



## 2015-2016 DIVERSITY PROGRAMS AND ACTIONS INVENTORY

This document is intended to highlight the University's noteworthy diversity programs and actions during the 2015-2016 academic year at a high level. It is not intended to be an exhaustive list of every diversity program or action. This inventory is organized into four topical areas, tracking the four dimensions of Daryl G. Smith's framework for diversity as set forth in the book *Diversity's Promise for Higher Education: Making It Work*.

**1. Access and Success of Underrepresented Student Populations** – This dimension is meant to focus on students as an indicator of an institution's success, or at least as one key marker of its progress with respect to diversity. Access and success involves identifying talent, enabling student achievement, and studying which students are thriving and why.

- Provided scholarships through diversity scholarship programs, including:
  - Two full tuition scholarships named after prominent diversity leaders in Missouri—James H. Buford and Dr. Donald M. Suggs;
  - The Multicultural Leadership Scholarship program, which recognizes up to 50 students each year with a \$5,000 per year scholarship award for four years;
  - The Multicultural Leadership Recognition Award, which provides scholarship dollars to outstanding students that did not receive the Multicultural Leadership Scholarship;
  - The Diversity in Education Scholarship program, which is designed to enhance diversity in the College of Education;
  - The Graduate Scholarships for Enhancing Diversity program, which recognizes up to 15 graduate students each year with a \$1,000 per semester scholarship for up to four semesters; and
  - McNair Scholar Graduate Assistantships, which provide a fee waiver and a stipend of approximately \$10,000 per year for two years.
  
- Implemented targeted GEP 101 sections for first generation students to improve retention
  
- Created a chapter of I'm First, a national organization for first generation students, to identify informational needs and to help match first generation students with faculty and staff mentors
  
- Through the Student Transition Education Program (STEP) and the Youth Empowerment Conference (YEC), the University hosted diverse middle school and high school students on campus, encouraged them to pursue an undergraduate education, and prepared them for success

- Maintained two full-time employees in the Office of Admissions whose primary duties include building intentional relationships with community based organizations and school counselors who serve the college readiness and planning needs of underrepresented students pursuing a four-year degree
- Targeted outreach to underrepresented prospective students, including:
  - Participation in college fair programs attended by schools serving underrepresented students such as the National Association for College Admission Counseling College Fair—St. Louis and the St. Louis Public Schools Fair, music program auditions, and other efforts in urban areas with significant African American populations
  - Provided admissions presentations and individual visits to schools throughout Missouri, Kansas, Arkansas and Illinois that serve underrepresented students and families
  - Hosted and provided admissions presentations for Trio and Upward Bound groups visiting Missouri State from State Fair and Crowder Community Colleges.
  - Recruiting diverse prospective students through the Spring Creek Arts Festival and through other activities in areas of northwest Arkansas with significant Hispanic populations
  - Providing prospective students from underrepresented groups with information about diversity scholarship programs
  - Targeted telephone calls to underrepresented prospective students and their families
  - Outreach program to school districts in Monett and Verona, communities with predominantly Latino student populations
  - Recruitment efforts by the College of Education with five historically black colleges and universities
  - Recruit prospective graduate students at McNair conferences, historically black colleges and universities, and other colleges and universities with large underrepresented populations
- Partnerships with college access programs to provide scholarships, mentoring, and resources to underrepresented students, including Kauffman Scholars, College Bound, Wyman Scholars, and College Summit

- Set a new record with 2,796 students from underrepresented groups in fall 2015. Enrollment of underrepresented students increased by 24.8% from fall 2012 to fall 2015. Those students make up 12.2% of the total student population.
- International student population grew with 1,667 international students representing 83 countries enrolled in fall 2015
- The Office of TRIO Programs provides numerous services to assist first generation, low income, and disabled students, including:
  - Tutoring
  - Peer Mentoring
  - Academic Advising
  - Equipment Lending
  - Cultural Exposure
  - Financial Aid Workshops
  - Financial Literacy Workshops
  - Study Skills and other academic workshops
  - Exposure to and promotion of graduate school
  - Summer programming for pre-college high school students
  - Pre-college advisement for disadvantaged youth
  - Financial Assistance
  - Computer access with free printing
  - A community resource handbook
  - Scholarship booklets
  - Interaction on behalf of students with the Office of Admissions, Career Services, Financial Aid, Counseling and Testing, and other campus offices
- Grants (other than TRIO Grants) supporting diversity efforts on campus:
  - **Default Prevention Grant** from the Missouri Department of Higher Education, which funds the Missouri State Real L.I.F.E. project. This is a comprehensive financial education program that encourages smart borrowing, goal setting, budgeting and saving for the future. Intent is to serve the student populations of first generation, first-time freshmen, transfer students, graduating students and students at risk of defaulting.
  - **University Partnership Program** from the U.S. Department of Health and Human Services via Research Foundation for the State University of New York. Multicultural Mentors conduct recruitment events for diverse students in the program and will mentor the students through shadowing and other interactions. The project has the potential to recruit more diverse students to the MSU School of Social Work.
  - **High Quality Care for All Children: Focus on special needs of foster and adoptive children and families** from the U.S. Department of Health and Human Services via the Missouri Department of Social Services and the Missouri Department of Elementary and Secondary Education. The Child Development Center will host staff and MSU student and community child care staff trainings on Foster and Adaptive Care needs, and Parents Night Our Events to support Foster and Adoptive families.

