



N NORTHWEST MISSOURI STATE UNIVERSITY

**OFFICE OF
DIVERSITY AND
INCLUSION**

**ANNUAL REPORT
2022 - 2023**

Summary

Northwest Missouri State University has worked diligently to create and foster an inclusive environment on campus and within the local community. This report outlines the progress Northwest has made in creating an Inclusive Excellence Action Plan and a series of actions related to academic progress, training and education, space, teams, human resources and employment, external relations, and metrics and assessment. These collective actions are intended to strengthen Northwest's infrastructure regarding diversity and inclusion.

Purpose

This report provides an update on Northwest's actions to create and foster an inclusive environment on campus and in the local community. This report describes the current state of diversity and inclusion and actions that have taken place at Northwest since July 1, 2022.

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

- Strategic Objective Theme: Enrollment and completion-develop partnerships that foster a diverse and inclusive campus.
 - 2.2- Foster inclusive campus and community environments
- Strategic Objective Theme: 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

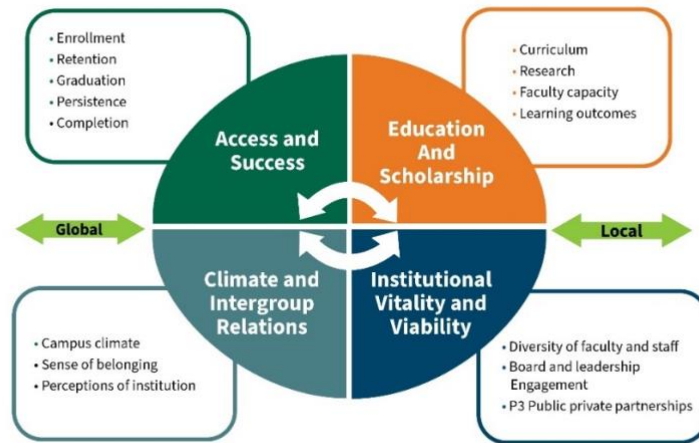
Analysis

This section addresses efforts during the 2022-2023 academic year related to academic progress, training and education, space, teams, human resources and employment, external relations, and metrics and assessment.

Office of Diversity and Inclusion

Northwest has adopted the Inclusive Excellence framework to enhance and foster an inclusive environment and help close equity gaps on campus. The Inclusive Excellence framework shifts the responsibility of fostering an inclusive environment as well as understanding and implementing diversity and inclusion initiatives to the entire campus community as opposed to one department.

The Inclusive Excellence framework breaks down the actions into four categories:



Northwest created an Inclusive Excellence action team to create an action plan that will guide the entire institution toward becoming an inclusive excellent campus. The Inclusive Excellence action team is comprised of 37 members representing areas on campus. The Inclusive Excellence action team met four times during the spring semester and primarily focused on creating action plans for each member's department. Each action plan needed approval of other employees in the department and by the Senior Leadership Team representative and Northwest Leadership Team representative.

At the beginning of the fall semester, each department had to submit the approved action plan to the assistant vice president of diversity and inclusion, and each action plan was reviewed and categorized by the Northwest Leadership Team leader. The action plan will now be reviewed for quarterly updates and for transparency; anyone can view the action plans online by visiting <https://www.nwmissouri.edu/diversity/inclusive-excellence.htm>. Each action plan will be updated and shared as part of the senior leaders 4-UP process and shared during the Inclusive Excellence update to the Board of Regents in the summer.

Jump Start program

During the 2022-2023 academic year, diversity and inclusion coordinators enhanced their outreach to historically underrepresented students by creating the Jump Start program. The Jump Start program helped nine domestic underrepresented students move in early in conjunction with three days of learning about resources on the Northwest campus, classroom expectations and exploring the city of Maryville. Each participant was awarded a scholarship worth \$800, and the experience allowed participants to gain initial knowledge about the University and community. Initial results from the Jump Start program included

- The average GPA during the 2022-23 academic year was a 2.98.
- The program lost one student due to homesickness, and one student was academically suspended (but is appealing to be reenrolled for fall).
- Four out of the seven students who completed the academic year saw an increase in GPA from fall to spring, and four students finished on the academic honor roll.

- The cumulative GPA for female participants was 3.30, and male participants had a cumulative GPA of 2.39.
- Eight students have indicated plans to return for the fall 2023 semester and will help with the orientation of new Jump Start participants.
- Due to its success, the Jump Start program will continue for the 2023-2024 academic year with 13 students invited.

