

June 2023

Executive Report

EDUCATION & PROFESSIONAL LEARNING |
USU INCLUSION CENTERS

Diversity, Equity & Inclusion
UtahStateUniversity.

Charity Maeda Van den Akker
Education & Professional Learning
charity.maeda@usu.edu

Michelle Bogdan-Holt
USU Inclusion Center - Logan
michelle.bogdan@usu.edu

Cameron West
USU Eastern Inclusion Center - Price
cameron.west@usu.edu

Executive Summary

Diversity, Equity, & Inclusion Education & Professional Learning

Our Vision

Creating exceptional, accessible, and high-impact education and learning opportunities that contribute to an increased sense of belonging for all our USU communities statewide as the land-grant and space-grant institution of Utah.

Our Mission

We advance the goals of diversity, equity, and inclusion at USU by implementing, facilitating, and assessing educational initiatives, programming, and ongoing learning opportunities for all USU campuses in collaboration with academic colleges and administrative units. We provide guidance on learning resources, convene workshops, and facilitate community dialogues that promote inclusive excellence.

Our Objectives

- Provide greater leadership, support, coordination, and oversight for university diversity and inclusion initiatives on the Logan, Eastern, statewide campuses, and centers.
- Provide learning opportunities for students to develop multicultural awareness, knowledge, and skills.
- Increase multicultural consciousness and competency of faculty and staff.
- Improve inclusivity in external communities where USU campuses and centers reside.
- Improve accessibility and inclusivity in policies, procedures, forms, and general information.
- Increase the retention, persistence, and graduation rates of underrepresented students.
- Increase a sense of inclusion and belonging for faculty and staff from underrepresented populations.
- Improve recruitment procedures, resources, and information for faculty and staff.



Organizing, Executing, and Assessing

Creating Exceptional, Accessible, and Impactful Learning

From December 2022 to June 2023, we have been able to create and implement learning opportunities, processes and instruments to collect, analyze, and execute our mission of diversity, equity, and inclusion education at USU. Some of the major projects include:

- The DEI Division Newsletter
- The DEI Division Website - its pages - and a digital educational clearinghouse
- Tools such as the Digital Resource Library & Archives, centralized request form, and DEI undergraduate course list
- Building Common Language Glossary
- Formal lesson planning forms and an evaluation instrument that includes Fink's Significant Learning Model (to be used for division and Office of Equity learning events)
- Inclusive Hiring Toolkit, Appendices, Training, and Interview Question Library
- Curriculum consultation for USU 1010 and USU 7920
- Collaboration on Aggie Orientation Module 3, Peer Mentor Training, HR Onboarding/Orientation
- Collaboration on success coaching and peer mentor education (CPE program, Appreciative Advising Institute, Research Mentors, Mental Health First Aid certificate)
- Collaboration on Diversity Mentorship Badging and the Contra Power Dynamics Workshop series

3,334 contact points

DEI DIVISION NEWSLETTER

Over the course of 6 months (January - June 2023) we have grown our baseline subscribers by 25% with a open-rate of 51%.

>40 formal requests

DEI LEARNING OPPORTUNITIES IN THE LAST 6 MONTHS

72.5% requests related to LGBT+ specific topics

Organizing, Executing, and Assessing

Creating Exceptional, Accessible, and Impactful Learning

>430 attendees

SPRING 2023 WORKSHOPS

BLACKing Excellence, Contra Power Dynamics in the Classroom, LGBT+ 101, Allies Training, Trans Allies Training, Asset-Framing & Restorative Practices, Jewish Inclusion Seminar Series, and Building Cultural Competence & Moving to Cultural Humility.

*63% of attendees went to LGBT+ workshops

>20 departments & units

CO-DESIGNING PLANS & INCLUSIVE EXCELLENCE LEARNING DESIGN/EDUCATION

- USU 1010 Connections Curriculum Committee
- Human Resources
- Office of Equity
- USU Admissions
- Residence Life
- USU Statewide Leadership
- Biology department
- Honors Program
- University Advising
- USU Library
- USU Student Media
- USUSA
- Career Design Center
- Outdoor Product Development & Design
- USU Testing Center
- Office of Global Engagement
- Empowered Teaching Excellence
- Center for Instructional Design & Innovation
- College of Agriculture & Applied Sciences

Where are we headed?

Based on preliminary evaluation data, our goals for the upcoming academic year are...

