



WICHITA STATE
UNIVERSITY

OFFICE OF DIVERSITY
AND INCLUSION

OFFICE *of* DIVERSITY AND INCLUSION

2019-20 ANNUAL REPORT





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MESSAGE FROM THE DIRECTOR

Dear students, faculty and staff,

I am please to present this annual report for the 2019-2020 academic year. This report provides an opportunity to reflect on our concerted efforts to advance diversity and inclusion at Wichita State University and share with you the strategies and accomplishments that contribute to success across our mission. We have faced such an unprecedented year, facing the challenges of a global pandemic. When COVID-19 struck our nation in February, I believe many of us were unsure what would come. In March, the entire state of Kansas went on lockdown, which Wichita State University had to pivot in its plans to working remote and providing services virtually for our students. No one really had any clear answers or plans for the future. However, our office was no different. We quickly re-arranged our programs and services to a virtual format, including our events, tutoring, specialized advising and even providing a virtual lounge for our students.

We were also in shock with a sudden shift of our university administration as well. Our newly hired president suddenly resigned and we had to shift into a perspective of continuing to serve students under the leadership of Interim President Muma. With the challenges of the pandemic, many of our programs and events had to be changed for Spring 2020. However, we continued to persist and did our best to enhance the student experience as much as possible.

I would like to commend my team for working hard and being innovative in reaching out to our students and checking in on them on a consistent basis during this past year. Without their commitment, the Office of Diversity and Inclusion could not have achieved and thrived under the most difficult situations. I am fortunate to have an outstanding team of individuals to helping students from diverse backgrounds, while fostering an environment for student success.



ALICIA SANCHEZ

Director
Office of Diversity and Inclusion
Wichita State University



OUR MISSION

The Office of Diversity and Inclusion aims to cultivate and sustain an inclusive campus that strives for academic success.

In the past year, Wichita State University has taken a number of important steps to expand on our diversity and inclusion efforts. Our community must commit to turning values into actions in our policies, practices and daily interactions. The report that follows identifies areas of progress and many of the resources that exist across the University to support diversity and inclusion efforts, highlighting particular events and accomplishments of the past year in the department and the impact we made on our students.

Although we know that much work remains to be done, we are making strides in fulfilling our commitment to strengthen diversity and inclusion at Wichita State University.

ABOUT THE OFFICE



The **Office of Diversity and Inclusion** takes pride in creating and maintaining connections with various communities outside of campus and within Wichita State University. Our office cosponsors many different functions through these partnerships in order to provide our institution more variety and higher quality in multicultural events and programs. We provide dynamic programs, which range from speakers and documentaries to award ceremonies and cultural festivities – each representing a small piece of the diversity displayed on the WSU campus.

Throughout the year, the office offers an array of **academic, cultural, social and outreach programs**. In student programs and organizations like Promoting Academic Student Success, Ambassadors for Diversity and Inclusion, Men of Excellence and Phenomenal Women, students are given the opportunity to learn more about diversity and the resources available to provide a more rewarding college experience.

Diversity has a positive impact on all students. In fact, when students identify their college campus as a nondiscriminatory environment, underrepresented students feel a greater sense of belonging and majority students show greater support for the University's diversity efforts. Here, we highlight several benefits when students engage with our office:

- Successful student transition to college life and introduction to campus resources, such as our computer lab to enhance student learning
- Opportunity to meet friends and connect with other faculty and staff
- Support systems for academic success
- Unique leadership opportunities inside and outside of the University
- Cultural awareness to work and lead in a diverse world

MEET OUR STAFF

The Office of Diversity and Inclusion is staffed with an outstanding team of individuals dedicated to helping students from diverse backgrounds into campus life, to foster an inclusive environment for student success and support the retention and academic success of underrepresented students. In addition, our student employees provide the much needed support to the daily activities of the department.

