

Office of Diversity and Inclusion (D&I)

Annual Report 2017-2018

Marian University

Marian University has seen several new initiatives and progress in the area of *diversity and inclusion* (D&I) for the 2017-2018 academic year. The leadership at Marian University hired me on April 17th, 2017 to serve in the capacity of Senior Assistant to the President for Diversity and Inclusion. This report is a summary of my first year in this role. For those who are unfamiliar with me, my expertise, passion, and education are grounded in promoting inclusivity in higher education at both graduate and undergraduate levels, as well as through community relations. I strongly believe that one way of assessing student success and the success of the institution as a whole, is looking closely at the relationships and partnerships that have been developed across departments and creating policies and support mechanisms to sustain those relationships in order to move the mission of the institution forward.

Very early in my role here at Marian, I conducted a diversity audit to assess where the gaps for opportunities existed in enhancing and promoting awareness and sensitivity around issues of inclusion and belongingness among our students and staff. Shortly thereafter, I created the *Diversity and Inclusion Advisory Council to the President*. Members of the D&I Advisory Council include faculty, staff, students, and members of the contracted Sodexo Dining Services team. Each member brings a plethora of expertise and experience to the group which was fundamental in the creation of ***Marian's D&I 2017-2018 strategic diversity and inclusion plan***.

Included in Marian's strategic diversity and inclusion plan are four goals for the 2017-2018 academic year. These goals include, explore mentorship opportunities for students of color to improve their retention and graduation rates on campus, create affinity groups such as Black Student Union and Latinos Unidos to provide a space for students to connect and engage with each other through shared interests and goals, continue assessment of campus climate by providing ongoing faculty and staff cultural humility training, and community engagement.

While we have made significant progress in creating and promoting a welcoming and inclusive campus environment, we should all be aware that to sustain this progress, our work has to be consistent, long term, and deliberate. As we look towards a new academic year, I hope to interact and work more closely with all of you in advocating, supporting, and bringing awareness to issues of marginalization, inequality, and disparities among all areas that affect members of our campus community and the wider Fond du Lac areas. You will find below the 2017-2018 goals and progress to date.

2017-2018 goals with progress to date:

Goals	Progress	Next steps
<p>1. Explore mentorship opportunities for students of color to improve their retention and graduation rates on campus.</p>	<p>a. Sabre Mentorship b. Mentorship database c. STRIVE: Program for emerging leaders</p>	<p>A. There were two Sabre Mentorship programs for fall 2017. The first event had no attendees. The second event had thirty students in attendance. Professor Kleckner and Mary Hatlen were the guest speakers for the November 20th 2017 event. Students were provided with resources from both guest speakers to help with final exams as well as, long term goal setting. B. Final edits are being made to a mentorship program created by the D&I office. Strong collaboration between Advancement and the D&I office has produce a working database of Alumni's who are interested in being mentors. The mentorship program will be reviewed by members of the Strive committee for feedback before being presented to members of the President's cabinet for approval. The pairing of mentors and mentees will started in the summer 2018 with a beta group of five students.</p>

		<p>C. Strive- a program aimed at increasing retention of Q4 and Q5 students through a 1 credit course (LDR125) which involves leadership training in addition to building connectedness among students, providing opportunities for service learning and on-going interaction and mentoring. The class has twenty four registered students. 75% retention rate was the goal which has been exceeded as of registration AY 18-19. Students participated in service learning opportunities at Celebrate Community, ASTOP, Marian’s Student Leadership Conference, and Fond du Lac high school Academic and Career Planning event.</p>
<p>2. Create affinity groups such as Black Student Union and Latinos Unidos to provide a space for students to connect and engage with each other through shared interests and goals.</p>	<p>a. The Diversity club b. Black student union</p>	<p>A. The Diversity Club is one of Marian’s newest affinity groups. The club currently has over fifty committed members. B. The Black Student Union, a recharged club is an active group on campus. The club has about thirty members. Ps. Both organizations are formally recognized on campus. For a list of</p>

		<p>their 2018 events see the D&I website.</p> <p>It should be noted that the Black Student Union won the 2017-2018 Emerging Organization award at the Student Recognition Banquet</p>
<p>3. Continuing assessment of campus climate by providing ongoing faculty and staff cultural humility training</p>	<p>Trainings/Dialogues/forums</p> <p>Diversity and Inclusion Advisory Council members</p> <p>RA's</p> <p>Student mentors</p> <p>Freshmen and Transfer students</p> <p>34 faculty and staff at opening session</p> <p>Admission team</p> <p>Financial aid team</p> <p>Excel orientation</p> <p>Summer Bridge workshop – Juggling it all</p> <p>UBMS students</p> <p>Racism: Going beyond the definition PART I – Fall 2017</p> <p>Racism: Going beyond the definition PART II – Spring 2018</p> <p>After Charlottesville: Monuments and public spaces</p> <p>Teaching in diverse classrooms</p>	<p>There has been several ongoing trainings, dialogues, and discussion forums on campus throughout the academic year. Topics explored ranged from LGBTQ+ issues to the intersectionality of financial aid and diverse student needs.</p> <p>Trainings, dialogues and community conversations will be streamlined on a <i>diversity and inclusion institutional calendar</i> for the academic year 2018-2019+</p> <p>A diversity and inclusion climate survey will be administered in fall 2018 to further assess Marian's policies and practices to enhance the campus climate.</p>

