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The Office of Diversity and Inclusion (ODI) is charged with creating a learning and working environment that is welcoming, inclusive, and equitable. Since its inception in 2008, ODI has expanded in staff size and resources, including the assistance of incredible graduate research assistants. ODI continues to build relationships across the KSU community and seeks to enhance the collegiate experience for students, staff, and faculty.

ODI actualizes its charge and mission by seeding new initiatives within and across various departments and units; providing consultation, guidance, and support to its constituents; and coordinating various university initiatives.

ODI’s scope of work includes the following:

**Assessment and Planning**
- Diversity Action Planning
- Campus Culture and Climate Data Analysis
- Affirmative Action Planning

**Initiatives and Outreach**
- Center for Diversity Leadership & Engagement
- Tell KSU & Incident Reporting
- Emerging from Within
- Presidential Diversity Awards
- Diversity Forums

**Leadership and Guidance**
- Presidential Commission on Disability Strategies and Resources
- Presidential Commission on Gay, Lesbian, Bisexual, Transgender, Intersex, and Questioning Initiatives (GLBTIQ)
- Presidential Commission on Gender and Work-Life Issues
- Presidential Commission on Racial and Ethnic Dialogue
- Presidential Commission on Sustainability
- Presidential Commission on Veterans Affairs

**Institutional Equity (separate in spring 2017)**
- Title IX Coordinator
- Education and Prevention
- Investigation and Resolution of Complaints

**About the ODI:**

Welcoming. Inclusive. Equitable

The 2015-2016 academic year brought a series of accomplishments and growth for the Office of Diversity and Inclusion. Some of our major accomplishments include receiving the HEED Diversity Champion Award as well as the TAG Business Champion of Diversity Excellence Award. We are honored to be recognized for the diversity programs and initiatives that we have worked so diligently to implement over the last several years.

In addition, we unveiled our first portrait and life narrative exhibit entitled *Emerging from Within* (p. 12) at Zuckerman Museum of Art. Featured participants indicated their sense of honor in being formally recognized as diversity advocates at KSU. Those in attendance viewed a short documentary film on our diversity advocates, witnessed the portrait unveilings, and heard from ODI about the importance of documenting KSU stories. We firmly believe that archiving the history of diversity at KSU not only preserves our legacy, but builds upon the efforts of individuals who have worked tirelessly to make KSU more welcoming, equitable, and inclusive.

This year we also launched the Diversity Faculty Fellows program (p. 8) and continued our work with the Colleges across campus in enhancing the culture and climate within their respective units. We look forward to continuing to address the needs of the KSU community.

In 2017, ODI and the Office of Institutional Equity (OIE) split, resulting in OIE reporting directly to the Office of the President. We look forward to continuing to collaborate with OIE to address the needs of the KSU community.

ODI continues to grow and expand its efforts in important ways. We continue to develop our outreach and training programs, and hope to provide additional programming for the KSU community in the year to come. To all of you, thank you.

Dr. Erik Malewski
Chief Diversity Officer

Erik L. Malewski is Chief Diversity Officer and Professor of Curriculum Studies at Kennesaw State University. Malewski arrived at Kennesaw State University in 2012 after serving as the Senior Diversity Advocate within the Office of the Vice Provost for Educational Equity at Pennsylvania State University. Originally from metropolitan Detroit, Malewski holds a doctorate in curriculum from Pennsylvania State University, where he also earned a Master’s in Higher Education Administration.

Dr. Nathalia Jaramillo
Deputy Chief Diversity Officer

Nathalia E. Jaramillo is Deputy Chief Diversity Officer and Professor of Interdisciplinary Studies at Kennesaw State University. Prior to her appointment, Jaramillo held faculty appointments at the University of Auckland New Zealand, Faculty of Education and Purdue University, College of Education, Department of Educational Studies. Born in Los Angeles, Jaramillo holds a doctorate from the University of California Los Angeles in Urban Schooling and a Master’s in Education Policy from Harvard University.
Ms. Erika Gravett, J.D.
Executive Director of Institutional Equity and Title IX Coordinator

Erika Gravett is the Executive Director of Institutional Equity and Title IX Coordinator. Gravett joined the office in February of 2015 having previously worked as the Manager, HR Business Partners at the Georgia Institute of Technology. Gravett is a Certified Ethics and Compliance Professional (CCCP), Senior Professional in Human Resources (SPHR) and has Title IX Coordinator and Investigator Certifications from the Association of Title IX Administrators. Originally from San Pedro, California, Gravett has a Juris Doctor degree from the University of Georgia.