PROFESSIONAL STAFF



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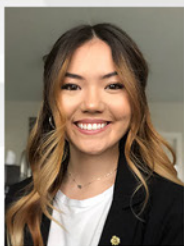
JAMEY ROBERTI

Retention Specialist

P: (316) 978-3977

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STUDENT STAFF



Jade Mursch
Marketing Intern



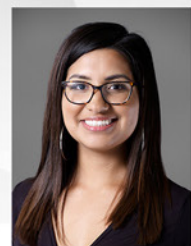
David Garcia
Marketing Intern



Cameron James
Student Assistant



Octavio Nunez
Student Assistant



Maribel Sanchez
Student Assistant



Kenzie Borland
Student Assistant



Aaron Mounts
Student Assistant



Daniel English
Graduate Intern

TUTORS



Jannet Balderrama
Tutor (CRLA Level 0)



Brandon Benavides
Tutor (CRLA Level 0)



Kara Fischer
Tutor (CRLA Level 0)



Maria Jimenez
Tutor (CRLA Level 2)



Timothy Johnson
Tutor (CRLA Level 0)



Jada Khim
Tutor (CRLA Level 1)



Vidisha I. Liyana A.
Tutor (CRLA Level 1)



Tanicha Ongalah
Tutor (CRLA Level 0)



Caleb Strong
Tutor (CRLA Level 2)

ACADEMIC MENTORS



Brian Harris
Academic Mentor



Zacchaeus Heyward
Academic Mentor



Courtney Price-Dukes
Academic Mentor

PEER MENTORS

Our peer mentors also served as Passage Leaders during Passage 2 Success. These student leaders took on a year-long commitment to focus on the academic success and retention of students within Promoting Academic Student Success.

Luis Banda
Peer Mentor

Perla Ibarra
Peer Mentor

Elise McCoy
Peer Mentor

Tatyana Miner
Peer Mentor

Aaron Mounts
Peer Mentor

Courtney Price-Dukes
Peer Mentor

Maribel Sanchez
Peer Mentor

Neiman Thompson
Peer Mentor

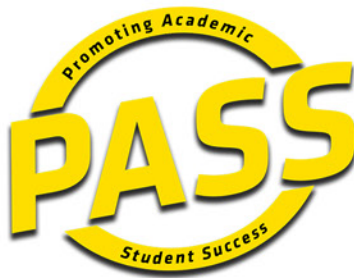
Rafa Uribe
Peer Mentor

Kameron Williams
Peer Mentor

Brittni Winter
Peer Mentor



OFFICE HIGHLIGHTS



RE-BRANDING MULTICULTURAL STUDENT MENTORING PROGRAM

In effort to align with the office's mission and values, the Office of Diversity and Inclusion underwent changes in re-branding the Multicultural Student Mentoring Program to Promoting Academic Student Success. Promoting Academic Student Success (PASS) is a program that facilitates the retention, academic success, holistic development and timely graduation of all underrepresented students at WSU, through academic support services, educational and cultural programming, interpersonal relationships and mentoring.

25,794
TOTAL OFFICE VISITS

2,122 NUMBER OF
UNIQUE VISITORS
2,345 AVERAGE VISITS
PER MONTH*

* The number of visits and total office visits were drastically much lower due to the COVID-19 pandemic. Unfortunately, this pandemic affected many areas of the university and with the transition to asynchronous learning, many students were not on campus during the academic year.



\$54,466

Approved from Student Government Association for 2019 Budget to fund LGBTQ+ Coordinator position and Passage 2 Success



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KEYNOTE
SPEAKERS

FEATURED SPEAKERS:
SCHUYLER BAILER, KAT LAZO, HAROLD WALLACE III,
NYLE DIMARCO, ANTHONY HINTON, DR. SARAH DEER

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**EVENTS HOSTED
THROUGHOUT 2019-20
ACADEMIC YEAR**

SOCIAL MEDIA BY THE NUMBERS

AS OF 5/31/2020



2,310 LIKES



1,756 FOLLOWERS



1,216 FOLLOWERS



57 SUBSCRIBERS

DEMOGRAPHICS & DIVERSITY OF UNDERGRADUATE STUDENTS

OFFICE OF PLANNING & ANALYSIS

40%

FIRST-GENERATION
COLLEGE STUDENT

25.8
AGE IN YRS
(MEAN)

AMER. INDIAN & ALASKAN NATIVE	0.6%
ASIAN NON-HISPANIC	6.6%
BLACK NON-HISPANIC	5.9%
HAWAIIAN	0.1%
HISPANIC	12.7%
WHITE NON-HISPANIC	56.7%
MULTIPLE RACE NON-HISPANIC	4.4%
MISSING	3.2%
INTERNATIONAL	9.7%

NUMBER OF DIVERSITY TRAININGS



24 DIVERSITY TRAININGS
CONDUCTED



ODI 2019-20 EVENTS

It was an interesting year for the Office of Diversity and Inclusion. We were able to host a variety of events, such as our Diversity Lecture Series, Real Talk - Intersection Dialogues, Black History Month, Women's History Month, 400 Years of Inequality, Cinco de Mayo and more. Thanks to all of our collaborators and partners who helped organize these events.