	<p>Retention summit – spring 2018</p> <p>Webinars/Conferences/Presentations</p> <p>Racial Climate on campus webinar – fall 2017</p> <p>Mental Health: Effects of Hate and Displacement – HEDIT conference 2017</p> <p>The Power to transform leaders and institutional climate – webinar 2018</p> <p>Microaggression – webinar 2018</p> <p>Creating inclusion: How ready is your organization for change? – webinar 2018</p> <p>Wisconsin CUPA-HR 2018 conference: Exploring Opportunities to Foster Diversity and Inclusion in Higher Education HR.</p> <p>WAICU – Multicultural Affairs Directors Group meeting</p> <p>Boys and Girls Club Fond du Lac Awards Banquet – spring 2017</p> <p>MLK Breakfast – spring 2018</p> <p>Boys and Girls Club Milwaukee – Dr. Koonce, Ben Soman and Dr. Briggs</p> <p>James Academy visit - Dr. Koonce, Ben Soman and Dr. Briggs (Spring)</p> <p>James Academy visit – Lisa Nicole Smith, Dr. Koonce and Dr. Briggs (Fall)</p>	
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	<p>Boys and Girls Club Greater Milwaukee - Dr. Koonce, Ben Soman and Dr. Briggs</p> <p>Ask Me Anything Series – Fall 2017</p> <ol style="list-style-type: none"> 1. Race and ethnicity panel of five 2. LGBTQIA panel of seven 	
<p>4. Community engagement</p>	<p>Community Organizations</p> <p>The Humanity Project</p> <p>Ebony Vision</p> <p>United for Diversity</p> <p>Community Opportunity Education</p> <p>Bread of Life Baptist Church</p> <p>T'COD</p> <p>Boys and Girls Club Fond du Lac</p> <p>HEDIT</p> <p>Girls on the Run</p> <p>St. Mary's Spring Academy</p> <p>St. Agnes Hospital</p> <p>St. Lawrence Seminary School</p> <p>Fond du Lac School District</p> <p>Fond du Lac high school</p>	<p>Our goal is to strengthen our relationship with these organizations by working collaboratively with them through programs, volunteerism and service learning opportunities for our students etc.</p>

<p>Campus partnerships</p>	<p>Campus ministry – Motivation message sent via <i>Week at Marian</i> Monday – 2th and 4th Mondays each month</p> <p>Ask me anything series –SPECTRUM – Race and ethnicity panel and LGBTQ panel fall 2017</p> <p>Title IX conference – Human Resources (HR) – Webinar was hosted by HR</p> <p>Website development – OMC, D&I Advisory Council, VP of Enrollment & Marketing communications – Diversity and Inclusion website</p> <p>Student engagement – six rotating sessions for diversity and inclusion during new student orientation – fall 2017</p> <p>Marian’s Student Leadership Conference – Spring 2018</p> <p>NSR – spring 2018 – D&I table</p>	
<p>Events/Partnerships</p>	<p>Sodexo – sponsored food for the Ask Me Anything Series</p> <p>Pizza with the President and international students – fall 2017</p> <p>Pizza party with ALANA student – fall 2017</p> <p>Diversity and Inclusion Smorgasboard – New student orientation</p> <p>SPECTRUM masquerade ball – fall 2017</p> <p>Business Club Christmas dinner</p>	

	<p>SPECTRUM – Poetry night – around eighty attendees</p> <p>Sodexo – <i>Food for your soul series</i> – spring 2018</p> <p>STRIVE Leadership brunch – spring 2018</p>	
<p>External Community engagement</p>	<p>New student orientation – Ebony vision and United for Diversity</p> <p>The Humanity Project – Sponsorship – brochures and marketing</p> <p>HEDIT – Annual conference – Speaker and organizer</p> <p>Fond du Lac high school Academic and Career Planning event – Keynote speaker – 350 seniors – spring 2018</p> <p>Fond du Lac high school Academic and Career Planning event – Marian hosted a breakout college panel session – 18 Marian students participated and represented the university well – spring 2018</p> <p>Agnesian Healthcare – Presenters – implementing diversity and inclusion on a system-wide level – spring 2018</p> <p>News Talk Fifty in Fond du Lac radio interview – collaboration with Sodexo – spring 2018</p> <p>Moraine Park Technical College – In-service retreat at their West Bend campus – spring 2018</p> <p>Celebrate Community – spring 2018</p>	

Where do we go from here?

1. The Diversity and Inclusion Advisory Council to the President will meet at the end of the spring semester of 2018 to assess and evaluate the progress of the 2017-2018 D&I strategic plan and decide next steps as they plan for the upcoming academic year 2018-2019.
2. A Diversity and Inclusion Climate Survey will be administered in the fall 2018 to assess the campus climate around cultural sensitivity and issues of inclusion etc. The data will be used to inform polices, programs, student support, and practices as we move forward.
3. The Office of D&I has hired a Student Assistant for the upcoming academic year 2018 – 2019
4. The office D&I is looking to collaborate WITH YOU, please contact me if you have any ideas or simply want to get involved as we all work towards fulfilling Marian's core values and mission to advance ourselves individually and collectively.

Any questions, comments, or concerns please don't hesitate to reach out:

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