Ms. Kimberly Hahn
Equity Specialist/Investigator

Kimberly joined OIE in September 2016. Prior, Kimberly practiced public interest law for more than 10 years. She is licensed to practice law in Georgia and Idaho and obtained a Doctor of Jurisprudence from the University of Idaho. Kimberly is excited to be working at KSU. She says, "I was attracted to KSU by the pace of growth of the school and the opportunities that growth presents. I am glad that my background adds yet another layer of diversity to this amazing team, and I look forward to the challenges of my position."

Ms. Sarah Clegg
Equity Specialist/Title IX Investigator

Sarah Clegg, Equity Specialist/Title IX Investigator, joined OIE in May 2015. Sarah brings a wealth of experience as a former Director of Student Conduct at Life University. During her time at OIE, Sarah has been actively engaged in implementing a new USG policy on sexual misconduct and liaising with the university system to ensure a safe and healthy campus climate for KSU. Sarah enjoys being part of the diversity of projects and functional areas that OIE covers. In her words, "Just by sitting in a staff meeting I learn and am exposed to so much. I also enjoy the fantastic synergy that I’ve developed with my colleagues in the Office of Institutional Equity."

Ms. Stephanie Hogue
Equity Specialist/Investigator

Stephanie Hogue, Equity Specialist I, joined ODI in May 2013 after graduating from KSU in 2012. In her time with ODI, Stephanie was integral in the growth of the office and programs like KSU’s One Choice Bystander Intervention Training program for students. In her new role within OIE, Stephanie investigates allegations of sexual misconduct. In her own words, "My transition from a Diversity Specialist to an Equity Specialist was a defining moment in 2016. I am incredibly grateful for the opportunities I have been afforded in this office to develop as a professional."

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Dr. Laurie McDowell
Diversity Planning Analyst

Laurie joined ODI in February 2015. Prior to joining the ODI team, Laurie served in various roles in higher education in both public and private institutions. As the diversity planning analyst, Laurie has focused on analyzing data from the Campus Culture and Climate Assessment. Presenting the findings to various university constituents has been one of the most rewarding aspect of her work thus far. She says, "It is gratifying to see leadership and faculty are eager to learn about the climates in their own colleges and to move forward with plans to cement best practices and address challenges."

Ms. Mary Zaher
Administrative Specialist II

Mary joined ODI in April 2015 after graduating from KSU in 2013. Prior to joining ODI, Mary interned for the Democracy Program at the Carter Center. Mary has been integral in providing support to the Presidential Commissions over the past year. In Mary’s words, "Some of the major highlights of the past year have been having the opportunity to help the Office and Commissions produce programming and fulfill their mission on campus and in the community."

Ms. Debra Hill
Administrative Associate III

Debra became a member of ODI in December 2011 to further her administrative career after working in the College of Continuing and Professional Education at KSU since 2008. She has a wealth of administrative experience from various industries in the corporate field. One highlight of her time with ODI has been the opportunity to meet different and interesting people. In addition, she says she enjoys "the way the work I do contributes to making a positive difference in some way."
Campus-wide findings from the University’s first Campus Culture and Climate Assessment (CCCA) – a survey for faculty, staff, and students about their experiences and perception of campus and/or workplace climate – were presented to the Kennesaw campus community in the fall of 2014 and to the Marietta campus community in the fall of 2015.

During 2015, work began to disaggregate the survey findings from the Kennesaw Campus to the level of academic and administrative units. The analysis involved multiple methods of comparing findings for specific demographic categories. These findings were characterized as areas of strength or areas of challenge.