ODI HAPPENINGS

Welcome Tables

Shocker Resource Fair

Real Talk - Intersection Dialogues

Free HIV Testing

GAYme Night

International Day of Peace

Interfaith Dinner Dialogues

Pee for Pizza

FAFSA Fun Workshops

DIY Pride Buttons

**Dr. Martin Luther King, Jr.
Celebrations**

WELCOME BLACK WEEK

AUGUST 21, 2019

This was a chance for Black Student Union, African American Faculty & Staff Association and Black Alumni Network members to meet and understand the goals of each organization to secure a good partnership.

COOLIN' & CONES

AUGUST 27, 2019

Men of Excellence and Black Student Union hosted a social with free ice cream and tie-dye shirts to build an opportunity for students to know both organizations. Students had a great time to be able to kick off the new academic year.



LGBTQ+ SPEED MEETING

AUGUST 27, 2019

The Office of Diversity and Inclusion hosted a fun networking meeting to meet other LGBTQ+ people on campus. The speed meeting style gave students the chance to have several short conversations with others in the room and the opportunity to make new friends.

FALL OPEN HOUSE: 5TH ANNIVERSARY

AUGUST 29, 2019

We celebrated our 5th anniversary at our open house. Students, faculty and staff were able to learn more about our programs and resources by stopping by our office.

ACE MEETUP

SEPTEMBER 5, 2019

Students had the opportunity to meet up if they identified as ACE to improve visibility on campus.



DIVERSITY LECTURE SERIES: A CONVERSATION WITH SCHUYLER BAILAR

SEPTEMBER 12, 2019

Schuyler Bailar is the first transgender athlete to compete in any sport on an NCAA Division 1 men's team. He is also an internationally-celebrated inspirational speaker and inclusion advocate.

COSPONSORED WITH: Spectrum: LGBTQ & Allies

LATINX HERITAGE MONTH CELEBRATION

SEPTEMBER 12, 2019

Latinx Heritage Month (or Hispanic Heritage Month – the official government designation) recognizes and honors the enduring contributions and importance of Latinx Americans to the United States and celebrates the many heritages and cultures of Americans from or with ancestors from Mexico, the Caribbean, Spain, Central and South America.

COSPONSORED WITH: Hispanic/Latinx Student Organizations

LGBTQ+ SHARED READ

OCTOBER 2, 2019

The LGBTQ+ Shocker Ambassadors hosted their first-ever shared read. This was a great opportunity for the LGBTQ+ community to come together in an academic setting and share commonalities and differences from the selected book, *That Book Is Gay* by Juno Dawson.

DIVERSITY LECTURE SERIES: THE ART OF CODE SWITCHING

OCTOBER 10, 2019

The Office of Diversity and Inclusion invited Harold Wallace III to be the second keynote speaker for the Diversity Lecture Series. He defined what code switching is and shares the everyday struggle of switching codes for survival.



DIVERSITY LECTURE SERIES: LIVING OUT LOUD W/ NYLE DIMARCO

OCTOBER 17, 2019

With a passion for language, literacy and advocacy within the deaf community and beyond, Nyle shared his barrier-breaking story as a deaf man who has risen above stereotypes to take the world by storm. Believing that his deafness is "an asset rather than a limitation," he builds a bridge between the deaf and hearing by shining a light on not only the struggles, but also the triumphs of the deaf culture.



TRANS STUDENT ADVICE SESSION

OCTOBER 17, 2019

We hosted an information fair for transgender and gender non-conforming students who were looking for resources, advice and guidance on how to navigate their experience. We shared information on how to use their chosen name on campus, provided steps required for legal name changes, HRT and shared other resources.

GLOBAL VILLAGE ASSEMBLY

OCTOBER 18, 2019

We partnered with the Fairmount College of Liberal Arts and Sciences to host an evening of cultural sharing with poetry, music and drums.

DIA DE LOS MUERTOS

OCTOBER 31, 2019

Our office shared the history and traditions of Dia de los Muertos. We provided traditional sweets and activities like decorating sugar skulls and shared facts throughout the holiday.



QUEER SELF CARE

NOVEMBER 7, 2019

Our office hosted a self-care session where there were mind-relaxing crafts, light snacks, chill music and more that our students could take some time to unwind with other fellow LGBTQ+ Shockers.

