The Division of Diversity, Equity and Inclusion (DEI) successfully met targets that are in direct alignment with each University Strategic Priority, with progressive emphasis on Students First. These accomplishments illustrate the impact of the division's steadiness and fervor in making a difference in the lives of students, faculty and staff while promoting Kent State's vision, mission and values.
# MESSAGE FROM THE VICE PRESIDENT (1)

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Kent State Community:

One of the best parts of my job is celebrating the successes of our amazing students. This year I was awed by some of the biggest Karamu Ya Wahitimu and Lavender Graduation celebrations ever held at Kent State. The annual Karamu Ya Wahitimu has honored the achievements of our African-American, Latino and Native American students for over 20 years; approximately 1,500 parents, siblings and students attended.

I have every reason to believe the university will continue to celebrate record-breaking Karamu Ya Wahitimu events because of strategic, collective actions like those of the new Dynamic Engagement and Education of Diverse Students initiative (DEEDS), which draws on the passion and expertise of individuals from across the university to build high-impact programming that increases the retention and graduation rates of our students of color.

Our celebration of the largest ever Lavender Graduation, which honors the accomplishments of our LGBTQ students was also awe-inspiring. Our Lesbian, Gay, Bisexual, Transgender and Queer Student Center, Women’s Center, Student Multicultural Center and the Office of Sexual Relationship and Violence Support Services continue to be essential points of contact for students. These centers provide direct opportunities for leadership along with tools that encourage success to ensure the barriers faced by students will not stop them from reaching their full potential.

No matter the number of impactful programs we implement or empowering spaces we create, we realize the experience of any individual in our community is shaped by the people they meet during their time at Kent State. With that in mind, our Diversity Education and Training Lab offers a range of cultural competency workshops that reach students, faculty, staff and members of the wider community to build a more welcoming and inclusive environment where diversity is celebrated. This year, over 1,350 people took part in workshops including 200 who attended the Diversifying Faculty Seminar offered through our collaborative partnership with Academic Affairs.

Collaboration across our university and the region is a key theme in our work promoting equity on our campuses. Through partnerships with local K-12 schools, we are creating pipelines to bring qualified and passionate students from diverse backgrounds to Kent State. This year, 70 high school students participated in the Bound for Success program with their families, and over 300 students in grades five through eight have visited our university and imagined themselves as successful Kent State alumni.

Northeast Ohio is a region on the rise, and I am proud to be a part of a university that is committed to the student success and inclusive values that make our community grow. The 2015-2016 year was a great one for the Division of Diversity, Equity and Inclusion as we finalized results from the five-year Diversity Scorecard, continued to implement the University Equity Action Plan, and reached a growing number of students, faculty and staff on campus with creative and wide-ranging initiatives. I am looking forward to continuing this exciting trajectory into the coming year!

We hope you enjoy reading the 2016 Annual Report and welcome your feedback.

Alfreda Brown, Ed.D.
Vice President for Diversity, Equity and Inclusion
1. STUDENT CENTERS RESULTS: The centers serving women, African-American, Latino, Native American and the LGBTQ students all experienced high levels of participation in their programs celebrating culture, identity and achievement. These high-level initiatives infuse diversity throughout the university system and the regional community. For example, the Lesbian, Gay, Bisexual, Transgender and Queer Student Center counseled over 1,000 students, and the Student Multicultural Center served over 1,300 students.

2. DYNAMIC ENGAGEMENT AND EDUCATION OF DIVERSE STUDENTS (DEEDS): Developed and implemented through a strategic partnership with Division of Academic Affairs, DEEDS represents an umbrella strategy to ensure collective action focused on increased retention and graduation rates for students of color. This actively engaged committee consists of over 40 faculty, staff and students from across the university system.

3. GREEN DOT AT KENT STATE UNIVERSITY: Workshops on preventing power-based, personal violence reached nearly 1,000 faculty, staff and students. More than 30 overview talks to 500 community members and 10 workshops to 210 students built bystander intervention skills in the community.