College-level reports have been presented to the deans of the Coles College of Business, Bagwell College of Education, College of Humanities and Social Sciences, University College, WellStar College of Health and Human Services, College of Science and Mathematics, College of the Arts, and College of Continuing and Professional Education.

After receiving these reports, the Colleges began assembling committees or task forces whose members represent their constituencies. These teams of faculty, staff and in some cases, students are charged with reviewing the findings for their Colleges and developing plans of action to address them. Actions may include identifying and reinforcing best practices from areas of strength, as well as deeper exploration of challenges and their causal factors. Once the teams have formulated action plans, they may apply to ODI for funds to support their objectives.

After each report has undergone a rigorous process of copy editing, it will be posted to an ODI website along with an executive summary and appendices. Comparisons of findings from one College to another should be done with the understanding that each College is unique. Findings from the CCCA will be shaped by the particular landscape of a College or division that existed at the time the CCCA was administered.

Findings from the Climate Assessment have also been provided to the Presidential Commissions on Disability Strategies and Resources, Racial and Ethnic Dialogue, Gender and Work Life Issues, and GLBTIQ Initiatives.

Links to the full reports for each campus, as well as the completed reports for the Colleges on the Kennesaw campus, may be found here: http://diversity.kennesaw.edu/researchplanning/ccca.php.

This work will continue with reports for divisions on the Kennesaw Campus and reports for academic and administrative units on the Marietta campus.
The Center for Diversity Leadership and Engagement supports campus and community based scholarship on issues of ability, gender, sexuality, race, ethnicity, sustainability, and military status and their intersections with other aspects of difference. In 2016, the first cohort of Diversity Fellows began their work. Diversity Fellows have the opportunity to conduct research, participate in professional development, and engage one another and the campus and external community. Scholarship produced through the Center will aim to raise awareness, foster engagement, and encourage discussion on the aforementioned diversity priority areas. At its core, the Center is committed to academic leadership and engagement that breaks down the false dichotomy between rigorous scholarship, on the one hand, and community involvement, on the other.

With constituents who include students, faculty, and staff, as well as the broader community, the Center underscores the expertise of KSU faculty and its positive impact on the campus, region, and the state. Accordingly, the Center supports faculty from all academic disciplines and draws them into shared conversations with each other, the campus and external communities about broader societal issues.
The 2016 Diversity Fellows were selected from a competitive pool of applicants and represent the Kennesaw and Marietta campuses.

Disability Fellows

Dr. Joya Hicks, Associate Professor of Special Education, is utilizing the Universal Design for Learning Lab (UDLL) to assist KSU in fulfilling its commitment to provide equal access to curriculum and instruction for students with disabilities.

Dr. Heidi Scherer, Assistant Professor of Criminal Justice, is focusing on gaining a greater understanding of why persons with disabilities report lower perceptions of campus climate. Heidi is creating a webinar to raise awareness of the Americans with Disabilities Act (ADA) and to disseminate best practices for course instruction and organizing campus events.

Gender Fellows

Dr. Roxanne Donovan, Professor of Psychology and Interdisciplinary Studies, is facilitating a mutual-mentoring program made up of pre- and post-tenured faculty women of color (FWOC). The empirically-informed program, entitled Women of Color Leadership and Advancement Program (LEAD for short), aims to increase research productivity, connection, and well-being, all factors associated with career success, retention, and promotion of FWOC.

Dr. Gail Markle, Associate Professor of Sociology, is conducting a survey to determine the prevalence of micro aggressions on both KSU campuses to better understand how women experience gender micro aggressions. She will develop a campus-wide event to increase awareness of micro aggressions at KSU.

GLBTIQ Fellows

Dr. Kat Gray, Lecturer of English, is conducting a study of student rhetoric to create a sequence of classes that encourage an understanding of intersectionality between identities and culture. She seeks to describe how a deeper understanding of identity construction can radically change both our students’ written communications and the way their audience receives them.