- **OLGA Transcription Project** from the Springfield Black Tie (local 501(c)(3) charity serving the LGBT community) to collect, preserve and make accessible their OLGA (Ozarks Lesbian and Gay Archives) Collection.
  - **Lumina Foundation Grant** focused on higher education attainment for African American, Hispanic and Euro-American students. Missouri State has partnered with Drury University, Evangel University, Ozark Technical Community College, Springfield Public Schools, the Springfield Area Chamber of Commerce, Community Foundation for the Ozarks, and other community organizations for this grant.
- The Office of Multicultural Services provides services, programs, and events to help students from diverse backgrounds succeed, including:
- Student Transition Education Program (STEP), an annual recruitment program focused on Latino students from Southwest Missouri and Northwest Arkansas
  - Youth Empowerment Summit, offered in partnership with the Lumina Foundation
  - GEP 101 Multicultural Scholars Section
  - IDS 118 Multicultural Scholars Section
  - Latino Leadership Institute
  - 100K Strong, an initiative to increase student mobility between the United States and Mexico
  - Peer-to-Peer Diversity Training Program for all Missouri State students and student organizations (set to launch fall 2015)
- The Office of International Student Services and the Office of China Programs provides services, programs, and events to help international students succeed, including:
- International Friends of Missouri State
  - International Week
  - International Student Household Goods Drive
  - Association of International Students, which hosts events including:
    - Halloween Party
    - International Banquet and Show
    - Latino Banquet
    - Thanksgiving Dinner
    - End of Year (Christmas) Party
    - International Sharing Day
    - Basketball Tournament
    - Soccer Tournament
    - End of Year Party
  - Numerous other students organizations, including the Indian Students Association, the Chinese Students and Scholars Association, the Chinese Student Leadership Program, and International Public Affairs Leaders which host events including Tarang, Chinese New Year Celebration, orientation events, and social activities
- Provided training through the Safe Zone program designed to equip students, faculty, and staff with resources to establish a safe and welcoming campus community for our lesbian, gay, bisexual, transgender, and ally population

- University Public Safety Officers met with international students to discuss cultural differences with police interaction, the criminal justice system, and crime prevention strategies
- The English Language Institute offers instruction to provide English language learners with skills for academic and career success
- Provided education and training, on and off the Springfield campus, to international business executives through the International Leadership and Training Center
- Jordan Valley Innovation Center staff participated in the NAACP Youth Empowerment Summit focused on exposing minority students to science and engineering education and careers.
- Continued to incorporate assistive technologies into laboratory, classroom and office environments, and monitored compliance with technology accessibility requirements on campus
- Sustained the College of Education's Hispanic Outreach program which teaches families in communities with large Hispanic populations how to support students' higher education and ensure students' graduation from high school
- Hosted Counselors to Campus program to bring school counselors from diverse school districts to Missouri State to develop strategies for enrolling more first generation students
- Matched first generation and underrepresented students with a mentor in their intended major as part of the College of Business corporate mentor program
- Established task forces to evaluate Missouri State's efforts with regard to recruitment and retention of underrepresented students and to evaluate the Multicultural Leadership Scholarship

**2. Campus Climate and Intergroup Relations** – The climate and intergroup relations dimension focuses on the campus climate for students, faculty, and staff and the degree to which people are indeed interacting across diverse groups. This dimension includes looking at the institution through a variety of perspectives, including not only those of race and ethnicity for students, faculty, and staff, but the perspectives of all identity groups.

- Conducted numerous diversity-related activities, events, and projects through the Office of Student Engagement (OSE) and Student Activities Council (SAC), including:
  - Laverne Cox presentation
  - Salsa Lessons
  - Diwali Celebration
  - Native Pride Dancers
  - Culture Shock

- Nikki Skies' "One Day White Woman" presentation
  - Candice DeLong presentation
  - Sushi Rolling Class
  - Discussions of cultural competence following Ferguson situation and the OU Sigma Alpha Epsilon chapter situation
  - Diversity exercises as part of Emerging Leaders and Centennial Leaders programs
  - Cultural competence presentation as part of the Distinction in Public Affairs program
  - Rebekka Armstrong HIV awareness presentation
  - Matthew Vines presentation on LGBT inclusion
- Conducted numerous diversity-related activities, events, and projects through Residence Life, Housing, and Dining Services (RLHDS), including:
- Life is Like a Box of Chocolates
  - How Diverse is Your Universe
  - Life in a Wheelchair
  - Diwali Celebration
  - The Hunger Banquet
  - Giving Voice
  - Snacking Around the World
  - Diversity Cupcakes
  - Exploring Stereotypes
  - Ice Cream-a-Polooza
  - TV Families
  - Happy Holidays Bulletin Board
  - The Stars of Social Justice
  - The Transgender Tipping Point by Laverne Cox
  - Let's Get Crafty
  - Salsa and Similarities
  - St. Patrick's (Irish Heritage) Party
  - Diversity Challenge
  - Help Humanity
  - Cupcake Diversity
  - Multicultural Problem Solving
  - African American History Month Bulletin Boards
  - Black History Month Pamphlet
  - Masks and Facts
  - Africa Exposed
  - Sickening Snacks
  - Stitching It Together
  - Scarf Making
  - Diversity Quilt
  - French Treats and Study Away
  - Speaking Out: Part II
  - Sushi a la Scholars
  - Transamerica
  - Diverse Volunteerism
  - King Clarentz and the Court Yard