Enhancing sense of belonging

Coordinators in the Office of Diversity and Inclusion enhanced their focus on creating a stronger sense of belonging among underrepresented students. Coordinators obtained access to Bearcat 360, which allows them to log notes regarding every touchpoint they may have with a student. They also enhanced programming for the Office of Diversity and Inclusion by hosting Dr. Robin DiAngelo and Inky Johnson visit Maryville for speaking engagements. These events were among the most-attended events at Northwest during the 2022-2023 academic year. These programs enjoyed strong collaboration throughout campus as offices have embraced the Inclusive Excellence Action Plan.

Coordinators are also working on enhancing sense of belonging through their programming efforts and connecting with alumni. The Office of Diversity and Inclusion collaborated with the Office of University Advancement to host Thomas Sanchez as a keynote speaker during Hispanic Heritage and LGBTQ+ History Months. We also hosted interactive events that generated diverse crowds. For Hispanic Heritage Month, we hosted Spice It Up and Salsa Magic, and Kimberly Cole was the keynote presenter for the MLK Peace Lunch in January (*pictured below*).



Academic progress

Fall 2022 was a semester of adjustment and change. Students continued adjusting to being back on campus in-person after the COVID-19 pandemic while adjusting to the social, physical and emotional adaptations to college life. The chart below shows the retention, persistence and graduation rates of Northwest domestic underrepresented students.

While the data shows some improvement, there is still work to be done to close the equity gaps between Northwest domestic underrepresented students and majority students. As Northwest continues to address areas needed to create and foster an inclusive environment, the expectation is that the overall academic success of underrepresented students will continue to improve as well.

Retention	Fall 2020- Fall 2021	Fall 2021- Fall 2022
Domestic Underrepresented	69%	75%
International	78%	80%
White	77%	80%
Unknown	65%	78%

Persistence	Fall 2020- Spring 2021	Fall 2021- Spring 2022	Fall 2022- Spring 2023
Domestic Underrepresented	89%	90%	91%
International	93%	96%	91%
White	93%	93%	92%
Unknown	92%	94%	97%

Persistence	Spring 2021- Fall 2021	Spring 2022 to Fall 2022
Domestic Underrepresented	83%	85%
International	88%	91%
White	90%	90%
Unknown	82%	90%

Cohort 150% Graduation Rate	Fall 2014	Fall 2015	Fall 2016
Domestic Underrepresented	39%	36%	37%
International	47%	41%	79%
White	58%	57%	56%
Unknown	75%	83%	63%

Average cumulative UG GPA	Fall 2021	Fall 2022
Domestic Underrepresented	2.86	2.99
International	3.32	3.41
White	3.16	3.25
Unknown	3.20	3.30

Average cumulative UG GPA	Spring 2021	Spring 2022
Domestic Underrepresented	3.03	3.01
International	3.40	3.41
White	3.23	3.25
Unknown	3.32	3.25

DFWI Rates	Fall 2021	Fall 2022
Domestic Underrepresented	N/A	19%
International	N/A	9%
White	N/A	12%
Unknown	N/A	4%

DFWI Rates	Spring 2021	Spring 2022
Domestic Underrepresented	18%	17%
International	5%	8%
White	12%	13%
Unknown	14%	12%

Hours completed	2020-2021	2021-2022
Domestic Underrepresented	29.1	29.7
International	31.1	30.5
White	30.7	30.6
Unknown	26.9	27.0

Training and education

As a part of annual training that all Northwest employees must complete, diversity awareness training was deployed in Aug. 1 2022, and closed on Sept. 15, 2022. As of May 1, 2023, 89 percent of Northwest employees (647 employees) completed the training. The following chart shows a breakdown of the completion of the online training:

Classification	# Completed	# Not Completed	Total EEs Assigned Training	Completion %
Exempt FT	232	25	257	90.27%
Exempt PT	6	3	9	66.67%
Faculty 9 Month	195	42	237	82.28%
Faculty PT	4	1	5	80.00%
Non-Exempt FT	206	12	218	94.50%
Non-Exempt PT	4	0	4	100.00%
	647	83	730	88.63%

The Office of Diversity and Inclusion also resumed the Social Justice Institute during the fall semester. The institute consisted of a monthly class lecture, followed by writing a reflection in Canvas and having the cohort group attend at least two events related to diversity and inclusion. During the 2022-23 academic year, participants totaled 60 total people (30 in the Thursday cohort and 30 in the Friday

cohort). The group shared positive feedback and enjoyed the experience of participating in discussions about enhancing the institute and possibly extending it for an entire academic year..