4. FIVE-YEAR SUCCESS OF THE DIVERSITY SCORECARD: This universitywide initiative is focused on assessing educational access, first- and second-year retention, degree completion for African-American, Latino and Native American students, and hiring and retaining underrepresented faculty and staff to ensure that as a university we are always making progress toward diversity. The university met eight out of 12 scorecard diversity goals in Academic Year 2015-2016.

5. STRENGTHENED DIVERSITY AND CULTURAL COMPETENCY: Faculty, staff and students across the entire university system, as well as over 400 community members in the Northeast Ohio region, participated in facilitated diversity training and cultural competency sessions. Additionally, through a partnership with Division of Academic Affairs, over 200 faculty took part in Diversifying Faculty Seminars.

6. CLIMATE STUDY: Under the leadership of chairs Kathryn Wilson, Ph.D., and Shay Little, Ph.D., Kent State implemented its first climate study since 1999. Over 8,500 responses were collected and results will follow fall of 2016. Results will provide valuable insight into the experiences of members of the community at Kent State.

7. WOMEN IN STEM: A proposal was submitted to the Mathematical Association of America to create a gathering place for a critical mass of historically underrepresented female students studying math to have a space to form a sense of community and cultivate talent.

8. OFFICE OF GLOBAL EDUCATION AND KENT STATE UPWARD BOUND PARTNERSHIP: Twenty-one Upward Bound alumni were given the unique opportunity to travel to Italy and begin their college career at the Kent State Florence location.

9. PIPELINE WORK: Initiatives targeted 71 high school students and 325 fifth through eighth graders in preparing the Kent State students of the future. Through partnerships with schools in Cleveland, Lorain and Painsville, these pipeline initiatives laid the groundwork for a Kent State that reflects the diversity of Northeast Ohio.

10. GRANT OPPORTUNITIES: Through the University Diversity Action Council (UDAC), research grant opportunities were offered to Regional Campuses faculty. Projects were awarded a maximum of $1,500 for the academic year.
**Diversity in Numbers**

- 42 people were highlighted in the inaugural Flashes of Pride poster.
- 125+ were helped by the Women’s Center food pantry.
- 600+ attended the 14th Annual MLK Jr. Celebration.
- 96% of the 2015 Academic STARS cohort were retained to their second year.
- 25 Green Dot facilitators were trained to work with the campus community in preventing power-based, personal violence.
- 750+ faculty, staff and students participated in the Diversity Education and Training Lab.
- 3000 water bottles donated to the water crisis in Flint, Michigan.
- 325 Fifth through eighth graders visited the Kent Campus through Pipeline initiatives.
- 420 community partners participated in the Diversity Education and Training Lab.
- 100% of Upward Bound seniors achieved at the proficient level in Language Arts and Math.
- 8 out of 12 Diversity Scorecard goals were met.
- $90,565 awarded to the Office of Sexual and Relationship Violence Support Services from the Ohio State Attorney General to employ a full-time advocate.
- 1300+ student contacts made at the Lesbian, Gay, Bisexual, Transgender and Queer Student Center.
- $60,000 awarded in scholarships to students.
- $23,790 was raised for the Lester Lefton Persistence Award.
- 3000 water bottles donated.
- 1300+ student contacts made.
- 23% of new diverse classified hirers, up from 19 percent since 2010.
The Division of Diversity, Equity and Inclusion recognizes that embracing diversity is essential to sustaining an inclusive, nondiscriminatory, welcoming and highly productive workplace and learning environment for all members of the university community. As we work to attract, support and celebrate a culturally diverse student body, faculty and staff that reflects the multicultural reality of Ohio, the nation and our world, DEI is committed to creating an environment where all can thrive and be successful.

**Students First**
Creating a university environment that affirms, values and supports each student is a primary focus of DEI. Over the past six years, DEI has invested significant strategic resources in efforts to ensure the persistence of all students, with a major emphasis on underrepresented/undeserved students. The division is committed to working with constituents across campuses and within our greater community to promote the success of students.

**A Distinctive Kent State**
The Division of Diversity, Equity and Inclusion is committed to initiatives that broaden the definition of inclusion and focus on student recruitment, retention and completion, and leading-edge hiring practices. These initiatives bring undeniable distinction to Kent State’s forward-looking and inclusive footprint in the region.