TRANSGENDER DAY OF REMEMBRANCE

NOVEMBER 20, 2019

We recognized and honor transgender people who have lost their lives due to anti-trans violence and celebrated their memory. We highlighted these individuals during this event.

WORLD AIDS DAY

DECEMBER 3, 2019

Partnering with Student Health Services, Housing and Residence Life, KU School of Medicine - Wichita and Positive Directions, Inc., we offered free HIV testing to students on campus in recognition of World AIDS Day.

ODI FINALS KICK BACK

DECEMBER 5, 2019

The Office of Diversity and Inclusion hosted a Finals Kick Back for our students to relax and unwind before finals week. This was a great opportunity for students to rejuvenate and be prepared for their exams. We offered free food, games, music and crafts.



12TH ANNUAL MLK, JR. COMMEMORATION: REMEMBER THE DREAM

JANUARY 22, 2020

The Office of Diversity and Inclusion reflected on the life and legacy of Dr. Martin Luther King, Jr. We had musical selections from A.R.I.S.E. and announced the 2020 Drum Major Award recipient.

FILM SCREENING: BROTHER OUTSIDER: THE LIFE OF BAYARD RUSTIN

FEBRUARY 5, 2020

Bayard Rustin shaped the Civil Rights Movement strategy as a longtime advisor to Martin Luther King, Jr., and was known and respected by numerous U.S. presidents and foreign leaders. This documentary captures Rustin's commitment to pacifism and his visionary advocacy of Gandhian nonviolence, which made him a pioneer in the 1940s and captured King's imagination in the 1950s.

SPRING OPEN HOUSE

FEBRUARY 5, 2020

The Office of Diversity and Inclusion invited students, faculty, staff and community members to learn more about its programs and services.

9TH ANNUAL ART THAT TOUCHES YOUR HEART

FEBRUARY 7-8, 2020

The Office of Diversity and Inclusion and Art That Touches Your Heart Foundation presented the 9th annual Art That Touches Your Heart: Celebrate Black Art! This exhibit informed and educated the history and traditions of African art, while presenting historical content of influences on modern art disciplines.

HUNGER ACTION SUMMIT

FEBRUARY 8, 2020

This was an open event for all to learn and gain the tools for fighting hunger, building a culture of health and making an impact in our Wichita community.



DIVERSITY LECTURE SERIES: ANTHONY HINTON

FEBRUARY 13, 2020

Anthony Hinton was a featured keynote speaker for Black History Month. He was released in April 2015 after spending 30 years on Alabama's death row for a crime he did not commit. He was released with the help of the Equal Justice Initiative. He now serves as EJI's Community Educator and travels both nationally and internationally to speak about his experience.

COSPONSORED WITH: Burns McDonnell, Alberici Constructors, Black Academic Honor Society, Black Student Union, African American Faculty & Staff Association, WSU Alumni Association and Wichita Branch NAACP

400 YEARS OF INEQUALITY

FEBRUARY 26, 2020

We provided a timeline where individuals were able to review the 400 years timeline of inequality. We wanted to engage in tough, but necessary dialogue. We call on everyone to prepare observances for the 400th Anniversary of the arrival in 1619 at Jamestown of the first Africans to be sold into bondage.

TILFORD SYMPOSIUM

FEBRUARY 27-28, 2020

Dr. Tilford was a champion of inclusive excellence in education on behalf of the greater community. The Tilford Symposium engages the WSU campus, private industry and non-profit organizations to promote the legacy of equity, diversity and inclusion in our community. This was a collaborative effort with many campus partners.

WOMEN EMPOWERED MARKET

MARCH 5, 2020

We celebrated International Women's Day by creating a Women Empowered Market to support businesses and nonprofits that empower women locally and globally. We collaborated with Women Empowered Market to create a Shocker Mini-Market and Expo on the first floor of the Rhatigan Student Center.

DIVERSE WOMEN'S SUMMIT

MARCH 10-11, 2020

The annual Diverse Women's Summit brings individuals and groups from different backgrounds together on local, regional and global diversity issues. This year marks the 100th anniversary of the 19th Amendment on women's right to vote in America, as well as the crucial 38th ratification of the Equal Rights Amendment written in 1923. This year's theme was "Expanding Equality." It was designed to celebrate women's right to vote, its implications for different women and increasing opportunities for the future of women and gender with challenges posed by class, poverty, race, ethnicity, sexuality, disability, religion and other pyramids of power.