Through collaboration with the Office of Student Involvement, the Office of Diversity and Inclusion also launched the Justice, Equity, Diversity and Inclusion (J.E.D.I.) program. This co-curricular program allows students to obtain diversity awareness training in three different levels. Level 1 focuses on cultural competency and knowledge; Level 2 focuses on attending diversity and inclusion events and activities; and Level 3 focuses on application either through an internship opportunity or a semester abroad experience. As of May 5, 2023, 55 students have completed Level 1, including the entire Student Senate, which passed a bylaw to incorporate diversity training annually for Student Senate members, and three students have completed Level 2.

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

- Microaggressions and implicit bias presentation for dietetics students
- Implicit bias training for Student Senate
- Diversity and Inclusion/Title IX and Equity presentation to all University Seminar students.
- Microaggressions presentation for Student Senate
- Diversity training for University Advancement staff
- Inclusive language training for Student Senate
- Inclusive language training for the City of Maryville employees
- Power, privilege and oppression presentation for Student Senate
- Generosity core value presentation for Alpha Sigma Alpha
- Inclusive pedagogy presentation for St. Joseph School District Teachers
- Inclusive pedagogy presentation for St. Joseph School District Administrators
- Microaggression training for Northwest finance staff
- Implicit bias presentation for Tenneco
- Implicit bias presentation for Northwest Art Club
- Inclusive language training for University Seminar leadership group
- Diversity awareness training for students of Dr. Kyle Miller and Assistant Professor of Recreation Dr. Nina Adanin.
- Diversity and inclusion training for AALI Provost Academy
- Microaggressions training for Mosaic Life Care employees
- Implicit bias presentation for Campus Recreation student employees
- Implicit bias presentation Northwest Foundation Board of Directors
- Implicit bias presentation for Northwest Alumni Association Board of Directors
- Bearcat Diversity Book Club reading (“Biased” by Dr. Jennifer Eberhart)
- Bearcat Diversity Book Club reading (“Tell Me Who You Are” by Winona Guo and Priya Vulchi)
- Discussion about trans youth with North Star Advocacy Group.

Policies and processes

During the 2022-2023 academic year, Northwest put into action some items uncovered during a policy review conducted during the 2021-2022 academic year. Some of these items included placing gender neutral restrooms and signage in the B.D. Owens Library and on the third floor of the J.W. Jones Student Union.

The Office of Title IX and Equity continued to utilize Bearcat Equity to provide a reporting process for students and employees to share reports of discrimination or bias. Northwest received 15 reports of bias or discrimination during spring 2023 classified as race (7), national origin (2), disability (3), religion (1), gender identity (1) and pregnancy (1).

Space

The Office of Diversity and Inclusion (ODI) space continues to be a place of support for historically underrepresented students. The space allows students from historically underrepresented groups to have a “home away from home” while providing education and learning opportunities for all students and employees. The ODI space typically records anywhere from 80 to 100 unique visits per day and various departments have utilized the space for staff meetings; admissions-recruitment staff has made the ODI space a regular stop when hosting students and families on campus tours. Students and the staff have made sure all students feel comfortable coming into the space and allowing them to be their authentic selves.



Northwest continues its partnership with Doyle Irvin Jr., a barber at Tanner Salons in St. Joseph, Missouri, to provide haircuts to students and members of the Northwest community. The barbershop continues to be critical piece of the ODI space by offering haircuts to all students and community members on a bi-weekly basis. The barbershop averaged 17 visitors per say when it is open. This includes Northwest students as well as community members from within the region. The Office of Diversity and Inclusion has also offered free haircuts for students at least every other month.

Teams

Through our guideposts of “Listen, Align, Act” to address issues of race on campus and within the local community, Northwest has sunset some of its original teams and combined them to form a more aligned focus on accomplishing our overall goal of creating and fostering an inclusive campus environment for both students and employees. After receiving feedback from all of the teams, Northwest leadership and the assistant vice president of diversity and inclusion agreed to have the following teams guide us in accomplishing strategic objectives 2.2 and 3.1.

