



Office of Diversity and Inclusion Mid-Year Report

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DIVERSITY AND INCLUSION

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SUMMARY

Northwest is adopting the nationally known inclusive excellence framework. The Office of Diversity and Inclusion, at the halfway point of the year, has addressed significant actions across its operations related to planning and executing training and education, assessing policies and process, addressing space issues, facilitating new teams, addressing practices within human resources and employment, attending to external relations and tracking and using metrics and assessments. The office oversaw the distribution of a campus climate survey, it is now fully staffed, and it is aligning its operations with national standards.

PURPOSE

This Office of Diversity and Inclusion 2020-21 Mid-Year Report provides an update on the institution's actions at the half-way point of the academic year to enhance and address issues of race and overall diversity and inclusion on campus and in the Maryville community.

Any work associated with diversity and inclusion must be aligned with Adventure 2030, Northwest's strategic plan.

- Strategic Objective 1: Learners – Addressing changing learner needs
 - 1.3: Foster inclusive campus and community environments.
- Strategic Objective 3: People – Delivering on the best place to work
 - 3.1: Create and foster an inclusive environment where faculty and staff are engaged, empowered and valued.

CURRENT STATE ANALYSIS

Northwest has adopted an inclusive excellence framework to address and enhance issues of race and help close equity gaps on campus. Inclusive excellence creates an environment of awareness and appreciation of diverse perspectives, thus allowing faculty, staff and students to thrive. The inclusive excellence framework shifts the responsibility of creating and fostering an inclusive environment to the entire campus so responsibility of understanding and implementing the diversity mission is shared among all departments.

The inclusive excellence framework breaks down the actions into one of four categories:

- Access and success
- Climate and intergroup relations
- Education and scholarship
- Institutional vitality and viability

As Northwest continues to work on the Adventure 2030 strategic plan and the Diversity and Inclusion Action Plan, the inclusive excellence framework will help develop and frame actions to address and enhance issues of race and equity gaps into these four categories. The next step is creating an inclusive excellence team that will aid in creating the diversity and inclusion action plan that will guide the entire institution toward becoming an inclusive excellent campus. The actions created in the Diversity and Inclusion Action Plan will be framed under the four categories and will be assessed and measured.

OFFICE OF DIVERSITY AND INCLUSION

The Office of Diversity and Inclusion hired Brittany Roberts and Jessie Peter to assist Dr. Mallett and N'ninah Freelon in addressing and enhancing issues of race on campus. Brittany Roberts started Dec. 1, 2020, and Jessie Peter will start during the spring semester. The coordinators will help the Office of Diversity and Inclusion continue providing educational and programmatic events for all Northwest students, faculty and staff. The senior coordinator, Jessie Peter, will have an expanded role in helping incorporate the inclusive excellence framework and assisting in the development of the Diversity and Inclusion Action Plan.

The Office of Diversity and Inclusion has aligned with the national standards established by the Council for the Advancement of Standards (CAS) in Higher Education. Dr. Mallett and Provost Hooyman have identified an internal review team, and an internal review of the Office of Diversity and Inclusion took place during the week of Dec. 8-11, 2020. Associate Provost Dr. Jay Johnson has indicated that a report of the findings from the internal review team will be made available to the president, provost and associate provost of diversity and inclusion by the end of January. This report will be reviewed and will lead to external review of the Office of Diversity and Inclusion regarding CAS standards by independent reviewers during the late spring and early summer.

To gauge campus climate among Northwest students and employees, a campus climate survey was distributed to all students and Northwest employees on Oct. 12, 2020. The campus climate survey was administered through a third-party vendor, Skyfactor. The survey ended Oct. 31, 2020. Initial numbers show that 8.6 percent of our students (601 students) and 56.9 percent of Northwest employees (442 employees) completed the survey, and the data will be analyzed and shared with the Northwest Leadership Team and various leaders across campus by July 1, 2021.