**Regional Impact**
As a major educator, employer and developing international hub, Kent State has a broad impact on the region. Through the Diversity Education and Training Lab, pipeline initiatives and student centers, the Division of Diversity, Equity and Inclusion expands its expertise beyond the borders of campus to impact education, workforce development, community development, advocacy and infrastructure regionally.

**Global Competitiveness**
The Division of Diversity, Equity and Inclusion recognizes that global competency is a critical skill required in an interconnected world. Creating a relevant and engaging learning environment conducive to deepening understanding, exploration and knowledge of the world is the first step toward global competency. Through providing opportunities for faculty, staff and students to engage with people of all backgrounds, The division continues to support Kent State’s efforts as an international gateway to the region.

**Vibrant Future and Stewardship**
The Division of Diversity, Equity and Inclusion understands that a university must ensure a culture of continuous improvement. All its operations must align and support the Kent State core mission. To this end, the division is poised to lead the university in efforts designed to meet the needs of a diverse society and our institution of higher learning.
Provide inclusive and engaged living-learning environment where all students thrive and graduate as informed citizens committed to a life of impact

Priority 1: Students First

"The scholarship I’ve received from the Women’s Center has given me a means to keep going. Thank you, to all who have contributed to make this happen for my daughter and me. Words can’t express my appreciation."

— Taylor Williams, Senior Middle Childhood Education Major
The idea of putting students first is at the heart of the work of the division. The Women’s Center, Student Multicultural Center and Lesbian, Gay, Bisexual, Transgender and Queer Student Center have all expanded their programming, outreach and support programs for students from underrepresented groups to continuously and positively impact the retention rates of these groups. Initiatives like the Autism Task Force and the Student Diversity Action Council enhance student voices, empower leaders and create long-lasting strategic change.

Highlights of new initiatives to support student success include:

- The Office of Sexual and Relationship Violence Support Services (SRVSS) received a $90,565 Victims of Crime Act (VOCA) grant to employ a full time advocate who will focus solely on support services for those impacted by power-based, personal violence and outreach.

- The Diversity Toolkit, an educational resource used in First-Year Experience classroom, was developed by the division to assist students in gaining a broader definition of diversity and its importance at Kent State University. The curriculum gives instructors the tools to help students think critically, and process complex issues such as discrimination, bias and exclusion, and discuss strategies to improve inclusion and engagement within the community.

- Academic STARS, a retention and transition program designed for newly enrolled African-American, Latino and Native American freshman students, achieved a 96 percent first-year retention rate for the 2014-2015 cohort. Students in the program earn credits and develop leadership and study skills while attending freshman-level classes, community building workshops and cultural activities in the summer before their freshman year.

- The launching of the University Stewards in partnership with the Division of Student Affairs created a new pathway for students to access the services and support they need. A group of 12 high-level faculty and staff served as confidential, informal, neutral resources for support and referral.

“When I first started at Kent State, I felt discouraged and out of place because I was a single parent of four. I did not have or know about the resources available until I began to work with the Women’s Center. Now, I have a great support team that’s in my corner making my semesters easier. I am ready to take on my degrees with confidence knowing that with the right team failure is not an option.”

– Crisis Counseling participant
Kent State met eight of 12 scorecard diversity goals, including: increasing underrepresented freshman enrollment, classified new hires, first- and second-year retention of underrepresented minorities (URMs), first-year retention of tenure-track and nontenure-track faculty, and increasing the percentage of graduate degrees awarded to master’s and doctoral students of color.

- Enrolled 14 percent of underrepresented freshman students of color (up from 11 percent).
- Increased new, diverse classified hires to 23 percent (up from 19 percent).
- Maintained a first-year retention rate of URMs (71 percent), and increased the second-year retention rate of this group to 57 percent (up from 52 percent).
- Maintained the ability to retain 100 percent of newly hired, underrepresented nontenure-track faculty of color through their first year, and was able to increase the first-year retention of tenure-track, underrepresented faculty to 100 percent (up from 80 percent).
- Increased the percentage of six-year graduate rates of URM students to 33.8 percent (up from 30 percent).
- Increased the percentage of master’s degrees awarded to URM students to 9 percent (up from 6 percent).
- Increased the percentage of doctoral degrees awarded to URM students to 8 percent (up from 2 percent).
Drive innovation, idea generation and national distinction through top-tier academic and research programs including the recruitment and support of talented faculty and staff.