COSPONSORED WITH: Center for Women's Studies and League of Women Voters of Wichita Metro

INTERNATIONAL WOMEN'S DAY

MARCH 10, 2020

Professor Kim Warren, a scholar of gender and race in African American and Native American Studies at the University of Kansas, presented "Citizen Before the Women's Suffrage Amendment: African and Native American Rights and Resistance" at the Diverse Women's Summit, in honor of International Women's Day.

COSPONSORED WITH: Center for Women's Studies and League of Women Voters of Wichita Metro

BISEXUAL HEALTH AWARENESS MONTH TABLE

MARCH 12, 2020

We hosted an information table to raise awareness about the bisexual community's social, economic and health disparities, advocating for resources and preventing or decreasing these disparities.

7TH ANNUAL GENDER & SEXUALITY CONFERENCE

MARCH 13, 2020

Each year, the Department of Sociology at Wichita State University works with several co-sponsors to organize and host a conference showcasing the gender and sexuality related scholarship happening across our state. The goal of the conference is to highlight scholarly and creative work of students, faculty, staff, and community partners around gender and/or sexuality issues and to provide an opportunity to network across departments and universities within Kansas. The conference is free and open to students, faculty, staff, and interested community members.

DIVERSITY LECTURE SERIES: SOVEREIGNTY OF THE SOUL: CONFRONTING SEXUAL VIOLENCE IN NATIVE AMERICA

MARCH 13, 2020

Dr. Sarah Deer's lecture will give us an opportunity to learn about the crisis of interpersonal and sexual violence in Native America. This lecture was part of the 7th annual Gender & Sexuality in Kansas Conference.

TRANSGENDER DAY OF VISIBILITY

MARCH 31, 2020

Transgender Day of Visibility (TDOV) is an annual event occurring on March 31 dedicated to celebrating transgender people and raising awareness of discrimination faced by transgender people worldwide, as well as a celebration of their contributions to society. We hosted an information table, a lunch and learn and a webinar, in partnership with GLSEN.

GAYPRIL RECEPTION

APRIL 2, 2020

This event was canceled due to COVID-19.



KNOW YOUR RIGHTS: GENDER MARKER & NAME CHANGE WEBINAR

APRIL 7, 2020

In partnership with The Center of Wichita and GLSEN Kansas, we hosted a webinar for transgender and non-binary individuals as they seek affirming gender marker and name changes in Kansas.

PRIDE PROM

APRIL 17, 2020

This event was canceled due to COVID-19.

NATIONAL DAY OF SILENCE

APRIL 23, 2020

This event was canceled due to COVID-19.

CINCO DE MAYO

MAY 5, 2020

This event was canceled due to COVID-19.

ODI FINALS KICK BACK

MAY 6, 2020

This event was canceled due to COVID-19.

6TH ANNUAL LAVENDER GRADUATION

MAY 7, 2020

Partnering with Spectrum: LGBTQ & Allies, Lavender Graduation is a special ceremony that honors the achievements of graduating LGBTQ+ students at Wichita State. There were **13 graduates** who participated in the ceremony.

In addition, **two students** were awarded with the Muma-Case Equality Scholarship.

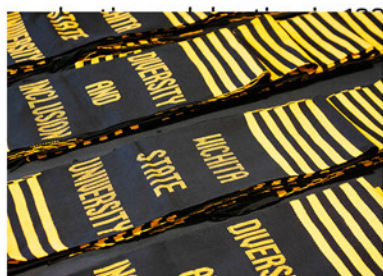


HONORING 25 YEARS OF
MULTICULTURAL GRADUATES

Over 140 graduates participated in the Office of Diversity and Inclusion's 25th annual Multicultural Graduation Celebration. Due to COVID-19, the office was not able to host an in-person celebration, which opted for a virtual celebration. This is an annual event to celebrate Wichita State University's diverse students in honoring our graduates and their rite of passage. We are delighted that these graduates have reached the doorsteps to graduation and would like to give them a Kente stole, an old African Ashanti tribe tradition, symbolizing the completion of their rite of passage.

What is the Multicultural Graduation Celebration?

The Multicultural Graduation Celebration (often named differently at other institutions) is a long-standing tradition celebrated at many universities to honor multicultural students graduating with a Bachelor's or post-baccalaureate degree. Many of these celebrations derive from the early recognition ceremonies of African American graduates. Wichita State University has followed in the footsteps to host the first



Over the years, the graduation celebration evolved into recognizing multicultural students and their academic achievements. At the ceremony, graduates are presented Kente stoles, an old African Ashanti tribe tradition, in symbolization of the completion of their rite of passage. This is different than the commencement at Wichita State University. The Multicultural Graduation Celebration is a way to bring different students from all walks of life together to one common path, which is celebrating their success.



