

STUDENT DIVERSITY REPORT: 2021-2022

Student Engagement Department

1. Diversity Training

Objectives:

- a) Define, understand, and describe the various issues related to diversity, equity, and inclusion.
- b) Critically examine their own personal beliefs, attitudes, and biases.
- c) Understand and define historically marginalized people and cultures.

Diversity training (e.g. microaggressions, identities & intersections, Safe Zone, Undocumented/DACA, and Tunnel of Oppression)

2. Diversity Programming

Objectives:

- a) Generate awareness and education of diversity celebrations.
- b) Build relationships and collaborate with diversity student organizations.
- c) Engage students, faculty, and staff in diversity programming.

Event Attendance Data

Total Attendance by Event Type & Semester											
	Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022	Total by Type
DEIB	33	66	-	-	369	31	84	165	321	590	1,669
Family & Friends	-	-	178	-	159	-	-	-	107	-	444
Fraternity & Sorority Life	575	596	456	454	585	38	-	-	392	1,204	4,300
General	1,729	3,629	2,215	2,087	1,717	1,258	867	850	626	561	15,539
Homecoming	475	-	785	-	701	-	-	-	646	-	2,607

Category Descriptions –

- **Diversity, Equity, Inclusion, and Belonging (DEIB)** – all diversity celebrations, diversity graduations, trainings, etc.
- **Family and Friends** – Family Weekend
- **General** – Finals De-stressor, Baking Contest, Relaxation Day, Singo, Paint & Sip
- **Homecoming** – bonfire, meet and greet, and voting
- **Leadership Development** – Tiger Team meetings, Black & Gold Academy, and leadership trainings
- **Student Orgs** – trainings, Student Organization Awards Reception, etc.

3. Student Organization Diversity Leadership Meetings: Presidents and advisors of FHSU diversity student organizations work with Student Engagement on organizational and program development.

Objectives:

- a) Provide a space for conversations with diverse student organizations.

- b) Discuss strengths, growth areas, opportunities, and ideas.
- c) Provide updates and progress on university initiatives.
- d) Collaborate on celebrations and events.

Diversity Student Organization Membership

Diversity Student Org Membership by Year – 2018-2022							
Student Org Name	2017	2018	2019	2020	F21	S22	Total
Black Student Union	7	6	7	19	18	22	79
Chinese Students and Scholars Assoc.	22	23	32	27	30	42	176
Gender & Sexuality Alliance	6	5	13	20	16	54	114
Hispanic American Leadership Org.	29	23	23	50	56	37	218
International Student Union	1	1	4	22	9	13	50
Arts for Social Change	-	-	-	13	21	50	84
Muslim Students Association	-	-	-	4	5	24	33
Total	65	68	79	133	134	242	754

Diversity Student Strategy Highlights:

- Created Diversity Scholars idea. Working to examine a potential pilot program in 2022-2023. Received EOF funding from SGA (\$11,000) to provide scholarships to students participating in an LLC and continue in some type of Diversity Scholars program.
 - Reference retention% of diverse populations.
 - Working to examine retention% of students in diversity student organizations compared to those not in diverse student organizations.
- Diego served on the Inclusion Diversity Excellence Advisory Team.
- Hispanic College Institute regained momentum and brought 74 high school students to campus.
 - Recommend expanding and opening the 2nd year track.
 - Recommend redesigning the leadership of the committee to provide time for a focus on retention initiatives for current students.
- University Values Committee: Diego working to help advance the work. <https://fhsu.edu/president/strategic-plan/untapped-potential/strategic-plan>
- Designed and are prepared the Diversity Lounge space to increase engagement and education throughout the center.
- Civic Leadership Summit: Mountain Movers relaunched with about 20 students participating in the program. We transitioned this program to a camp experience in Kansas to increase engagement and decrease costs. Students participate in an intensive diversity leadership experience designed to explore social justice issues and develop knowledge skills, and behaviors to be global engaged citizen leaders in communities.

- Recommend continuing to expand this program by building on momentum of diversity and leadership initiatives.
- Novels for Hope 2021-2022 did not gain momentum. Recommend we take a year to evaluate this initiative and determine if there is another platform to engage discussion. Transition to Diversi-Tea to help guide conversations increasing education on campus.