NA
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)	0
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?	NA

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.	NA
Objective 4: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	NA
Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	NA
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)	0
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?	NA

Future Plans

<p>Please identify at least four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples.1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department to X will provide training in ABC for at least 73 MGA faculty and staff.</p>	<p>Administrative The Office of Diversity, Inclusion, & Equity will provide diversity and inclusion training, in person and/or online for MGA’s faculty and staff. The Office of Title IX will provide Title IX training, in person and/or online for MGA’s faculty and staff. Student Learning Outcome The Office of Diversity, Inclusion, & Equity will provide diversity speaker events and after each event, student attendees will be able to identify diversity and inclusion concepts or ideas. The Office of Title IX will host events on each campus and after each event, student attendees will be able to identify Title IX concepts.</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 two years. Currently, there are more ideas in the pipeline to implement over the course of the upcoming year. Future Direction The future direction of the Diversity/Title IX Office leads to the intentional, strategic planning of a more balanced approach to the implementation of initiatives that create a campus-wide presence that highlights and makes visible the work of both offices, equally.</p>

Form run:

Tuesday, January 14, 2020