AMBASSADORS FOR DIVERSITY AND INCLUSION

Ambassadors for Diversity and Inclusion are change agents at Wichita State University dedicated to serving and representing the Office of Diversity and Inclusion. Ambassadors assist in developing diversity program initiatives, as well as being liaisons to various university committees and student organizations.



37 ACTIVE
AMBASSADORS

By the end of Fall 2019, there were **two members** who graduated and by the end of Spring 2020, there were **four members** who graduated.

ORGANIZATION HIGHLIGHTS



This past year, the organization supported Sigma Lambda Beta International Fraternity, Inc. and Student Government Association's **SGA Dreamer Scholarship Fund** as its philanthropy and raised **over \$200** to provide opportunities for the Deferred Action for Childhood Arrivals (DACA) recipients in pursuing an education.

Ambassadors had also opened recruitment and recruited **eight new members** to the organization, who would be joining in Fall 2020.

EXECUTIVE BOARD

The ADI Executive Board is responsible for the management and decision-making of the organization.

This board is made up of high-performing student leaders who are dedicated to develop diversity program initiatives and strive to build better intercultural relations while increasing campus-wide participation in cross-cultural and multicultural programs.

2019-2020 EXECUTIVE BOARD MEMBERS

PRESIDENT

Omar Syed (*Fall 2019*)

Anisia Brumley (*Spring 2020*)

VICE PRESIDENT

Anisia Brumley

SECRETARY

Caitlyn Hammack

TREASURER

LaShaya Lawrie

PROGRAM COORDINATOR

Nicole Ukoefreso

SOCIAL ACTIVITIES COORDINATOR

Tajahnae Stocker

RECRUITMENT COORDINATOR

Saniya Ahmed

PUBLIC RELATIONS COORDINATOR

Jade Mursch

CAMPUS PRIDE INDEX

Colleges and universities want LGBTQ+ students, faculty and staff to be out and proud as part of the diversity of the campus community. The Campus Pride Index provides campuses the opportunity to come out as LGBTQ-friendly and take responsibility for continually improving their LGBTQ+ campus climate.



The Campus Pride Index features LGBTQ+ student opportunities by highlighting the positive work within higher education across the country. Prospective students and families may choose the best LGBTQ+ campuses searching the tool based on area of study, cost, location, type of campus and LGBTQ-inclusive policy, programs and practice for their college search.

BREAKDOWN OF SCORE

The Campus Pride Index has a strong theoretical research foundation in LGBTQ+ current programs, practices and policies for safer, more inclusive campus learning environments. The index tool has been tested extensively since 2001 and recently updated with new, higher LGBTQ+ national benchmarks in 2015. Below is the Wichita State University LGBTQ-friendly breakdown by inclusion factors:



Sexual Orientation Score Gender Identity/Expression Score



LGBTQ+ Policy Inclusion
LGBTQ+ Support & Institutional Commitment
LGBTQ+ Academic Life
LGBTQ+ Student Life



LGBTQ+ Housing & Residence Life
LGBTQ+ Campus Safety
LGBTQ+ Counseling & Health
LGBTQ+ Recruitment & Retention Efforts



LGBTQ+ @ WICHITA STATE



Wichita State University prides itself in being an affirming place for the lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) community and its allies.

In 2020, the Office of Diversity and Inclusion officially launched the LGBTQ+ @ Wichita State website to provide students LGBTQ-related information and resources. This was an effort made possible through the research and work of the LGBTQ+ coordinator and graduate intern in the office.

In addition, updates were made on a routine basis to offer the latest information to WSU students, including upcoming LGBTQ+ events.

READY 2 WORK

Ready 2 Work (R2W) was a professional development program that paired sophomores, juniors and seniors with experienced professionals in the community to mentor and begin preparing students for the workforce. In addition, students had access to workshops, including resume building, interviewing skills, appropriate dress for the workplace and many more.

With COVID-19 affecting contributing to many factors of the office, it was very difficult executing R2W in its full capacity.

After much consideration, the program was evaluated and was closed to be revamped.



