

June 2023

Executive Report

CAMPUS & COMMUNITY ENGAGEMENT |
USU LATINX CULTURAL CENTER

Diversity, Equity & Inclusion
UtahStateUniversity.

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Executive Summary

Diversity, Equity, & Inclusion Campus & Community Engagement

Our Vision

To engage, connect, and advance institutional goals for diversity, equity, and inclusion with the surrounding community, students, faculty, and staff to ensure, offer, and foster a sense of belonging statewide for all Utah communities as the land-grant and space-grant institution.

Our Mission

We ensure the goals of diversity, equity, and inclusion at USU by creating, offering, facilitating, and fostering ongoing community and campus engagement opportunities for all USU campuses in collaboration with academic colleges and administrative units. We coordinate with academic units and other student support services to increase student retention and enhance a sense of community and belonging; we provide leadership with campus units and colleagues to promote diverse and increased recruitment and retention numbers of faculty, staff, and student; we convene signature event learning opportunities; we facilitate community dialogues that promote inclusive excellence, and we work collaboratively with campus and community partners on pathway programs to promote USU's mission of excellence, access, and inclusion.



Executive Summary

Diversity, Equity, & Inclusion Campus & Community Engagement

Our Objectives

- Assist the Vice President in providing strategic leadership for division and its departments
- Supervise the Latinx Cultural Center establishing objectives, planning strategies, and implementing initiatives for operational success
- Collaborate and coordinate with academic units and other student support services to increase student retention and enhance a sense of community and belonging
- Provide leadership as the chair and organizer of the NCAA Equity framework
- Work collaboratively with K-12 and community partners on pathway programs to promote USU's goals of access for first-generation college students, low-income students, underrepresented communities,
- Provide leadership with campus units and colleagues to promote diverse and increased recruitment and retention numbers of faculty, staff, and students
- Establish opportunities for education and learning to promote a sense of belonging and inclusiveness for faculty, staff and students through signature event programming
- Develop and implement pathways for collaboration that increase mentorship and apprenticeship opportunities with alumni, career professionals, community leaders and organizations for underrepresented populations in Utah
- Oversee the implementation of employee resource groups in alignment with institutional goals



Organizing, Executing, and Assessing

Creating Exceptional, Accessible, and Impactful Engagement

From January 2023 to June 2023, we have been able to create and implement signature event opportunities, create spaces to foster a sense of belonging, raise donations towards events, and execute our mission of diversity, equity, and inclusion education at USU. Some of the major projects include:

- USU Women's Basketball Equality & Inclusion Game
- USU Soulfood event and fundraising
- USU Juneteenth event and fundraising
- USU Jewish Inclusion Seminar Series
- USU MLK Breakfast and Cache Community Connections collaboration
- USU Black History Month
- USU Women's History Month
- USU AAPI Heritage Month
- USU Pride Month
- USU Disability Heritage Month
- USU Ramadan
- USU DEI Awards
- USU Lu'au
- Utah Expect the Great 2023 with USHE Leadership
- USU Black History Month educational video
- USU Juneteenth educational video
- USU Affinity Groups
- USU DEI Engagement website-its pages-and the heritage months/days program
- DEI Co-Building Common Language Glossary
- DEI Inclusive Excellence Event Toolkit
- USU NCAA DEI Framework consultation
- Co-designing a plan for USU Inclusive Excellence and Learning & Action
- Collaboration with Admissions on LCSD & USU partnership
- DEI Campus & Community Engagement request form
- USU Juneteenth Listening Session Analysis
- USU Black History Month Listening Session Analysis