TRAINING AND EDUCATION

In August, diversity awareness online training was deployed to all Northwest employees, Board of Regents, Foundation and Alumni Association board members. As of today, 99 percent of Northwest employees and 100 percent of all Regents, Foundation and Alumni Association board members completed the training.

A student version of the diversity awareness online training was deployed in September. Students had until the end of October to complete the training. The student training was sent to 7,747 students, and as of today, 37 percent of Northwest students have completed the training. The diversity awareness training has shown the institution that we need to start at a foundational level as it relates to diversity and inclusion. This training along with the enhanced workshops from the Office of Diversity and Inclusion will be important components to helping create and foster an inclusive environment.

The Office of Diversity and Inclusion has been providing various educational opportunities to Northwest employees and students while engaging the Maryville community on issues of race. Some of these educational efforts include:

- presentations about microaggressions (121 employees attended);
- presentations about implicit bias (130 employees attended);
- presentations about power, privilege and oppression (125 employees attended);
- Bearcat Diversity Book Club;
- a presentation about implicit bias to Maryville R-II School District;
- strategic planning with Maryville R-II School District;
- the creation of a Community Diversity and Inclusion Committee consisting of ministers, Chamber of Commerce, business leaders and Northwest retirees; the first meeting took place Oct. 29, 2020;
- a presentation by Dr. Mallett to the Missouri Association of Admissions Counselors and Registrar Officers about implicit bias on Oct. 29, 2020;
- engagement by Dr. Mallett in a collaborative effort with other state Black employees to relaunch the Missouri Association of Blacks in Higher Education and agreed to join the executive board as the vice president of programming;
- Dr. Mallett's appointment as Northwest's MIAA Athletics Diversity and Inclusion designee; he will represent Northwest at various meetings within the MIAA on issues of diversity and inclusion and enhancing it in athletics;
- meetings with every academic department, Faculty Senate, Student Senate, Provost Council, Student Ambassadors and other stakeholders to address issues of race and actions the University is taking to address issues and foster an inclusive environment.

POLICIES AND PROCESS

Dr. Matt Baker, vice president of student affairs, along with students and members of the Northwest community and Husch-Blackwell, the University's legal counsel, addressed the Student Code of Conduct and amended the policy regarding hate speech. The committee met five times and discussed the available possibilities of addressing hate speech at Northwest and creating a policy that provides standards of what is expected of a student when they are admitted to Northwest Missouri State University. On Dec. 10, 2020, the Board of Regents approved the amendment to the Student Code of Conduct policy. The updated policy is accessible at <https://www.nwmissouri.edu/policies/student/Student-Code-of-Conduct.pdf>.

The office of Title IX and Equity introduced the Bearcat Equity Program in August to provide a landscape for a bias-free and discrimination-free community and a reporting process for individuals to share any discrimination or bias. To date, we have received 15 reports of bias. The breakdown is as follows: race-9; religion-2; cultural bias-1; sexual orientation-1; accessibility-1; gender-1. All 15 of these cases have been closed. The Office of Title IX and Equity will publish ongoing updates on the Northwest equity website.

SPACE

Northwest alumna Karen Daniel visited the campus in October to look at various spaces and give feedback on what she desires for a space and to hear what Northwest can offer as it relates to space. We are asking Ms. Daniel back to visit with students in the spring about the space and their usage of the space.

While we are collaborating with Ms. Daniel on a resource center, the Office of Diversity and Inclusion has enhanced its focus on creating a sense of belonging for the current underrepresented students who are enrolled at Northwest. The Office of Diversity and Inclusion will have its own space to create a "home away from home" for our underrepresented students. This area will include a social area for students, a conference room where the multicultural student organizations can meet, and a barbershop/salon area where students can get their haircut and/or styled. The diversity and inclusion coordinators will be housed in this space and student employees will work in the area as well.

TEAMS

Northwest leadership has adopted the approach of “Listen, Align, Act” to address issues of race on campus and within the local community. During the listening phase, we have enhanced the Northwest leadership system to listen to issues of race through the creation of two teams.