SHOCKER LEADERS UNITE

Shocker Leaders Unite was a leadership development program facilitated by the Office of Diversity and Inclusion at Wichita State University. The program provided an immersive experience through various interactive workshops relating to diversity, built a network with students in supported programs through the office and student organizations and incorporated CliftonStrengths for Students (StrengthsQuest) in their leadership to accomplish their goals.

We had a great response of having many students from our various groups present at this program, from Ambassadors for Diversity and Inclusion to Promoting Academic Student Success.

64 REGISTERED STUDENTS



MEN OF EXCELLENCE

Men of Excellence is a program that focuses on undergraduate and graduate students at Wichita State University. This group supports the Men of Color (MoC) at this institution and the experiences that they share.

Men of Excellence will:

- Provide a space that strengthens the bonds between men
- Create a network between the students, staff, faculty and alumni of color
- Develop leaders, improve communication and collaboration
- Strengthen values and self-esteem

46 ACTIVE PARTICIPANTS



In February 2020, the Office of Diversity and Inclusion brought **five students** to the 2020 Black Male of Excellence Leadership Conference at Washington University in St. Louis. This conference advanced the educational, professional and social achievement of college-age Black men in the Midwest region and to increase the capacity to educate students on many leadership and diverse topics.

In addition, with the transition to virtual learning, our Men of Excellence were able to adapt and engage virtually with our facilitators. Throughout the remainder of the year, we were able to stay engaged with our students by creating value of fellowship and staying updated in societal issues. With the

shooting of Ahmaud Arbery on February 23, 2020, it shocked many of our students and we wanted to empower that our men were in a safe environment at Wichita State University. We had averaged about **25 students** per session.

PHENOMENAL WOMEN



Phenomenal Women is a program that focuses on undergraduate and graduate students at Wichita State University. This group supports the Women of Color (WoC) at this institution and the experiences that they share.

Phenomenal Women will:

- Provide a space that strengthens the bonds between women
- Create a network between the students, staff, faculty and alumni of color
- Develop leaders, improve communication and collaboration
- Strengthen values and self-esteem

46 ACTIVE PARTICIPANTS

With COVID-19, Phenomenal Women transitioned virtually like other groups. This transition allowed other students who traditionally were not able to attend the sessions in-person to be able to join the group virtually. Each session averaged around **35 students**.



PASSAGE 2 SUCCESS

Passage 2 Success (P2S) was a four-day retreat that took place from August 11-14, 2019 for incoming freshmen from diverse backgrounds to help in their transition to Wichita State University! The purpose of this retreat was to connect with other incoming students, meet current student leaders, explore Wichita and gain the skills and tools to be socially and academically successful.

Upon completion of Passage 2 Success, each student would be matriculated into **Promoting Academic Student Success** for a year-long commitment to their academic success. Students would be able to receive free tutoring, mentoring, personal and professional development, community service and other opportunities through this program.



84

**STUDENT REGISTERED FOR
PASSAGE 2 SUCCESS**

PASSAGE SCHOLARS

The Passage Scholars program is designed to provide additional aid that would help students reduce the number of hours they work each semester and provide an opportunity to engage fully in a variety of on-campus activities and organizations.

This year, the Offices of Diversity and Inclusion and Financial Aid awarded **ten scholars**.



PROMOTING ACADEMIC STUDENT SUCCESS

Promoting Academic Student Success (PASS) is a program that facilitates the retention, academic success, holistic development and timely graduation of all underrepresented students at WSU, through academic support services, educational and cultural programming, interpersonal relationships and mentoring.

**304** STUDENTS ENROLLED IN PASS AS OF SPRING 2020

95 STUDENTS ACTIVELY INVOLVED IN PASS

3.32
OVERALL CUMULATIVE GPA

With the sudden shift to virtual learning, we changed the format of our sessions to engage with our students virtually as well. We hosted sessions about time management, study skills, personal development and resume building through a series of presentations and facilitators across campus. Due to the change, we did not expect students to adapt quickly, which is why we averaged about having **20 students** each session.

PASS TUTORING SERVICES



Promoting Academic Student Success (PASS) offers free tutoring services to students who need assistance beyond the classroom. Our tutors help students develop a deeper understanding of class material and gain successful skills that can improve their overall GPA. They assess student academic strengths and challenges, and develop strategies for time management, test-taking, textbook reading, memorization and notetaking.