Priority 2: A Distinctive Kent State
A university that values a diversity of talents, opinions and experiences is well poised to be a national leader in innovation and research. The Division of Diversity, Equity and Inclusion’s work to recruit and retain diverse faculty and staff and create a campus climate that celebrates diversity promotes opportunities for new ideas to flourish. Our nationally recognized work helps to place Kent State on the map as a premier institution.

Some key accomplishments and new programs to build a nationally distinctive university include:

- Implementation of the first universitywide climate study in over 15 years. Chaired by Kathryn Wilson, Ph.D., and Shay Little, Ph.D., the study provides insight into the challenges and successes that students, faculty and staff experience at Kent State. Results are due in fall 2016.

- In collaboration with deans and department chairs, the Division of Diversity, Equity and Inclusion works to establish a recruitment pipeline for underrepresented faculty groups. To achieve this goal, representatives from the university attended the Southern Regional Education Board’s Doctoral Scholars Program and the Black Doctoral Network Conference.

- The Diversity Education and Training Lab was sought out for its expertise in cultural competency and facilitated workshops for community partners such as the Federal Bureau of Investigation, Department of Defense, Department of Veterans Affairs and the City of Kent.

“Thank you for educating our incoming resident assistants. The information shared will make our staff more capable of assisting our residents to feel comfortable and safe in their new homes.”

– Diane Platton, Residence Services
Advance Kent State’s impact and reach as a leading international university.

“\textit{I would like to thank the Division of Diversity, Equity and Inclusion for the scholarship that helped with my semester-long, study-abroad trip to Italy. Visiting Italy has been a dream of mine since the fifth grade, and with the aid of this scholarship I was able to achieve a childhood dream!}”

– Ashanté Price, Senior History Major
Priority 3: Global Competitiveness

By prioritizing the cultural competency of faculty, students and staff, we become a university poised to have an international impact. By building initiatives that encourage intercultural dialogue and enabling students of all backgrounds to experience study-abroad opportunities and global-education programs, the Division of Diversity, Equity and Inclusion is promoting a future in which international interactions and partnerships are a core part of any Kent State education.

Key accomplishments and new collaborative programs include:

- Created by the Interfaith Committee, the online “Global on Campus” calendar was developed to advertise programs and events with an international focus.
- Awarded 10 students with scholarships to assist with study-abroad fees, tuition and books.
- Implemented the Global Leadership Program to prepare students for living in an increasingly interconnected world. The cocurricular program emphasizes intellectual competency and diversity engagement through study and volunteer work.
- The Executive Director for Faculty and Graduate Student Retention, Inclusion and Success, was selected to present at the American Colleges and Universities 2016 Global Learning in College Conference.
- To date, 21 Upward Bound alumni have participated in the Kent State Florence Experience.

This past year, Tajee Anderson, became the first Upward Bound Florence Kent State graduate earning her degree in psychology with a 3.92 GPA. Tajee was able to graduate from Kent State in two years, in part, due to her Florence experience and intends to teach English in Korea next fall.
Priority 4: Regional Impact

Serve as the innovative engine and engaged partner to meet community needs and enhance quality of life in the region and state.
Priority 4: Regional Impact

The Division of Diversity, Equality and Inclusion is committed to helping to create a world where our students, current and future, will thrive. Our pipeline initiatives target local K-12 schools and collaborate with the Kent State Admissions Office to achieve college readiness and ensure that our university serves the region in all its diversity. Community partnerships also bring training and expertise to local entrepreneurs, nonprofit groups and service providers, and provide opportunities for students to connect with the community.

Key accomplishments and new programs are:

• The Bound for Success program engaged monthly with students and families at Lincoln West High School to establish pipelines with Latino families, targeting high schools and community partners in Cleveland, Lorain and Painesville.