- Big Gay Talent Show
  - Snowballs and Egg Nog
  - Black Herstory Month
  - Diving Deeper
  - The Candy of Life
  - Exploring Stereotypes
  - Cross the Line
  - Religion in South Asia Conference
  - Before and After Photoshop
  - Good Queen Fun
  - Tunnel of Oppression
  - (Dis)comfort
  - Interactive event in Garst Dining Center that focused on school lunch programs around the world and the impact of hunger
  - Student leader round table discussions on diversity-related topics, including poverty, mental health, heteronormativity, Islam in America, intersectionality, tokenism, and HIV/AIDS
- Maintained numerous diversity focused student organizations and conducted, hosted, or sponsored numerous other diversity-related student events and activities through the Office of Multicultural Programs and related campus departments and offices, including:
- Sister Circle
  - Belong B Que
  - Disability Awareness Month events
  - LGBT History Month events
  - Hispanic Heritage Month events
  - Women’s History Month events
  - Family Weekend BBQ
  - Native American Heritage Month events
  - Black History Month events
  - Asian American Pacific Islander Month events
  - Six Historically African-American Fraternities and Sororities
  - Association of Black Collegians
  - West Plains Campus Multicultural Mixer
  - West Plains Campus Cinco De Mayo Celebration
  - Project D.I.G. (Discovery, Involvement, and Growth)
  - Advocates 4 Disabilities
  - Student Athletes for Excellence (SAFE), which encourages student athletes to become ethical leaders by engaging the community and interactively promoting diverse opportunities
  - Leading in Education to Approach Latinos
  - LGBT Resource Center
  - Multicultural Resource Center
  - Veteran student lounge and a Veteran Student Services office
  - The Missouri Immigrant Experience Exhibit on the West Plains campus
  - Program titled “Meet Our International Students” on the West Plains campus
  - Presentation by Saman Perera on post-civil war issues in Sri Lanka on the West Plains campus

- Concert by the Chamber Orchestra Kremlin on the West Plains campus
  - Presentation by Deloris Gray Wood on the Missouri Trail of Tears on the West Plains campus
  - “Goodbye, Marianne” play presented on the West Plains campus
  - Reading by Dr. Tarif Bakdash from his book “Understanding Syria: A War Doctor’s Memoir” on the West Plains campus
  - Concert on the West Plains campus by the Irish band Caladh Nua
  - Student Diversity Training Team
  - We Heart Our Veterans Initiative
  - Untamed Tongues spoken word performance group
  - Student Council for Exceptional Children
  - God’s Chosen
  - Tough Table Talk sessions
  - Viewing of the film “Straight Outta Compton” and a march on the West Plains campus
  - Black History static display on the West Plains campus honoring African American inventors and legends
  - Film series on the West Plains campus featuring Aladdin, Lawrence of Arabia, Wajda, and Kite Runner along with a fashion show and food and clothing from the Middle East modeled by students
- Engaged in a number of actions to provide multicultural support following the shooting of Michael Brown in Ferguson, Missouri, including:
- Conducted facilitated dialog sessions with groups of students across campus
  - Collaborated with student organizations to host Speak Up events, Courageous Conversations on Race, and subsequent events to help students create and implement goals for city and University leadership
  - Collaborated with other community organizations on the Interfaith Prayer Service Remembering Michael Brown at Park Central Square
  - Consulted with city and community leaders on community-wide responses to the Ferguson situation
  - Discussed Ferguson situation at multiple meetings of various groups of staff throughout the campus to determine appropriate responses and implement appropriate student, faculty, and staff support
- Campaigns in residence halls on diversity-related subjects, including:
- “Globalization Impacts” poster campaign
  - “Social Justice Is” poster campaign
  - “Consent is Sexy” poster campaign
  - Monthly public affairs bulletin boards in Kentwood Hall have included topics such as:
    - Community Engagement
    - Stomp Out Hunger
    - Tunnel of Oppression
    - The Public Affairs Mission and its pillars
    - Gender Norms and Gender Identity
  - A campaign in response to racial slurs carved into Kentwood stairway railings included:

- Hall meeting with students to discuss behavior
  - Flyers in buildings to provide images of diversity in the building
- Conducted numerous diversity-related activities, events, and projects on the West Plains Campus, including a viewing of “Malcolm X”, a viewing of “Straight Outta Compton”, and remote and/or in-person participation in various diversity-related events on the Springfield campus
- Presented multiple presentations to student and employee groups on disability through the Disability Resource Center
- Marketed and coordinated Campus Recreation programs and activities to international students in collaboration with International Student Services
- Facilitated opportunities for cultural exchange during Campus Recreation outdoor adventure trips
- Collaborated with student organizations and community groups to provide opportunities for students and community members with disabilities to participate in recreational opportunities at the Foster Recreation Center
- Secured Maida Coleman, director of the Missouri Office of Community Engagement and former Minority Leader for the Missouri Senate, as the speaker for the West Plains summer 2015 convocation
- Sustained the Shattering the Silences program designed to promote campus-wide discussion of issues related to diversity and inclusion
- Incorporated diversity activities into wellness programs for faculty, staff, and students
- Hosted the annual Multicultural Festival on Martin Luther King Jr. Day in Juanita K. Hammons Hall for the Performing Arts
- Hosted programs by entertainers at Juanita K. Hammons Hall for the Performing Arts specifically intended to enhance cultural competence and appeal to a diverse audience, including concerts by the Senegal St. Joseph Gospel Choir and Julie Fowlis
- Provided sign language for at least one performance of each Broadway series presentation at Juanita K. Hammons Hall
- Students created The Black Bear, a student publication covering issues related to diversity
- Giving Voice, a student drama troupe that performs on cultural competence and diversity topics, performed at various events on the Springfield and West Plains campuses and throughout the community

- The College of Business matched first generation students with business mentors through its Corporate Mentor Program
- Informed Latino students about leadership and engagement opportunities through the Latino Leadership Institute
- Sustained the College of Education’s diversity initiatives, including:
  - A teacher candidate exchange program with Harris-Stowe University
  - A Memorandum of Understanding with the University of Arkansas, Pine Bluff (UAPB) to facilitate faculty and student exchanges for each institution’s diversity conference
  - Participating in a leadership summit between MSU and UAPB
  - MSU faculty presentations at UAPB’s Conference on Educational Access
  - A week-long student practicum in Montgomery, Alabama
  - Study away collaboration with Alabama State University
- The College of Natural and Applied Sciences maintained its Diversity Committee consisting of faculty, staff, and students that plan an activity to welcome new faculty in the fall and a picnic for faculty, staff, and students in the spring
- Hosted and/or sponsored meetings and events for diversity oriented organizations, including the Ozarks Hispanic Studies League championship, the Ozarks Foreign Language Association’s annual meeting, and the Asian Studies Development Program National Conference
- Co-sponsored annual events by the Hawthorn Chapter and the Springfield Metropolitan International Association of Administrative Professionals which focused on diversity with presentations by Juan Meraz on the documentaries “White Face” and “The New America”
- Promoted diversity landmarks during Public Affairs Week
- Expanded the Multicultural Resource Center in spring 2016

**3. Education and Scholarship** – The education and scholarship dimension focuses on the academic core of the institution. Questions about the research and teaching functions of the campus, in the context of the educational mission, frame this domain.

- Sustained academic programs specifically directed at diversity issues, including:
  - Diversity Studies minor
  - Disability Studies minor
  - African and African American Studies minor
  - Latin American Studies minor
  - Middle Eastern Studies minor
  - Native American Studies minor
  - Gender Studies minor

- Asian Studies minor
  - African American History courses in Springfield and West Plains
- Created and/or sustained numerous academic courses in other program areas that focus all or part of their curriculum on diversity-related issues, including:
- Oceanic Art
  - American Women in Art
  - Art in India
  - Islamic Art
  - Intercultural Communication
  - Communication and Diversity in the Workplace
  - Gender Communication
  - Writing for Social Change
  - Ethnic American Literature
  - African American Literature
  - Non-European Literature
  - African Literature
  - Case Studies in Mass Media
  - Media Analysis and Criticism
  - The Feminist Mystique
  - Asian Horror Cinema
  - Anime
  - Miyazaki
  - Media Theory
  - Social Media
  - Global Perspectives on Languages and Cultures in Society
  - Introduction to World Music
  - Theatre for Social Change
  - Giving Voice
  - History and Culture of the African American Spiritual
  - Introduction to Multicultural Education and Diversity
  - Creating Inclusive Campus Environments
- Published and/or presented numerous faculty articles and other research works on diversity-related topics, including:
- Norander, S., & Galanes, G. (2014). Bridging the gap: Difference, dialogue, and community organizing. *Journal of Applied Communication Research*, 42, 345 - 365. (Lead Article)
  - Norander, S. & Galanes, G. (2014). Communicating about race and diversity. *Communication Currents*, 9. Available at: <http://www.natcom.org/CommCurrentsArticle.aspx?id=5635>
  - Wahl, S.T. & Simmons, J.) (2014). Are diversity and inclusion efforts in higher education working? An intercultural communication perspective. *Communication Currents*, 9 (1), Available at: <http://www.natcom.org/CommCurrentsIssue.aspx?volume=9&issue=1>
  - Wahl, S.T. & J. Scholl (2014). *Communication and culture in your life*. Dubuque, IA: Kendall Hunt