9 TUTORS HIRED THROUGHOUT 2019-20

465 TOTAL HOURS TUTORED

PEER & ACADEMIC MENTORING

The Office of Diversity and Inclusion offers peer and academic mentoring to students within Promoting Academic Student Success. Peer mentors help facilitate the transition of these students to Wichita State University, while academic mentors are here to assist underrepresented students in achieving academic success in college.

11
PEER MENTORS

3
ACADEMIC MENTORS

1,297
HOURS LOGGED BY MENTORS

AWARDS & CEREMONIES

Each year, the Office of Diversity and Inclusion recognizes members of Wichita State University who have demonstrated commitment to community leadership, academic excellence and service in promoting diversity and inclusion.

DRUM MAJOR AWARD

The Dr. Martin Luther King, Jr. Drum Major Award is presented to a Wichita State University administrator, faculty, staff or student who seeks greatness, but does so through service and love.

This award is presented annually by the Office of Diversity and Inclusion during the on-campus Dr. Martin Luther King, Jr. Commemoration. This year, the award was presented to Sheelu Surrender, director for the Office of Financial Aid.



PHENOMENAL WOMEN AWARDS

This year, we hosted the 12th annual Phenomenal Women Awards virtually, which recognized women for their accomplishments and contributions to our community through their scholarship, activism and commitment to excellence. The recipients were Rhonda Hicks, Heba Madi and Maribel Sánchez.

Due to COVID-19, an in-person celebration was not held for the nominees and recipients. In lieu of this, a premiere was released on the last day of Women's History Month to congratulate the recipients. This premiere was livestreamed on Facebook and YouTube simultaneously.



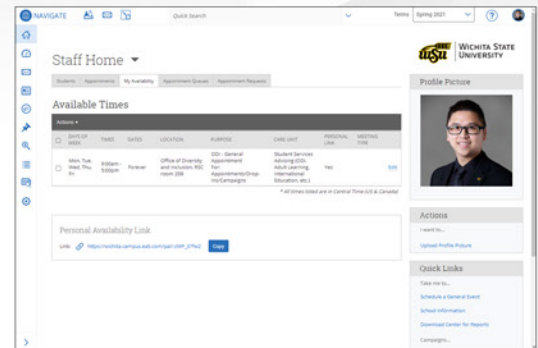
Pictured left to right: Rhonda Hicks, Heba Madi, Maribel Sánchez

SPECIALIZED ADVISING

Students are at the center of our work in the Office of Diversity and Inclusion. As specialized advisors, we are committed to supporting student success, which is defined differently by every student. Our office provides “wrap-around” services intended to positively contribute to our students’ success, both in and out of the classroom.

We utilize Navigate, a platform that provides a more seamless way for faculty and staff to organize services and communication to support student success.

Navigate also offers many additional features such as cross-campus referrals and appointment scheduling, multi-modal student communications (email, text), centralized reporting, card swipe kiosks, and much more.



16 NAVIGATE CAMPAIGNS CONDUCTED

THANK YOU TO OUR CAMPUS AND COMMUNITY PARTNERS!

From all of us in the Office of Diversity and Inclusion, we would like to sincerely thank you for all that you do throughout the year to support our team and students.

Like they say, it takes a village, we appreciate all you have done. It is the pure kindness and generosity of our partners that assist in our efforts to ensure the successful recruitment, retention and graduation of the underrepresented students we serve. We thank you for taking the time to collaborate, sponsor and create wonderful opportunities for our students’ academic journeys. We look forward to the future and our continued partnerships.

TOTAL NUMBER OF PARTNERSHIPS
COLLABORATED IN 2019-20

18
DEPARTMENTS

63
COMMUNITY ORGANIZATIONS

12
STUDENT ORGANIZATIONS

FEATURED PARTNERS:



NOTICE OF NONDISCRIMINATION

“Wichita State University does not discriminate in its employment practices, educational programs, or activities on the basis of age (40 years or older), ancestry, color, disability, ethnicity, gender, gender expression, gender identity, genetic information, marital status, national origin, political affiliation, pregnancy, race, religion, sex, sexual orientation, or status as a veteran. The following persons have been designated to handle inquiries regarding WSU’s non-discrimination policies: the Institutional Equity and Compliance Director (Telephone: (316) 978-3205), Title IX Coordinator (Telephone: (316) 978-5177), or Equal Opportunity Coordinator (Telephone: (316) 978-3186), each located at Wichita State University, 1845 Fairmount, Wichita, KS 67260, Human Resources Building.”



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Wichita State University
Office of Diversity and Inclusion

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