

Diversity, Equity, & Inclusion/Title IX

Division of the University: Student Affairs

Administrative Unit Assessment Year Reporting: FY22 (July 2021 – June 2022)

Department and Assessment Report Information Prepared on: 7/27/2022 10:46:16 AM

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>Office of Diversity, Equity, & Inclusion The mission of the Office of Diversity, Equity & Inclusion is to guide and coordinate efforts that support Middle Georgia State University's Statement of Commitment to diversity, equity, and inclusion; 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, equity, inclusion, multiculturalism, and interaction across differences in a global society.</p> <p>Office of 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.</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 |
|--|---|

| | |
|--|---|
| | <ul style="list-style-type: none">• Improve or develop facilities across all campuses as needed in response to providing an inclusive environment• Develop and improve the engagement of an official Title IX Compliance Team• Develop professional development pathways and certificates in diversity, inclusion, and equity for faculty/staff/students• Hire at least one staff member for the DEI/TIX Office• Establish DEI spaces to encourage campus presence, inclusion, and belonging among 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 FY22. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY23.

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, Equity, & Inclusion will offer four campus community trainings, education, and/or development sessions or programs that increase diversity, inclusion, & equity awareness, knowledge, and skills. |
| 9. Objective 1: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort) | This objective was measured by the number of individual training, education, and/or development sessions or programs that were held to increase diversity, equity, & inclusion awareness, knowledge, and skills. |
| 10. Objective 1: What was your target outcome for this objective? (i.e. 80% participation, 5% enrollment growth, 7% change in engagement) | The target outcome for this objective was four (4) separate trainings, education, and/or development sessions or programs that increase diversity, equity, & inclusion awareness, knowledge, and skills. |
| 11. Objective 1: Provide details for your target performance level established (i.e., accreditation requirement, past performance data, peer program review, etc.) | The target level of four (4) reflected an effort to conduct at least two (2) events per semester which was achievable considering the department's staff of one person. |
| 12. 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) | 5.21 separate individual events related to this assessment goal were conducted |
| 13. Objective 1: Did your department meet this objective? | The department exceeded this objective. |
| 14. Objective 1: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year? | Based on the analysis of the results for this objective, the department learned that it can work differently and creatively to increase even more programming in this area. Moving forward, the main change will be to continue collaborative programming with other units and departments to ensure an increase in programming in this area based on the success of program collaboration with other units and department during this current assessment period. |

Objective 2

| | |
|--|--|
| <p>15. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p> | <p>The Office of Diversity, Inclusion, & Equity will provide a diversity certificate pathway in Presence for at least 100 students.</p> |
| <p>16. Objective 2: Detail specifically how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p> | <p>This objective was measured by the number of students who signed up to participate in the certificate pathway.</p> |
| <p>17. Objective 2: What was your target outcome for this objective? (i.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p> | <p>The target outcome for this objective was 100 students.</p> |
| <p>18. Objective 2: Provide details for your target performance level established (i.e., accreditation requirement, past performance data, peer program review, etc.)</p> | <p>The target level of 100 students reflected an effort to obtain a robust pilot number of students to experience the program and to provide feedback.</p> |
| <p>19. 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)</p> | <p>0 participants due to this goal not being ready for implementation during the current assessment period</p> |
| <p>20. Objective 2: Did your department meet this objective?</p> | <p>The department did not meet this objective.</p> |
| <p>21. Objective 2: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</p> | <p>The diversity pathway certificate program was not implemented during this assessment period. Even though the diversity pathway certificate program was not implemented during this current assessment period, the department learned more about the need for students to feel a sense of belonging and the challenges in higher education of student engagement in new courses and initiatives. Moving forward, the department will use this information to shape and modify the elements of the diversity pathway certificate program to drive engagement among students. This assessment goal will still be implemented during the 2022-2023 academic year.</p> |

Objective 3

| | |
|--|--|
| <p>22. Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p> | <p>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.</p> |
| <p>23. Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p> | <p>This objective was measured by the number of trainings, education, and/or development sessions or programs that increase Title IX compliance, awareness, knowledge, and skills.</p> |
| <p>24. Objective 3: What was your target outcome for this objective? (i.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p> | <p>The target outcome for this objective was four (4) separate trainings, education, and/or development sessions or programs that increase Title IX compliance, awareness, knowledge, and skills.</p> |
| <p>25. Objective 4: Provide details for your target performance level established (i.e., accreditation requirement, past performance data, peer program review, etc.)</p> | <p>The target level of four (4) reflected an effort to conduct at least two (2) events per semester which was achievable considering the department's staff of one person</p> |
| <p>26. 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)</p> | <p>7 separate individual events or awareness related to this assessment goal were conducted</p> |
| <p>27. Objective 2: Did your department meet this objective?</p> | <p>The department exceeded this objective.</p> |
| <p>28. Objective 2: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</p> | <p>Based on the analysis of the results for this objective, the department learned that it can work differently to increase more programming in this area. Moving forward, the main change will be more advanced planning and collaboration on programming with other units and departments to ensure an increase in programming in this area.</p> |