• The Green Dot Bystander movement, which trains participants in culture change to prevent power-based personal violence, continues to grow. The program has increased its number of trained educators from five to 30, impacting many more in the community.

• The Division of Diversity, Equality and Inclusion Creative Team, a student-led design studio with oversight by division staff, established partnerships with local businesses and startups providing visual design, digital content and communication services to leverage their presence in the diverse community.

• Fifty Upward Bound students volunteered with community-based projects in child development, caring for the elderly, community revitalization and social services through the Upward Bound Helping Professions Affinity Community.

“I get prouder every time that I bring my students back to my alma mater. Thank you and the current Golden Flashes for sharing and pouring into the lives of our future.”

– Nate Reese, Educator, Woodbury Elementary School
KEY ACHIEVEMENTS

Priority 5: Organizational Stewardship

Ensure a culture of continuous improvement and the efficient stewardship of university resources and infrastructure.
Ensuring future growth at Kent State means connecting with our alumni. This engagement builds effective, strategic institutional practices that promote wellness, engagement and a culture of improvement. The Lesbian, Gay, Bisexual, Transgender and Queer Student Center, Student Multicultural Center and Women’s Center all have years of experience supporting the emotional and physical wellness of faculty, staff and students. The division is also committed to the financial wellbeing of our projects; our staff understands the importance of philanthropic engagement and external support.

Some new initiatives and key accomplishments targeting wellness and stewardship towards a vibrant future include:

- The Lesbian, Gay, Bisexual, Transgender and Queer Student Center was rewarded a grant to launch the QUEST Mentorship/Advocates program, which pairs freshman, sophomore and “newly come out” students with college graduates.
- The biannual mammography screening services, organized by the Women’s Center, is now a collaboration with University Health Services and has experienced an increase in participation.
- Spectrum, an affinity group for LGBTQ faculty, staff and allies will launch in fall 2016.
- Philanthropic engagement resulted in over $1,158,000 raised for divisional projects and initiatives.
Faculty Associates: Supports scholarship, recruitment and retention efforts focused on inclusion and the populations of diverse groups.

University Diversity Action Council: A partnership of university administrators, faculty, staff and students that seeks to foster transformative and sustainable concepts that further promote fairness and inclusive values.

Diversity Think Tank: Connects the expertise within the Kent State community to opportunities within the division’s Education and Training Lab to generate relevant research, analysis, action and policy.

Diversity, Equality and Inclusion Advisory Board: Advises and recommends strategies for the advancement of student diversity and inclusion, examines ways to highlight important findings and fund scholarships to aid in the persistence through graduation of underrepresented and undeserved students.

President’s Ambassadorship: Designed to bring distinguished local diverse professionals to share their knowledge and experience with the Kent State community.
20th Anniversary
The Women’s Center celebrates 20 years of service to the Kent State Community.

The INSIGHT into Diversity Higher Education Excellence in Diversity (HEED)
This award recognizes universities that demonstrate a commitment to diversity and inclusion. Kent State has won this award for the past three consecutive years.

Ebony Achievement Awards
Black United Students awarded the Male Empowerment Network, supported by the Student Multicultural Center, with the organization, advisor and president of the year awards recognizing their significant contributions to students.

The Chronicle of Higher Education
The Vice President for Diversity, Equity and Inclusion was featured in The Chronicle of Higher Education's Special Report, "What Does a Genuine Commitment to Diversity Look Like?".

Louis Brownlow New Professional Award
The assistant director for the Upward Bound Classic Program received this award for demonstrating exemplary service to the mission of TRIO programs.

Dorothy B. Nyswander Open Society Award
The Provost’s Faculty Associate in the Division of Diversity, Equity and Inclusion for the Women’s Center was recognized for embodying and promoting an Open Society, through research, practice and teaching.

Campus Pride Index
Kent State was rated 3.5 of five stars for creating a safe, inclusive, LGBTQ-friendly campus.

External Resources
Raised over $1,158,000 for divisional projects and initiatives.

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ALL ARE WELCOME.