- **President’s Diversity and Inclusion Advisory Team:** This team is comprised of students from the multicultural student organizations along with members of our affinity groups. This group meets to provide information to President Jasinski and the Northwest Leadership Team on issues of race and how to address it on campus and in the community. This group has met three times and has provided some important information about the student experience and how issues of race affect their overall sense of belonging.
- **Issues of Race Action Team:** This team is comprised of faculty and staff, and their primary task is to ensure action on issues of race at Northwest and ensure alignment with the Diversity and Inclusion Action Plan and the Adventure 2030 strategic plan. This team has met six times during the fall semester and started the process of addressing the Diversity and Inclusion Action Plan, which will be linked with the University-wide strategic plan, advising of underrepresented students, and analyzing the history of Northwest as it relates to issues of race.

HR AND EMPLOYMENT

Since the summer, Northwest has also enhanced its focus on the recruitment and retention of not only Black employees, but also all of our underrepresented faculty and staff. President Jasinski has taken time to meet individually with all of our Black employees, to listen and hear how our Black employees are doing at Northwest and within the community. The Association of Black Employees (ABE) has also been revitalized to help advance the issues and experiences of our Black employees while also providing a safe space for Black employees to gather for fellowship and discuss important topics and issues.

The Office of Human Resources is involved in addressing issues of race by extending its scope with job postings. Job postings are now placed in many national diverse publications (higherjobs.com, INSIGHT into Diversity, Journal of Blacks in Higher Education, etc.). Shifting our publications to a more diverse area has allowed Northwest to attract candidates who are more diverse. Since Jan. 1, 2020, Northwest has posted 68 positions and hired 64 of them, eight underrepresented minorities have been hired which is 13 percent of the hires. This 13 percent equals the current percentage of our underrepresented student population on campus. While we realize there is more work to do in this area, this has been a great start to further diversify our faculty and staff on campus.

EXTERNAL RELATIONS

During the summer, the Northwest Leadership Team, along with the associate provost of diversity and inclusion, identified key drivers that affect the overall graduation and retention of underrepresented students, specifically with Black students. One of those drivers is affordability. Dr. Jasinski immediately worked with the Northwest Foundation Board to raise monies to assist in helping underrepresented students. The first major gift was a \$1 million dollar gift to establish the Karen L. Daniel Legacy Fund, which will aid in the creation of a resource center for Black students, but will also be utilized for scholarship and trainings.

The Northwest Foundation Board has also made diversity and inclusion a priority, and donations were made during the Day of Giving campaign to enhance diversity and inclusion efforts and scholarship. We received \$16,000 for diversity and inclusion efforts during the campaign. The Northwest Foundation Board is also looking at aiding in increasing the enrollment of underrepresented students, specifically with our Latino/a/x demographic and is considering contributing additional monies so Northwest can enhance our partnership with the Hispanic Development Fund (HDF) and continue to enroll Latino/a/x students from the Kansas City area.

Northwest is also addressing enhanced diverse representation on both the Northwest Alumni Board and the Northwest Foundation Board. Both groups identified this as a need and worked to bring representation that is more diverse. During the fall, the Northwest Foundation Board announced Gina Smith to its board and the Northwest Alumni Board announced Kimberly Massey Heslop ('93), Terrance Logan ('07, '10) and D’Vante Mosby ('18) as new Board of Directors. Additionally, the University is encouraging diverse representatives to submit an application for the Board of Regents.

ACADEMIC PROGRESS

The fall 2020 semester grades were recently released and our underrepresented students performed well overall. Seventy-eight percent of underrepresented students had a GPA of 2.0 or higher, and 91 percent of students finished in good academic standing. The data also showed there must be some work with all of our underrepresented students who classify as freshmen.