Dr. Daniel Farr, Lecturer of Sociology, is developing training programs for new faculty/staff on topics of sexual orientation and gender identity/expression diversity, as well as other resources supportive of student academic success. Daniel intends for his research to improve KSU’s score on the Campus Pride Index.

Race and Ethnicity Fellows

Dr. Darlene Xiamara Rodriguez, Assistant Professor of Social Work and Human Services, is conducting research to help foster a welcoming, diverse, and inclusive environment. Her research will culminate in a stakeholder meeting to create a working group to establish an immigrant integration toolkit. Her work will highlight the struggle of ethnic/racial minorities in achieving equality as well as immigrant upward mobility.

Dr. Seneca Vaught, Associate Professor of History and Interdisciplinary Studies, is exploring best practices for improving the campus climate by centering anti-racism at KSU. He seeks to develop a series of case studies based on oral interviews and host three public workshops with campus and community stakeholders that interpret local challenges using insights gleaned from the collected data.

Sustainability Fellows

Dr. Pegah Zamani, Associate Professor of Architecture, focuses on the critical role of architectural advocacy in generating and disseminating energy-efficient sustainable strategies for social and built environments. Seeking to bridge the gap between design theory and practice, Pegah conducts cross-disciplinary research and pedagogy through on-campus and community-based projects.

Dr. Roneisha Worthy, Assistant Professor of Civil Engineering, is utilizing the ecoPartner Program to reduce the ecological footprint of the campus and surrounding communities. She is using a values based engagement model, that uses an inquiry based learning approach to equip faculty, staff and students with the necessary tools to become change agents in their colleges, departments, dormitories, and/or student/social organizations.
ODI unveiled *Emerging from Within* to honor 14 women and men who confronted obstacles, faced challenges and helped KSU become a welcoming and inclusive community. Portraits of the 14 diversity advocates were unveiled in spring 2016 as part of the exhibit’s first installment at the Zuckerman Museum of Art. Video interviews, where the subjects shared their trailblazing experiences, were also produced. For more information, go to http://diversity.kennesaw.edu/history. The portraits were on display in the College of Humanities and Social Sciences atrium through spring 2016 as well as in the Alumni House through fall 2016.

**Emerging from Within**

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**Notable Events**

Ms. Terri Arnold
Former Planning and Strategic Initiatives Manager, Years of Service 1971 – 2016

Ms. Terri Arnold began her employment at KSU as a secretary for the Dean of Students in 1971. During her time at KSU, she served in several administrative capacities that included Assistant to the Vice President for Business and Finance and Manager of Planning and Strategic Initiatives for the Office of External Affairs. In thinking about her 44-year tenure at KSU, Ms. Arnold reflects on her upbringing. In her words, “That kind of drive and determination to be a part of something that’s moving into a different direction, I get from my dad. He’s my hero. Both my parents, that’s what I got from them, was this drive, this determination, this work ethic, to give my all. That’s just who I am, that’s who I’ve always been, and who I will continue to be.”

Dr. Rosa Bobia
Professor of French and former Director of the Center for African and African Diaspora Studies (CAADS), Years of Service 1985 – 2011

Professor Emerita Dr. Rosa Bobia joined KSU in 1985 as a Professor of French and introduced African-French writers into foreign language curricula through her scholarship on James Baldwin. Dr. Bobia also served as the Director of the Center for African and African Diaspora Studies. Dr. Bobia reflects on her early years at KSU and her mentoring role as a Black faculty member. In her words, “Here (KSU), we had to be the mentors to Black students. We mentored ourselves, we mentored Black faculty members coming to the campus for the first time telling them, look, you do not survive here coming and being in your own department and studying your Biology or your Chemistry and think that you’re going to get tenure. Our discussions were on the importance of shaping a diverse community, and that was all worth it. We needed to do that. We needed to be proactive. We need to be active in shaping an environment here.”