- Wahl, S.T. & Norander, S. (proposal accepted). Race, Class, and Gender Dynamics in the College Classroom. In P. Witt (Ed.), *Handbook of Communication Science Vol. 16: Communication and Learning*. De Gruyter Mouton
- Wahl, S.T. (invited scholar/contributor) Scholarly Forum on Diversity. Published in *Communication Education*, 2015
- Brown, O.G., Hurst, B., & Hail, C. (in press). Early literacy: An artifact of cultural capital. *Critical Issues in Education Journal*.
- Brown, O. G., Mitchell, D. W., Mariott, D., Williams, E., Heeter, A., & Ingram, T. (Accepted, making corrections). Untangling institutional barriers for NPHC chapters' social programming: A critical race perspective. Oracle: *The Research Journal of the Association of Fraternity and Sorority Advisors*.
- Shoge, Kendra, "An Examination of the Occurrence of Racial Microaggressions and their Relation to Self-Esteem, Stress, and Racial Identity." (Masters of Counseling – Summer 2014). S. Brinson, Thesis Committee Member
- Faculty member Gilbert Brown served on Horton, M. June (2015) Master of Public Administration. Research emphasis: Education Public Policy Thesis: *The Effect of Student Characteristics on Leading Indicators of Academic Success*.
- Dr. Brinson composed reviews of high-quality, culturally responsive books (e.g. *All is Different Now: Juneteenth the First Day of Freedom* by Angela Johnson; *Gordon Parks: How the Photographer Captured black and white America* by Carole Boston Weatherford, and *Little Melba and Her Great Big Trombone* by Kathryn Russell-Brown) and provide developmentally appropriate strategies for use as curricula and culturally responsive pedagogy.
- Textor, Ali, & Brinson, S. A. (November, 2015). *Eyes wide shut: Awakening society to the perils of human trafficking*. Paper accepted for the 4th Annual Statewide Collaborative Diversity Conference, Springfield, Missouri. S. Brinson invited MSU undergraduate student to present a paper with her about the pressing civil-, and social issue of Human Trafficking and strategies to abolish it.
- Brinson, S. A. (2015). *Eradicating diversity, equity, and inclusion as an afterthought, a fleeting thought, and a superficial thought*. Paper accepted for the 2016 Hawaii International Conference on Education, Honolulu, Hawaii.
- Brinson, S. A. (2014). *Forgotten but not gone: Integrating African American literature into curricula*. Paper presented at the 60th Annual Conference for the International Literacy Association, St. Louis, Missouri.
- Smith, M.D. & Brown, O.G. "Identifying the Graduation Gap Scholarship Student-Athletes vs. Non-Scholarship Student-Athletes: A Case Study of a Masters Comprehensive University in a Heartland State" (On-Going).
- Brown, O.G. & Smith, M.D. "Passing the Baton: New and Traditional Challenges Facing African American Undergraduate Leaders" (On-Going).
- Smith, M. D. (2016). Walking the Tightrope of Academe with No Net. In Brenda Marina & Sabrina Ross (Ed.), *Beyond Retention: Cultivating Spaces of Equity, Justice, and Fairness for Women of Color in U.S. Higher Education*. Charlotte, NC: Information Age Publishing. (accepted in 2015 to be published in 2016)

- MacGregor, C. J., Smith, M. D. (2015). Bridge-building: Can EdD Redesign connect scholars and practitioners for Social Justice?. In Virginia Stead (Ed.), *The Education Doctorate (EdD): Issues of Access, Diversity, Social Justice, and Community Leadership*. New York, NY: Peter Lang Publishing.
- Hosted and/or sponsored numerous academic seminars, events, film viewings, readings, and the like related to diversity, including:
  - “Not yet Marrano: Levinas, Derrida and the Ontology of ‘Being-Jewish’” by Ethan Kleinberg
  - “Ain’t Servin’ Them Ungodly Silk-Hatted Fellers: World War I Draft Resistance in the Ozarks“ by Dr. J. Blake Perkins
  - "Tribes, States, and Landscapes: an archaeological perspective on human-environment interactions" by Scott Worman
  - "Is there a Jewish Philosophy?" by Vadim Putzu
  - "Venezuela -- The Oil Giant Enters the Post-Chavez Era" by Daniel Hellinger
  - "Boko Haram: Taming the Monster," by Bukola Oyeniyi
  - “Marcus Garvey and the Fallen Angel” by Robert Hill
  - Religion in South Asia Conference
  - “Chess Explains the World: a Theory of Globalization" by Torbjorn Wandel
  - "'They Don't Sing as they Used to': The Multiplicity of Music and Dance on the Southern Plantation" by Katrina Thompson
  - "The Saudi-Iranian Rivalry: Filling Contested Vacuums in the Middle East" by Dr. Matteo Legrenzi
  - “First Generation” film viewing
  - FIXED: The Science Fiction of Human Enhancement film viewing
  - Presentation by Tommie Mabry on his book titled “A Dark Journey to a Lift Future” on the West Plains campus
  - “Movin’ Up in the World,” an opera about a black elevator operator and his reaction to discrimination
  - “Soul Food” event with Pages Matam as part of the Untamed Tongues reading series
  - Any Given Child, a theater and dance performance promoting the arts for a diverse audience
  - “The Long Walk Home” film viewing
- Established a presidential task force to evaluate opportunities to expand the focus on diversity and cultural competence in Missouri State’s general education curriculum
- Selected “Kite Runner” as the common reader on the West Plains campus and provided multicultural programming for students connected to the book
- Selected “The Other Wes Moore” as the common reader on the Springfield campus and provided multicultural programming for students connected to the book, including hosting Wes Moore on campus to present the fall 2015 Public Affairs Convocation
- Hosted the Statewide Collaborative Diversity Conference waived fees for students to attend the conference on Student Day