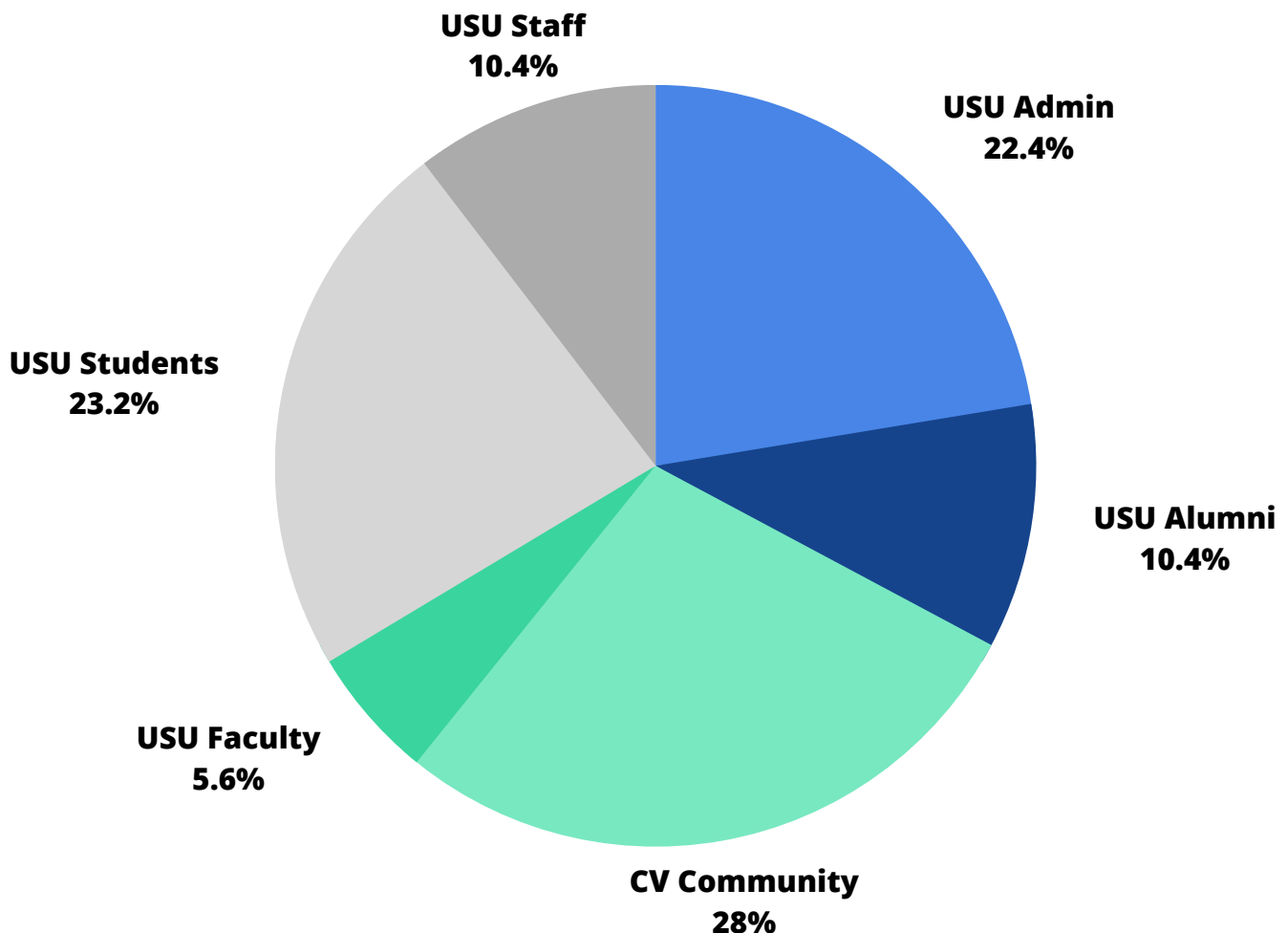
Organizing, Executing, and Assessing

Creating Exceptional, Accessible, and Impactful Engagement

>3,164 attendees

SIGNATURE & COLLABORATIVE EVENTS IN THE LAST 6 MONTHS

Juneteenth, Fiestas Americas, DEI Eastern Symposium, Lū'au, Jewish Inclusion Seminar Series, BLACKing Excellence webinar, WBB Equality & Inclusion Game, Spring Creek Middle School 7th & 8th graders, DEI Jon M. Huntsman School of Business



Organizing, Executing, and Assessing

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>110 formal requests

DEI CAMPUS & COMMUNITY ENGAGEMENT IN THE LAST 6 MONTHS

93% of requests related to aligning and implanting equity framework topics

>9,050 website page views

48% / 4,317 UNIQUE USERS

Women's Heritage Month website, USU Juneteenth website, USU Pride website, USU DEI Engagement website, USU Black History Month website, USU AAPI Heritage Month website, DEI Awards website, USU Jewish Inclusion website, Pasifika Student Union website, DEI USU Eastern Symposium website

6 affinity groups

ESTABLISHED THIS SPRING

12 events, 585 responses for interest in joining, 159 RSVP's, 1 website and request form created, 2 Slack channels