Mr. Ken Jin
Founder and Director of the KSU Confucius Institute, Years of Service 1994 –

Mr. Ken Jin, a 1992 KSU MBA graduate, is the founding Director of the Confucius Institute at Kennesaw State University (CIKSU). Under his leadership, CIKSU became one of the fastest growing and most successful Confucius Institutes across the globe, and earned the title of Confucius Institute of the Year in 2012. Mr. Jin’s contributions to cross-cultural understanding are emblematic of his deep appreciation of social relationships. According to him, “I think that there’s a lot of misunderstanding between the people in China and the US, but when the Chinese come to see the United States first-hand, and also have the opportunity to interact with people, I think they change their view of us. So we’re more like a bridge to build a mutual understanding between the people in China and the US.”

Dr. Teresa Joyce
Associate Vice Chancellor of Academic Affairs, University System of Georgia and Former Senior Vice Provost of KSU and founder of Safe Space, Years of Service 1987 – 2015

Dr. Teresa Joyce began her career at KSU in 1987 as an Assistant Professor of Management. During her time at the university, she served as Chair of the Department of Management and Entrepreneurship, Dean of the Graduate College, and as the University’s first Associate Provost. Dr. Joyce moved to the University System of Georgia in 2014, where she served as the Associate Vice Chancellor for Academic Affairs. She makes her views of students and the obstacles that many have to overcome, clear. In her words, “I am incredibly proud of our students. They are bold, they are thoughtful, they are much clearer at this state of their lives than I was when I was in my teens and in my twenties. I love the maturity and thoughtfulness of our students, and I love how our faculty supports our students. I think ultimately, [those attitudes] will win and I would just tell people to keep working. Things have gotten better and they will. I have absolutely no doubt that they will continue to get better.”
In 1971, Mr. Bobby Olive became the first African-American faculty member at KSU. Mr. Olive worked as a counselor for the Higher Education Achievement Program (HEAP) and was instrumental in recruiting students from diverse racial/ethnic and economic backgrounds. Mr. Olive reflects on his role as counselor for the HEAP program and the importance of recruiting students for KSU. He visited all the high schools in the Atlanta Public School System and sought their support. Mr. Olive recounts, "I went to all the counselors in the Atlanta Public School System—High schools—and said look, I'm recruiting students. I don't care what their grades are; I am recruiting students to get in this program at Kennesaw Junior College. The day that school started, big bus pulls up, was no big yellow bus at Kennesaw Junior College. The day that school started, big bus pulls up, was no big yellow bus either like the school bus, it was a greyhound-like bus with 49 African American students on the bus. We had 49 African American Students in the program and 51 White students in the program. And the rest is history—they did well."

Dr. Robert C. Paul began his career at KSU in 1978 as a Professor of Biology. In the late 1980s, Dr. Paul formed a faculty and staff group called Environmental Voice (ENVVO), to support maintaining green space on KSU’s quickly changing landscape. Since then, Dr. Paul has continued to advocate for a balance between the University’s expanding building needs and the conservation of nature. In 2008, he became KSU’s first Director of Sustainability. Dr. Paul reflects, "In the Western tradition is the idea that whatever is out there is ours for the taking and that it is not even our right, but our duty to go out and exploit nature. When you get exposed to other cultures, such as indigenous cultures, there’s a much more solid impression that we are in harmony with nature. And we better be, or we’re going to be goners. Understanding that everything is intertwined is something that is fundamental to understanding sustainability."

Dr. Jorge Pérez began his career at KSU in 1998 as Professor of Information Systems. Since then, he has served as the Center for Excellence in Teaching and Learning Faculty Fellow for Online Learning, the Associate Director of what was then called the Center for Hispanic Studies, and the Faculty Executive Assistant to the President. Dr. Pérez demonstrates the will and tenacity to challenge the status quo and enact change. As he says, "I think all of us hit points where we feel like the dark shadows of the light and I would say no, in fact you can sort of make the light shine even brighter, but it’s an act of will and there are those around you who will help. That is maybe the most important message: at KSU there are people who truly, truly care, and if you reach out, you will get support whatever your cause or issue may be. It is a phenomenal institution; it is an incredibly supportive environment."