- Hosted the Public Affairs Conference and Public Affairs Week which included presentations on diversity-related topics
- Included diversity and cultural awareness activities as part of the curriculum for Student Orientation, Advisement and Registration (SOAR), GEP 101 (First Year Foundations), and IDS 275 (Resident Assistant Seminar)
- Required sexual assault awareness and harassment training for all new undergraduate students
- Facilitated academic programs abroad through the Study Away Programs office
- Provided foreign language and cultural educational opportunities through the Modern and Classical Languages Department and the Foreign Language Institute
- Provided opportunities for international business professionals and students to learn American culture and business practices through the International Leadership and Training Center
- Ozarks Public Broadcasting's radio and TV services contributed to thoughtful community dialogue on diversity and global issues through regular news, public affairs, and cultural programming and through special local project development. For example, *Small World/Big Picture* highlights Ozarks residents from diverse backgrounds and OPT's Passport series (*Passport to China* and *Passport to Latin America*) features instructional language, cultural exploration and examines the University's ties to the global community.
- Developed the MSU Disability Oral History Project for presentation at conferences
- Co-developed a disability studies conference strand for the Association on Higher Education and Disability (AHEAD)
- Engaged in faculty exchanges and visits with universities in China, Haiti, and other foreign countries
- The Communications Department continued the RaceProject collaboration which researches individuals' real time responses to various forms of race-based audiovisual content
- Faculty members in the College of Arts and Letters presented a workshop to student services staff based on the faculty members' research pertaining to diversity
- Creative writing students worked with economically disadvantaged students at the Springfield Boys and Girls Clubs as part of their coursework

- The Missouri State Choral studied cultures and learned and performed songs in various languages, including Afrikaans, Sanskrit, Swedish, German, Italian, Latin, Norwegian, and Latvian
- Developed an internship program for undergraduate students majoring in Library Science at Lincoln University to intern at Meyer Library
- Students from the College of Natural and Applied Sciences attended the Women in Physics Conference and to the Women in IT Conference
- The School of Agriculture, in conjunction with TRIO, the Office of Admissions, and the Office of Diversity and Inclusion, hosted and operated the George Washington Carver Agricultural Academy
- Sustained the Center for Community Engagement (CCE) to support and advance the University's public affairs mission by increasing the University's involvement in local, regional, and statewide efforts at community engagement. CCE coordinates:
  - Experiential and service learning opportunities for students
  - Student community involvement and service
  - Publication of scholarship through the eJournal of Public Affairs
  - The American Democracy Project which is designed to produce graduates who are committed to being active, involved citizens in their communities

**4. Institutional Viability and Vitality** – The dimension of institutional viability and vitality focuses on certain key domains that build the institution's capacity and structures for diversity. Building capacity means developing the human and institutional resources and expertise to fulfill the institution's mission internally as well as to fulfill its mission for society. This dimension looks at the institution's mission, culture, human capital and expertise, core institutional processes, and perceptions of institutional commitment.

- Implemented a target of at least 20% of new hires being ethnically or racially diverse, international, disabled, of veteran status or a member of a group that is underrepresented within the hiring department. Based on the best data we have available, 78.9% of current employees hired in FY2015 identified themselves as Caucasian. 72.6% of current employees hired in FY2016 identified themselves as Caucasian.
- Established a Diversity Council to advise the President on issues related to diversity and inclusion
- Expanded the Multicultural Resource Center physical plant
- Retained Dr. Lori Patton Davis to consult on expanding multicultural services
- Increased budget for campus diversity and inclusion programs