Build and map an Inclusive Excellence Foundations Curriculum for USU

INCLUDE ASYNCHRONOUS & SYNCHRONOUS OFFERINGS

- Convene an advisory committee to include faculty, staff, students, and community members who will review, advise, market, and evaluate the curriculum and the corresponding programs
- Identify learners (audience) and learning outcomes for pathways/programming
- Build and map a curriculum to be converted into a micro credential in the future
- Build a reporting process for assessment and evaluation of the curriculum and programming
- Publish the Inclusive Excellence Toolkits:
 - Inclusive Hiring
 - Contra Power Dynamics in the Classroom
 - Inclusive Event Planning

Increase participation in learning

BETTER EVALUATION, TRACKING, AND SCAFFOLDED LEARNING

- Create an overall calendar and curriculum map of all diversity, equity, inclusion, belonging, and discrimination learning and work to get each in HR's LMS and Canvas
- Build and execute a marketing campaign for the educational clearinghouse
- Create a process to send and collect participant evaluations for every inclusive excellence learning opportunity
- Build a dashboard to report out on findings from the evaluation instrument monthly
- Conduct an annual audit of departments and units who have engaged in DEI learning
- Create a process to provide continued learning opportunities asynchronously after synchronous offerings have concluded

Executive Summary

USU Inclusion Center | Logan

USU's Inclusion Center at the Logan campus is now in its 13th year of operation. With the goal to create safe, welcoming spaces for all students, the center provides resources, services and programs that support holistic student success.

VISION

We support student success at the Logan campus through holistic and inclusive student-centered programming that enhances the academic persistence, personal growth, and social experiences of undergraduate students from diverse backgrounds.

MISSION

To cultivate a vibrant campus community where students, staff, and faculty are valued, where diversity of perspectives and identities are explored in a safe and respectful environment both in and out of the classroom to enhance service, unity, and leadership.

STRATEGIC PRIORITIES & OBJECTIVES

1. Evaluate persistence and completion rates of marginalized student populations and increase both, based on USU's KPI for performance, by 2029.
2. Foster a sense of belonging for undergraduate students from diverse backgrounds to be assessed each semester.
3. Provide increased connection to professional programs, mentorship, and development to increase self-efficacy and career confidence post-graduation.



Organizing, Executing, and Assessing

USU Inclusion Center - Logan | Utilization of Services & Resources

A critical part of our students' success is individualized support that allows them to thrive academically and personally. Our services in the center allow us to offer comprehensive academic support, promote professional development, and guide students in building leadership skills. **During the 2022-2023 academic year, the center had:**

>1,700 student visits

STUDENT LOUNGES & STUDY LABS

>1,100 hours

ONE-ON-ONE MENTORING AND SUCCESS COACHING

49 awarded

LEADERSHIP SCHOLARSHIPS

72 awarded

HARDSHIP SCHOLARSHIPS

173 events

87 STUDENT-LED EVENTS

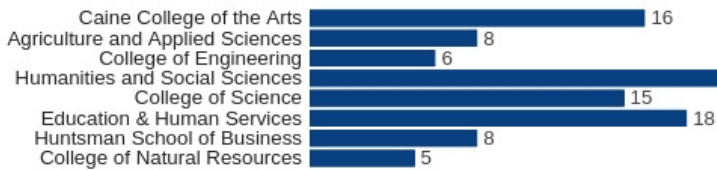
>9,300

EVENT ATTENDEES

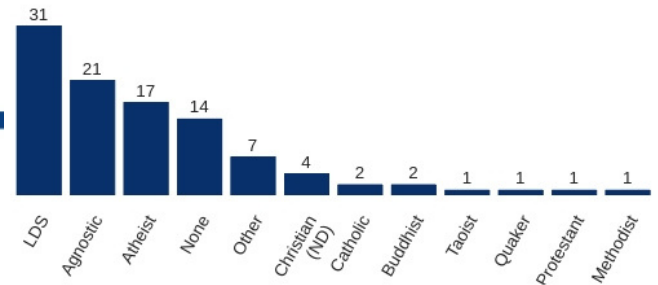
Organizing, Executing, and Assessing

USU Inclusion Center - Logan | Who are we serving?

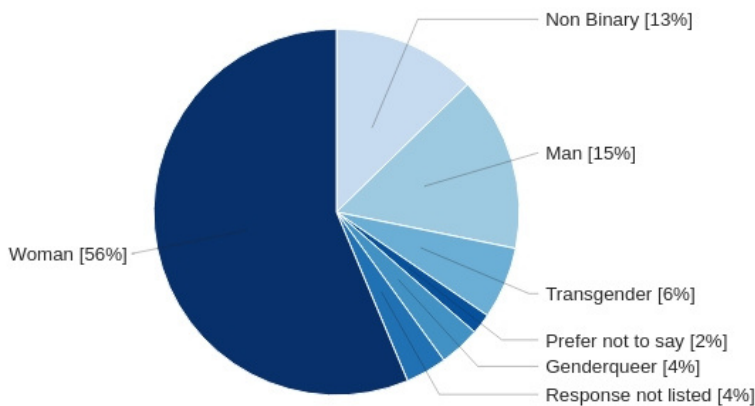
Which college at USU are students a part of:



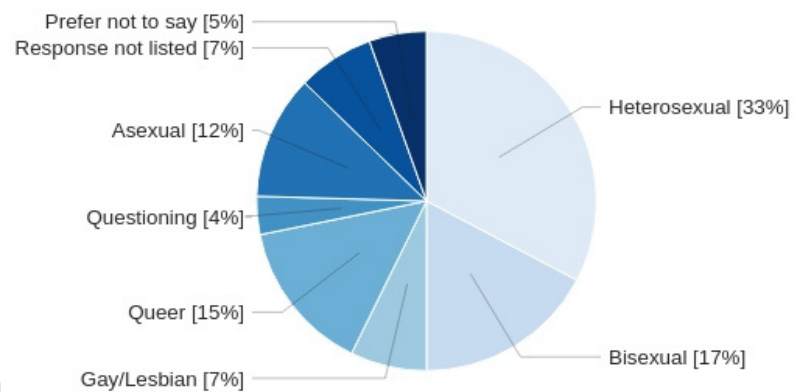
Students religious background



Students gender identity:



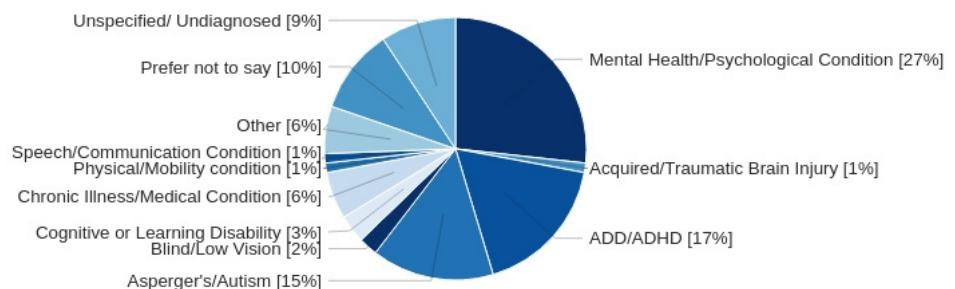
Students self-identified sexual orientation



Student identified racial/ethnic identity



Student identified disability or neurodivergence

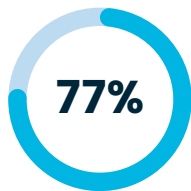


Organizing, Executing, and Assessing

USU Inclusion Center - Logan | Evaluation & Feedback



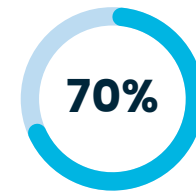
When asked how likely they were to recommend the Inclusion Center to a peer or friend, 82% of our respondents responded positively.



of students felt a sense of **belonging and social support** in the Inclusion Center



of students felt that the Inclusion Center was an important part of their **personal growth**



of students felt that the Inclusion Center fostered their **academic success**

What was the most impactful part of this semester?



"The gender-inclusive housing initiative has provided me with a safe and comfortable living space. Where I have made amazing queer friends. The LGBT+ and allies program coordinator also helped me in my search for gender-inclusive housing as well!"

"Safe space to go on campus! Great staff members that add to the positive and safety of the Inclusion Center."

"The body liberation series"

"Being part of NASC and being able to be in the center's environment"

"Going to ASA events and meeting friends"

"The most meaningful to me hasn't been any specific interaction but the creation of a space that I can feel comfortable in day after day, with all the variance that comes with that. It's just an excellent space to have on a campus where things often feel painfully homogeneous."



Where are we headed?

Based on program assessments and evaluation, the center is heading to new heights!

Increase persistence & completion

BY 2029 IN COLLABORATION WITH INSTITUTIONAL STRATEGIES

KPI's

- Evaluate and increase on-time student registration
- Evaluate and increase student engagement in Canvas (LMS)
- Evaluate and reduce academic change in standing
- Evaluate and increase academic progress

Foster sense of belonging

LOOKING AT STUDENTS FROM MARGINALIZED BACKGROUNDS

KPI's

- Increase first-year student engagement with center programming and services
- Increase sense of belonging, including utilization and integration within spaces
- Mid and post semester survey responses and participation

Increase connections to resources

PROFESSIONAL PROGRAMS, MENTORS, RESEARCH, ETC.