- Inclusive Excellence Action Team: This team is comprised of 38 members and has representation from every department on campus. This team meets monthly to discuss the overall Inclusive Excellence action plan and prioritize the strategic actions taken to address strategic objectives 2.2. and 3.1. Each member of the action team is accountable for working with their departments and creating an action plan for their department. The members must provide the metrics of their actions to the assistant vice president of diversity and inclusion so it can be updated on the University website.
- Campus Climate Advisory Team: Led by the assistant vice president of diversity and inclusion, the campus climate advisory team addresses campus climate in real time while determining the campus climate survey we may use in the future. Currently, the group is utilizing pulse surveys that are distributed to current on-ground students. The group utilizes information gathered through the pulse surveys to address current problems affecting the campus climate and sense of belonging on campus. For spring 2023, we will continue to use the Skyfactor survey. The survey is scheduled for distribution in early April, and results will be available in next year’s annual report.

Human resources and employment

The Office of Human Resources continues its work on recruiting and retaining underrepresented employees. Northwest has an interview process in place that allows all candidates interviewing for a job at Northwest to answer at least one mandatory diversity and inclusion question. This allows for all hiring committees to be able to rate employees on their ability to foster and enhance an inclusive environment.

As it relates to hiring at Northwest, as of March 7, 2023, 11.5% of all Northwest employees come from a racially underrepresented population. Since January 2022, eight underrepresented employees have left the institution. Five of the eight left the institution due to advancement opportunities. Below is a breakdown of the identities of Northwest employees:

Employee Ethnicity Counts as of 221101					
Prepared on March 8, 2023 (Employee Counts)					
	Men	Other	Women	Total	Percent
American Indian/Alaskan Native	2	0	2	4	0.56%
Asian	22	0	13	35	4.90%
Black	14	0	7	21	2.94%
Hispanic	2	0	4	6	0.84%
Multi-Race	6	0	10	16	2.24%
Native Hawaiian or Pacific Islander	0	0	0	0	0.00%
Non-Resident Alien	n/a	n/a	n/a	n/a	n/a
Not Reported	2	0	0	2	0.28
White	286	0	344	630	88.11%
LGBTQIA+	NA	NA	NA	NA	NA

The Office of Human Resources has engaged in understanding the role of student employment on the retention and graduation of underrepresented students. According to data starting Nov. 1, 2022, the racial ethnicity count of student employees is 11% (92 out of 645 people), while graduate assistants are 7% (6 out of 75 people). These numbers represent an increase in the total number of racially diverse hires of student employees. Human Resources has a racial diversity goal for employees of 11% percent, which will match the overall diverse student population of 11% percent. The following chart shows the identities of Northwest student employees.

Student Ethnicity Counts as of 221101					
Prepared on March 8, 2023 (Employee Counts)					
	Men	Other	Women	Total	Percent
American Indian/Alaskan Native	1	0	0	1	.12%
Asian	3	0	6	9	1.06%
Black	12	0	21	33	3.90%
Hispanic	7	0	20	27	3.19%
Multi-Race	4	0	17	21	2.48%
Native Hawaiian or Pacific Islander	0	0	1	1	.12%
Non-Resident Alien	48	0	31	79	9.33%
Not Reported	13	0	18	31	3.66%
White	187	1	457	645	76.15%
LGBTQIA+	NA	NA	NA	NA	NA

GA Ethnicity Counts as of 221101				
Prepared on March 8, 2023 (Employee Counts)				
	Men	Women	Total	Percent
Black	1	2	3	3.57%
Hispanic	1	0	1	1.19%
Multi-Race	0	2	2	2.38%
Non-Resident Alien	31	17	48	57.14%
Not Reported	2	1	3	3.57%
White	15	12	27	32.14%
LGBTQIA+	NA	NA	NA	NA

External relations

Northwest has continued to address diverse representation on both the Northwest Alumni Association Board of Directors and the Northwest Foundation Board of Directors. Both groups identified this as a need and have continued to work to enhance diverse representation. The Northwest Foundation Board of Directors added Bilal Clarence and Rodney Edge. Diverse representation on the Northwest Board of Directors remains at 16%. The Northwest Foundation Board of Directors and the Northwest Alumni Association Board of Directors also completed implicit bias training with the Office of Diversity and Inclusion. This is an action University Advancement put in its Inclusive Excellence Action Plan as a continuous action item.

The Northwest Foundation Board continues to make diversity and inclusion a priority, and donations during the Day of Giving campaign will enhance diversity and inclusion efforts and scholarship. Northwest received \$4,825 for diversity and inclusion efforts during the 2023 Day of Giving campaign.