- Developed implementation plans for recommendations resulting from the Campus Climate Study
- Established a Bias Response Team
- Implemented the Bear Connection new employee mentoring program to enhance staff-to-staff connection for new hires
- Established a University-based Mentoring, Support, and Partnership Program to provide support for junior faculty and staff members from underrepresented groups
- Established a Faculty Diversity Coordination Task Force and a Student Diversity Coordination Task Force to review and evaluate the University's diversity initiatives
- Evaluated and revised efforts requirements in particular job descriptions to facilitate a broader applicant base
- Evaluated and revised required skills and job experience requirements for particular job descriptions (including Job Family 1 positions, clerical positions, and public safety officers) to facilitate a broader applicant base
- Advertised employment opportunities through ads in newspapers with a racially diverse subscription base.
- Ensured compliance with federal, state and institutional policy guidelines that promote a non-discriminatory and harassment-free environment through the Office of Institutional Equity and Compliance (OIEC). OIEC's efforts included:
  - Investigating complaints of discrimination or harassment
  - Making policy recommendations
  - Advising units about hiring policies and processes
  - Offering mandated training within the University community
  - Ensuring educational and/or workplace support services for persons with disabilities
  - Collecting relevant data on applicants and employees
  - Monitoring compliance with the University's affirmative action initiatives
- Human Resources added one contact to Community Recruitment Resources, added a General Affirmative Action Recruitment Source, added a Minority Recruitment Source, added ten Disability Recruitment Sources, added seven Veterans Recruitment Sources and participated in the Veteran Connect Virtual Job Fair sponsored by the on-line Professional Diversity Network
- Continued the Faculty Diversity Composition Initiative under which three individuals have pursued or are pursuing a terminal degree
- Evaluated and modified the Applicant Tracking System to enhance accessibility for persons with disabilities

- Continued to ensure that the University's procurement and construction bidding practices comply with the Diversity Program Guidelines for Disadvantaged/Minority/Women Business Enterprises (D/M/WBE)
- Developed a flyer regarding D/M/WBE and made it available to all attendees of pre-bid construction conferences containing information about the University's D/M/WBE goals and requirements
- Worked with the Springfield Contractors Association to encourage D/M/WBE participation in University projects, and worked with the Missouri Department of Transportation to monitor compliance with D/M/WBE goals and requirements for each project
- Hosted a "Facilities Alert" blog on the Facilities Management website to notify the campus community of work or service interruptions in service or work that might impact accessibility.
- Established the Multicultural Support Committee as a standing committee on the West Plains campus and provided it with an annual budget
- Hosted a Diversity Reception at the West Plains Chancellor's residence and invited the West Plains Multicultural Support Committee, Administrative Council, and diverse faculty and staff
- Used website accessibility controls integrated into the University's content management system to ensure websites are accessible
- Prioritized and promoted diversity-related items on the University's social media and website
- Used photography, video, and language on University publications and media that is inclusive and representative
- Participated in the Public Entities' Diversity Initiative Working Group and the Public Entities' Diversity Initiative—Performance Measurement Subcommittee
- Consciously selected diverse hearing panels and hearing authorities for student conduct proceedings
- Implemented a diversity inventory tool for tracking and evaluating diversity-related activities and initiatives
- Published the Diversity Perspectives Newsletter
- Received the 2014 Higher Education Excellence in Diversity (HEED) Award

- Centralized funding for disability accommodations
- Required fulltime faculty and staff to complete compliance training programs titled “Preventing Discrimination and Harassment” and “Preventing Sexual Misconduct (Title IX)”
- Required some part-time staff and student employees (including residence hall staff, SOAR leaders, and others) to complete above-mentioned compliance training
- Faculty and staff representatives participated in and/or attended numerous training sessions, seminars, and programs addressing diversity-related issues, including
  - Session titled “Recruiting a Diverse Workforce” of the HR Supervisor Certificate Program
  - Trevor Project CARE training
  - Meeting of the Minds-Missouri conference
  - Foster Recreation Center staff training to assist patrons with disabilities in the pool, with fitness equipment, and other programs and activities
  - Diversity training seminars conducted by Dr. Pat Ashton and Wayne Williams for academic and administrative leaders in Springfield
  - Diversity training seminars titled “Dividing Diversity Differently” for all faculty and staff in West Plains
  - RLHDS session on *TV Families: Is TV getting more diverse?*
  - RLHDS session called BaFa’ BaFa’ which was a simulation to help staff members see what it might be like to visit a new culture and not understand cultural norms
  - RLHDS meeting with LGBT Student Services to talk to about supporting LGBT students and resources available
  - RLHDS staff attended the Speak Up event and following this event, processed and engaged in a facilitated dialogue
  - Office of Multicultural Services’ OUCH! Training which provides tools for faculty to enhance communication with all students and establish a welcoming environment
  - Session titled “Cross-Cultural Connections” in the University Staff Ambassadors program
  - Training by the Office of Institutional Equity and Compliance and the Disability Resource Center as part of the Public Safety Officer Academy
  - Facilities Management department-wide presentation by the Office of Institutional Equity and Compliance regarding avoiding workplace harassment and respecting the background and beliefs of others
  - Diversity training and “race talks” for residence hall staff
  - Presentation at Taylor Health and Wellness retreat by International Student Services to educate on interacting with international students
  - Presentation to Bookstore staff by International Student Services to educate on interacting with international students
  - Counseling and Testing Center training sessions and staff meetings have addressed diversity-related topics, including transgender issues, disability