METRICS AND ASSESSMENT

Metrics and assessment is an area that is new to many diversity and inclusion directors. Due to the functionality of the office, the typical metrics used were typically attendance at an event or a pre-test and post-test after a training or workshop. This process has now changed. To stay aligned with the institutional goals of Northwest, the Office of Diversity and Inclusion has incorporated the 4-UP process to create and assess goals and align them with the institution. Every department on campus has been asked to come up with goals within their 4-UP to assess diversity and inclusion within their specific department.

METRICS	FALL 16	FALL 17	FALL 18	FALL 19	FALL 20	GOAL	PERFORMANCE
1. Campus climate survey completion rate - students	13.1%	8.6%	11.1%	7.2%	8.6%	15%	
Campus climate survey completion rate - faculty/staff					56.9%	45%	
2. Percentage of students D/F grade report at 11 weeks			42.1%	41.7%	39.3%	40%	
3. Number of workshops offered to faculty/staff per semester				3	3	5	
4. Fall-to-fall retention rates - domestic underrepresented students	64.6%	79.4%	66.8%	63%	69.4%	65%	
Fall-to-fall retention rates - Black students	51.2%	68.2%	57.7%	59%	67.1%	60%	
5. Fall enrollment - domestic underrepresented students	12.7%	13.1%	12.8%	12.2%	12.2%	15%	
Fall enrollment - Black students	5.3%	5.0%	5.0%	4.7%	4.6%	5%	

CONCLUSION

Issues of race is a topic being discussed at every organization in the country, so this topic is not just specific to Northwest, and the collaboration with other entities along with our process of “Listen, Align, Act” has allowed us to gain a jump start in addressing many of the issues other institutions are facing. It is important for Northwest to continue and maintain the momentum we have created and continue to work diligently in addressing issues of race.

Through our “Listen, Align, Act” process, we have made some gains, but we will not relax as there are more barriers and years of oppression we must address. The fall 2020 semester has shown that we are committed to addressing and enhancing a diverse and equitable Northwest.

NEXT STEPS

As Northwest continues to address systemic and institutional racism, the Office of Diversity and Inclusion continues to follow actions that assist in making Northwest a more equitable and inclusive campus.

- The Office of Diversity and Inclusion has implemented the inclusive excellence framework to help create an institutional action plan that will guide the entire campus, including the Office of Diversity and Inclusion. The next steps include creating an Inclusive Excellence Action Team that will work to create action items to enhance and address issues of race and close equity gaps. The Inclusive Excellence Team will work during the spring to develop an action plan for the Northwest campus to implement starting July 1 before the fall 2021 semester begins.
- The Office of Diversity and Inclusion will align with the national standards set by the CAS in Higher Education. Once the internal review team submits the report, the next step will be an external review that will take place during the spring.
- President Jasinski is initiating two other teams in early 2021: Presidential Accountability Team on Race and the Scope of Action Team.
- Phase 1 reviews for equity mindedness are being conducted spring 2021 — Board-level policies and Faculty Handbook.
- The Office of Diversity and Inclusion will introduce trainings and workshops for students and community members to take part in the educational opportunities on microaggressions, implicit bias and power, privilege and oppression. The Northwest Leadership Team and the Senior Leadership Team are taking part in workshops on these topics.
- Collaborative work is being done with Northwest Affinity Groups (LGBTQ+, ALLY, Association of Black Employees, and Community Connections) to offer events and opportunities for Northwest employees to continue conversation and learning on issues of race.
- The Office of Diversity and Inclusion is engaging at the state level through the Missouri Association of Blacks in Higher Education to discuss issues of race and improving the pool of diverse candidates.

- Through the enhanced Northwest Leadership System, we will continue to listen to students, faculty, staff and alumni on issues of race.
- Dr. Mallett has been asked by the Associate Circuit Judge for the 4th Judicial Circuit, Robert Rice, to present on implicit bias and microaggressions to the regional prosecuting attorneys in January.
- The Office of Diversity and Inclusion is working on completing the annual report that will be available via the web to all stakeholders on July 1, 2021.