In 2022-2023, Northwest continued its partnership with the Hispanic Development Fund (HDF) with a goal of enhancing the recruitment and retention of Latino/a/x students from the Kansas City area. Throughout the course of the year, Northwest recruitment coordinators visited 62 schools in the greater Kansas City area where HDF students attend. Northwest is referenced in the HDF playbook showcasing the institution and student scholarships available. The number of HDF matching scholarships increased from three to four and totaled \$3,000. HDF is working with our Admissions-Recruitment team to schedule a fall 2023 visit to campus for interested HDF students.

The Office of Diversity and Inclusion has continued its partnership with Mosaic Life Care to create a regional collaborative that addresses systemic racism within the region. The Office of Diversity and Inclusion collaborated with the Mosaic Diversity and Inclusion Committee to provide diversity awareness training for Mosaic employees. In return, Mosaic Life Care serves as a sponsor for key diversity and inclusion events on campus and helps provide additional educational opportunities in the areas of diversity and healthcare.

The Office of Diversity and Inclusion in partnership with the Office of University Advancement have also continued to engage with underrepresented alumni and connect them with campus. This spring, Devon Lee Brown and Dr. Leslie Doyle were honored during the Alumni Awards Banquet.

The Office of Diversity Inclusion hosted Thomas Sanchez as a keynote speaker for Hispanic Heritage Month and LGBTQ+ History Month. Kimberly Cole served as the keynote speaker for the MLK Peace Lunch. Northwest representatives conducted several conversations during the fall semester with underrepresented alumni, encouraging them to reengage with Northwest through their time, talent and treasures.

The first three recipients of the Karen L. Daniel Legacy Fund were awarded scholarships in spring 2022. Additional recipients have been selected and are receiving these awards. The recipients of the Alyce Cummins Future Educator Scholarship and the Claudean Daniel Trailblazer scholarship each received a \$6,000 scholarship that is renewable as long as they are enrolled as students at Northwest, and the recipient of the Leslie Doyle Leadership Scholarship received a one-time award of \$5,000

During the fall, the Office of Diversity and Inclusion received a \$30,000 grant (\$10,000 per year for 3 years) from the Missouri College Attainment Network (MOCAN) to help create a program geared toward enhancing the recruitment and graduation of racially diverse students. Northwest was one of 10 institutions to receive this grant, which was primarily used to help fund the Northwest Jump Start program; \$8,000 was allocated to provide scholarships for the nine students who participated. The remaining monies were committed to assisting the students in their adjustment into college life at Northwest.

Metrics and assessment

The Office of Diversity and Inclusion implemented metrics into its programming during the fall semester. Metrics primarily focus on attendance and satisfaction of programs attended. Through the work of the Inclusive Excellence Action Team, all departments have established diversity and inclusion goals that can be measured and assessed. Senior leaders report these goals through the 4-UP process.

The Office of Diversity and Inclusion is further understanding its role and purpose on campus and has shifted to assessing sense of belonging and campus climate data as its primary metric, which will be incorporated into its 4-UP report. Through the creation of an ODI dashboard created by the Office of Institutional Research and Effectiveness, these metrics should be readily available and will help guide the Office of Diversity and Inclusion for the next 5-8 years.

Conclusion

Northwest has shifted its focus from issues of race to a strategic objective of enhancing and fostering an inclusive environment on campus, striving to ensure diversity and inclusion is embedded within the infrastructure of campus. Through the work of various Green Teams and the Inclusive Excellence Action Team, the Office of Diversity and Inclusion realizes this work is ongoing and must be embraced by everyone.

Through the “Listen, Align, Act” process, we continue to make progress, but we cannot relax as we continue working toward fostering an inclusive environment for Northwest students and employees.

Next steps

- The Inclusive Excellence Action Team will continue to work on the Inclusive Excellence Action Plan. The Inclusive Excellence Action Team will work on creating action items for the prioritized objectives for FY24 and FY25.
- The Campus Climate Advisory Team will continue its work on identifying a campus climate survey that will provide effective feedback on what we can do to foster and enhance an inclusive campus environment.
- Through the guideposts of “Listen, Align, Act,” Northwest will continue to listen to students, employees and alumni on enhancing and fostering an inclusive environment.
- Northwest will continue to be transparent on how it addresses all issues of race with our campus and community partners.