- services, TRIO, and the ethical standards of the professional mental health professions as related to diversity
  - Presentation regarding gender diversity at Taylor Health and Wellness staff meeting
  - Presentation by Juan Meraz on diversity-related subjects at Taylor Health and Wellness retreat in summer 2015
  - RLHDS prepared and facilitated a simulation of the process international students experience when attending Missouri State University, and trained hall staff members to facilitate a *Who I Am* activity for spring 2015 RA training
  - Residential Programming Assistants took the True Colors inventory and had a conversation about how personality impacts communication and teamwork. The conversation included discussion about how values, home life, and personal experiences have shaped how we interact with the outside world and in groups.
  - Residence hall staff meetings on diversity-related topics, including Native Americans in America (specifically centered around professional athletic team mascots), the Homecoming Blackout, Buddhism, Everyday concerns of people in different parts of the world, Citizenship: Would you pass the test, and Coca Cola Advertisement Controversy
  - Faculty Center for Teaching and Learning sessions on disability accessibility in the classroom, including a session titled “Accessibility 101”
  - Training for SOAR leaders includes activities and discussions related to diversity topics, including privilege awareness, preparations and accommodations for underrepresented students groups
  - NODA National Conference Session titled “Mitigating Selection Bias in the Student Staff Hiring Process”
  - White Privilege Conference
  - Asian Studies Conference
  - Diversity training for Student Affairs Council
- Hosted, sponsored, or participated in and with numerous diversity-related community groups, initiatives, and events, including:
- Minorities in Business
  - Greater Springfield Race and Faith Collaborative
  - Brother 2 Brother
  - Diversity Initiatives Group
  - MODES
  - Springfield’s Impacting Poverty Commission
  - Good Community group
  - United Way of the Ozarks
  - Council of Churches
  - Every Child Promise
  - Diverse Students “Meet and Greet”
  - Dr. Martin Luther King Jr. March
  - Springfield Unity March
  - Lumina Foundation Grant
  - 50 Years Celebration of the “I Have a Dream” speech
  - Ferguson Support – Lives Matter
  - NAACP Annual Banquet

- NAACP Black History Month
  - Juneteenth Celebration of Freedom
  - Park Day
  - Student African American Brotherhood National Conference
  - Veterans Day programs on the Springfield and West Plains campuses
  - Housing Task Force for the City of Springfield, specifically with regard to universal design
  - Consulted on the development of The Frisco, Springfield's first universally designed affordable housing development renovated in a historical building
  - A Springfield History of Race and Faith
  - The Vanishing Black Male: Saving the Next Generation moderated discussion
  - The Path to Racial Integration at Missouri State University and in the Springfield Community panel discussion
  - Schools In: Life Lessons from Theresa Davis 2011 Women of the World Poetry Slam Champion, Educator, and Women's Activist
  - Boys Booked on Barbershops and Girls Booked on Beautyshops your literacy programs
- Constructed improved space for the Disability Resource Center, Access Technology Center, and TRIO programs in Meyer Library
  - The Student Government Association, Faculty Senate, and Staff Senate adopted resolutions in support of diversity-related topics, including gender neutral accessible restrooms and non-discrimination on the basis of sexual orientation and gender identity
  - The student body approved a Wyrick proposal for accessibility improvements in Plaster Student Union and Meyer Library
  - Engaged in residence hall and SOAR student staff recruitment efforts to specifically recruit diverse candidates
  - Asked interview questions for residence hall staff candidates specifically directed at determining whether the candidate would respond in a culturally competent manner to particular situations involving cultural, ethnic, and similar matters.
  - The College of Arts and Letters hired an instructor to focus on Global Studies recruitment and advising
  - Targeted a diverse group of executives to serve on the College of Business Advisory Council
  - Updated the Appraisal and Development Plan (ADP) website, added content to the ADP training, and created an ADP Response Team to assist supervisors and employees with developing a diversity goal
  - Developed a mechanism to monitor compliance with and progress on the ADP diversity goal

- Created a globalization task force and a diversity task force as part of University's visioning project
- RLHDS gathered information about diversity events and created a diversity calendar of upcoming events which goes out weekly to certain staff in the department. This email recently began to include a "consider this" segment containing information designed to challenge staff to consider a diversity-related subject.
- Required residence hall student staff to complete at least one public affairs program each semester
- The Disability Resource Center and Access Technology Center developed and facilitated an employee resource group for disabled employees
- Required Clifton StrengthsFinder testing for multiple groups of employees
- Inducted diverse nominees into the Missouri Public Affairs Hall of Fame
- Utilized the EthicsPoint Hotline to accept reports of alleged compliance issues
- No internal audits revealed discriminatory practices
- Hired Wes Pratt as the Chief Diversity Officer in January 2016
- Created the position of Associate Provost for Diversity and hired Dr. Gilbert Brown to fill the position in January 2016
- Appointed Dr. Eric Nelson as the Provost's Fellow for Faculty in the Faculty Center for Teaching and Learning with a focus on increasing accessibility for students with disabilities and universal design of all digital presentations.
- Created a Provost's Task Force on Instructional Access
- Modified textbook adoption processes to better assure that electronic, digital and web instructional materials meet accessibility standards
- Provide reasonable accommodations to individuals with disabilities through the Disability Resource Center, the Learning Diagnostic Center and the Office for Institutional Equity and Compliance