KPI's

- Increase funding and access for professional development and undergraduate research opportunities
- Evaluate and increase self-reported career readiness and career placement post-graduation

Executive Summary

USU Eastern Center for Diversity & Inclusion | Price

Where was the center at the beginning of the year?

At the beginning of the academic year (2022-2023) the Center for Diversity and Inclusion was dedicated as a safe space for students to have access to resources, food, and activities. The center was used for student leaders to prepare activities focused on promoting diversity, equity, and inclusion.

The Center for Diversity and Inclusion is funded through student fees. Student leaders make decisions for how the money is spent on events and services provided by the center.

What were the goals of the center at the beginning?

Our goals this year were to prepare and carryout activities for students centered around diversity, equity, and inclusion and increase awareness of DEI at USU Eastern as well as a celebrate world and regional cultures.

What evolved or changed throughout the year and why?

The Center for Diversity and Inclusion was moved under the newly created Division of Diversity, Equity, and Inclusion. The center has evolved to focusing on the importance of the events the center is hosting and correlating attendance to graduation and retention rates of students at USU Eastern.



Organizing, Executing, and Assessing

USUE Center for Diversity & Inclusion - Price

The USU Eastern Center for Diversity & Inclusion prepared and executed specific diversity, equity, and inclusion events during the 2022-2023 academic year.

Events focused on the following core areas:

- Hispanic Heritage
- Suicide Awareness
- Domestic Violence
- Bullying Prevention
- Asian American Pacific Islander Heritage
- Non-traditional Programing
- Native American Heritage
- Non-traditional Programing
- LGBTQ+ Awareness
- Religious Holiday Celebrations
- Black History
- Ability Awareness
- Women's History
- Diversity & Inclusion Programming

32 EVENTS (2022-2023)

*All events were planned, prepared, and executed by 6 USUSA leaders.

Fall - 12 Events

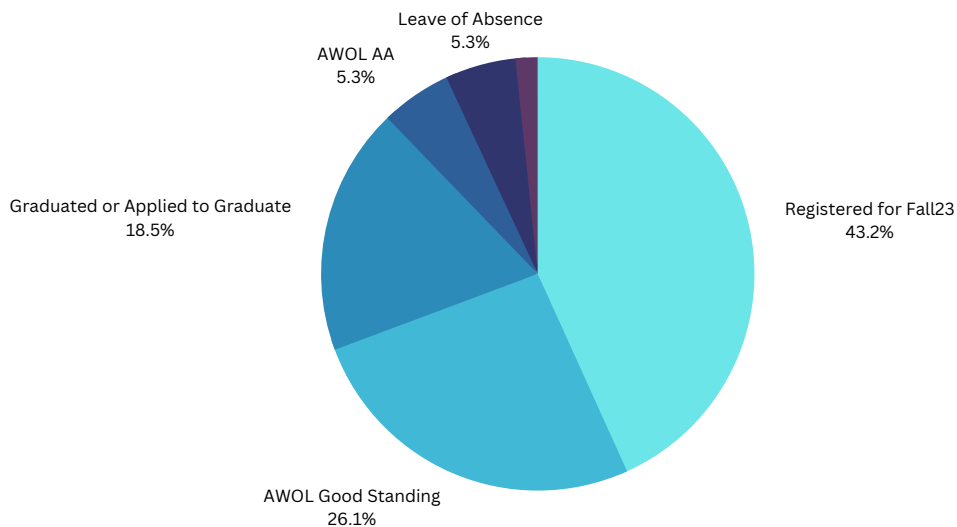
Spring - 20 Events

>881 PEOPLE ATTENDED EVENTS

Unique Individuals: >303 of enrolled students at USU Eastern attended at least one DEI event.

STARTING TO LOOK AT STUDENT RETENTION

With the data that we do have, we pulled a baseline of student information for June 2023. This graph represents the percentages of students who attended at least one center event and where they are in the USU registration process.



Where are we headed?

Based on assessments and evaluation, we are...

The Center for Diversity and Inclusion at USU Eastern is creating a strategic plan to produce data for programming and events. The strategic plan will create processes and pathways for better data collection from students at events. We are looking at tools like card readers to collect student information. We want to use attendance data to help us understand if our programming is meeting set objectives and student outcomes that include positive experiences at USU Eastern and increased retention.

There is no historical data from the center to measure any type of goals. We have limited data from this academic year. We hope to collect more data to incorporate better data driven decision making. This will allow us to set measurable goals that will increase our impact on students. We will be able to continue to track head count data to compare results from this past year to see if there are significant changes in student retention.

We can use the data to see which events and practices are high impact and evidence-based. We can work with student leaders to plan better events and administer stronger programs that can involve more of the general student body.