Objective 4

| | |
|--|---|
| <p>29. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.</p> | <p>The Office of Title IX will increase completion of the online Title IX training course by 10% among newly enrolled students.</p> |
| <p>30. Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)</p> | <p>This objective was measured by the number of newly enrolled students who completed the online Title IX training course.</p> |
| <p>31. Objective 4: What was your target outcome for this objective? (i.e. 80% participation, 5% enrollment growth, 7% change in engagement)</p> | <p>The target outcome for this objective was 10% more course completion by the students over the previous year.</p> |
| <p>32. Objective 4: Provide details for your target performance level established (i.e., accreditation requirement, past performance data, peer program review, etc.)</p> | <p>The target level of a 10% increase in course completion reflects a realistic incremental increase in course completion which was achievable considering the department's staff of one person.</p> |
| <p>33. 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)</p> | <p>0 increase in the percentage of student completion - while students did complete the training, the goal of a 10% increase was not met during this assessment period</p> |
| <p>34. Objective 4: Did your department meet this objective?</p> | <p>The department did not meet this objective.</p> |
| <p>35. Objective 4: Improvement Plans and Evidence of changes based on an analysis of the results: What did your department learn from working toward this objective? What changes will you make based on this effort next year?</p> | <p>Based on the analysis of the results for this objective, the Office of Title IX will continue to encourage and increase participation in the online prevention course among Middle Georgia State University students by continuing to set related goals via administrative assessments. Moving forward each academic year, the Office of Title IX will include an administrative assessment goal that reflects incremental increases in student completion of the USG-mandated prevention and education online courses among Middle Georgia State University students. Creative ways to collaborate with other offices and units to assist with encouraging student completion of these courses will be implemented.</p> |

Future Plans

| | |
|--|---|
| <p>36. 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> | <ol style="list-style-type: none">1. Draft and implement a Title IX campus training model that includes at least three (3) new annual programming initiatives2. Conduct at least one (1) in-person DEI/Title IX training on each of the five campuses for faculty/staff during fall 2022 and spring 20233. Recruit and train at least twenty-five (25) faculty/staff as DEI Understand Representatives for the MGA Diversity Committee initiative to provide student support and resource referral4. Increase USG-sponsored Sexual Assault Prevention for Undergraduates and AlcoholEdu for College online training from 10% completion to 30% completion among newly enrolled students for AY22-23. |
|--|---|

Open Box for Assessment Comments

| | |
|---|--|
| <p>37. In this field, please document the overall use of assessment results for continuous improvement of this department area (consider the past, present, and future and specifically address these in your narrative).</p> | <p>During this assessment period of 2021-2022, the Office of Diversity, Equity, & Inclusion enhanced its institutional visibility through an increase in diversity, equity, and inclusion programming and initiatives. This achievement was particularly notable due to the increase in Title IX related matters that were also addressed in a department staffed with one member. The creativity that was implemented to achieve more visibility and to continue to serve the campus community with DEI initiatives will be used moving forward to increase the department's visibility even more.</p> <p>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, equity, inclusion and Title IX. As the institution's new strategic plan is shaped moving forward, the strategic plan for DEI and Title IX will</p> |
|---|--|

| | |
|---|--|
| | also incorporate institutional goals and priorities for the campus community. |
| 38. Optional Open Text Box for Assessment Comments: | |
| 42. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below. | While the unit did increase the number of in-person programs, the attendance desired at each event may have been affected by Covid and the effect of Covid on campus presence at the time of the in-person events. |

MGA’s Strategic Plan

| | |
|--|---|
| 39. 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) | Grow Enrollment with Purpose 1. Expand and enrich the face to face student experience, Own Student Success 4. Expand student engagement and experiential learning |
| 40. Please indicate which of the following actions you have taken because of the 2021/2022 Assessment Cycle (Note: These actions are documented in reports, memos, emails, meeting minutes, or other directives within the reporting area) (Check all the apply) | Process Changes: Improve, Expand, Refine, Enhance, Discontinue, etc Operational Processes |

Other

| | |
|--|-----|
| 41. 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.) | N/A |
| 43. Mindset Update (Academic Deans ONLY) | |