>14,360 individuals reached

VIA SOCIAL MEDIA & PORTAL ENGAGEMENT

Juneteenth, Women's History Month, DEI Awards

- Newsletter Portal Clicks: 494
- Aggie Parent & Family Podcast Downloads: 124
- Social Media Post Engagement: 520
- Social Media Post Reactions: 311
- Social Media Post Shares: 24

Organizing, Executing, and Assessing

Creating Exceptional, Accessible, and Impactful Engagement

>25 departments & units

CO-DESIGNING PLANS & INCLUSIVE EXCELLENCE CAMPUS & COMMUNITY ENGAGEMENT

- USU Orientation
- USU Admissions
- USU Residence Life
- Honors Program
- USUSA
- USU Latinx Cultural Center
- USU Statewide Leadership
- USU Career Design Center
- USU Outdoor Product Development & Design
- USU Office of Global Engagement
- USU Sustainability
- College of Agriculture & Applied Sciences
- Council for Deans
- USU College of the Arts Advising
- USU Athletics
- Center for Community Engagement
- Student Achievement Collaborative
- USU 1010 Connections
- USU Huntsman School
- Jon M. Huntsman School of Business
- Spring Creek Elementary School
- College of Humanities
- USU Event Services
- USU College of Humanities and Social Sciences
- USU College of Science

Organizing, Executing, and Assessing

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>\$70,767 Campus & Community Donations

SPRING 2023 DONATIONS & FUNDRAISING FOR EVENTS

Community Sponsorships:

- BLACKing Excellence, Morgan Stanley, Cache Community Connections, Church of Jesus Christ of Latter Day Saints, Al's Sporting Goods, Lee's Marketplace, Gossner's Foods, Sol Speak Yoga, Cache Valley Center for the Arts, Rent Dynamics, S.E. Needham Jewelers

Campus Sponsorships:

- USU Office of the President, USU Office of the Executive Vice President, USU School of Graduate Studies, USU Office of Research, USU Library, USU Statewide Campuses, USU Student Affairs, USU Event Services, USU Office of Equity, USU College of the Arts, USU Nora Eccles Harrison Museum, USU College of Agriculture and Applied Science, USU College of Engineering, USU College of Humanities and Social Sciences, USU College of Science, USU Emma Eccles Jones College of Education & Human Services, USU Jon M. Huntsman School of Business, USU S.J. & Jessie E. Quinney College of Natural Resources, USU Alumni and Advancement, USU Athletics, USU Center for Intersectional Gender Studies & Research, USU Research

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Juneteenth Listening Session Analysis

This listening session aimed to understand the experiences and relationships between Black alums and Utah State University. Listening sessions took place in the summer surrounding several events, including but not limited to the Juneteenth Event Series. Overall, three interviewers conducted focus groups ($n = 2$) of Black alumni ($n = 7$) that attended USU at different times and came from different geographic locations before and post-departure of Logan. Participants were recruited by one of the secondary interviewers. Participants were given consent instructions before the interviews, including a clause that noted that exiting the interview prematurely would not harm them. All participants gave consent before the interviews were conducted. Researchers conducted two focus groups ($M = 77.5$ minutes) separately. They consisted of three participants with two secondary interviewers in one group and four participants with one primary interviewer in the other.

Where are we headed?

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

Increase Student Retention and Enhance a Sense of Community and Belonging

COLLABORATE AND COORDINATE WITH ACADEMIC UNITS AND OTHER STUDENT SUPPORT SERVICES

- Collaborate with Student Achieve Collaborative, Academic Belonging & Learning Center, USU Registrar's Office, USU Admissions, and Student Financial Services
- Identify mutual interest projects and engagement outcomes for support services/pathways
- Establish shared goals and outcomes
- Build a map of mutual projects to work towards
- Establish assessment and evaluation methods of shared goals/outcomes

Promote USU's Goals of Access for First-Generation College Students, Low-Income Students, and Underrepresented Communities

WORK COLLABORATIVELY WITH K-12 AND COMMUNITY PARTNERS ON PATHWAY PROGRAMS

- USU Admissions, Collaborate with Student Achieve Collaborative, Academic Belonging & Learning Center, USU Registrar's Office, and Student Financial Services, local secondary school leadership
- Continue building and implementing the LCSD & USU partnership
- Collaborate with USU Admissions leadership on strategic plan, recruiting, and enrollment management
- Establish assessment and evaluation methods of shared goals/outcomes