Ms. Carol Pope joined KSU in 1983. Originally tasked with developing a program to support students with disabilities, she spent 25 years serving as the Assistant Director of Disabled Student Services. In her role, Ms. Pope was a stalwart advocate for students with disabilities and ensured their success inside and outside the classroom. On her early years with students with disabilities, she stated, "I would do anything for them, other than do their education for them. I wish I had a nickel for every textbook I read into a tape recorder and I wish I remembered most of what I read because I’ve had two or three educations over the years. But things that I made the difference in whether or not students could finish school, whether or not they could do the things they needed to do was tremendously rewarding. I loved getting up and coming to work every day and not many people can say that. Not many people can say they love their jobs that much."

Dr. Jerome Ratchford started his career at KSU as the Coordinator of Minority and International Student Retention Services in 1988. Less than a year later, he became the Director of the Department of Student Development. After 15 years as Director, he became the Dean of Students and subsequently, the Vice President for Student Success. Dr. Ratchford emphasizes the importance of solidarity in enhancing students’ collegiate experiences. In his words, "I don’t have to teach myself student centeredness, I don’t have to teach myself an appreciation of students, and I don’t have to teach myself how to listen to students, none of those things, they just come automatically over time. I think there is solidarity with students. In fact, I know there is, and a true appreciation and valuing of the role they play on this campus—and I’m not talking about the classical expression that we wouldn’t have a college if we didn’t have students— I’m talking far beyond that. I’m talking about valuing their presence, not an acknowledgement of their presence."

Dr. Jerome Ratchford
Former Vice President for Student Success,
Years of Service 1988 – 2014

Ms. Carol Pope
Former Assistant Director of Disabled Student Support Services and Director of Student Development,
Years of Service 1983 – 2013

Dr. Robert C. Paul
Professor of Biology and Director of Sustainability,
Years of Service 1978 –

Dr. Jorge Pérez
Vice Provost for Institutional Effectiveness and Professor of Information Systems,
Years of Service 1998 –

Dr. Robert C. Paul
Professor of Biology and Director of Sustainability,
Years of Service 1978 –

Dr. Jerome Ratchford
Former Vice President for Student Success,
Years of Service 1988 –

Ms. Carol Pope
Former Assistant Director of Disabled Student Support Services and Director of Student Development,
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Dr. Jerome Ratchford
Former Vice President for Student Success,
Years of Service 1988 –

Ms. Carol Pope
Former Assistant Director of Disabled Student Support Services and Director of Student Development,
Years of Service 1983 –
Dr. Harris Travis
Former Vice President for Academic Affairs at Southern Polytechnic State University and Pastor at Zion Baptist Church, Years of Service 1982 – 1998

Mr. Frank Wills
Director, KSU Military and Veteran Services, Years of Service 2010 –

Mr. Frank Wills became the first Director of KSU’s Veterans Resource Center in 2010. Mr. Wills is a committed advocate for student veterans on campus, proactively advises and helps them navigate college, acclimate to campus life and acts as a liaison between the Department of Veterans Affairs and the University. Mr. Wills shares his insight into how the KSU community can be more inclusive for student veterans, “Get to know veterans…a veteran can be a little apprehensive, but once you get to know them, they really just want to transition and get away from the military environment. The only way to do that is to have friends in a community that are not veterans. Transition really helps. If you really want to help in that transition out of the military … you need people …that were not veterans. So my message is to get to know them, make friends, and reach out.

Dr. Robert Yancy
Founder, School of Management at Southern Polytechnic State University, Years of Service 1983 - 2006

In 1986, Dr. Robert Yancy founded the School of Management at what was then Southern Polytechnic State University (SPSU) where he became the first African-American Dean of a business school at a predominantly white institution within the state of Georgia. As a proponent for education, Dr. Yancy explains, “If you want to make a lot of money, education will enable you to make a lot of money. If you want to help the poor and the oppressed, education will enable you to help the poor and oppressed. If you want to cure cancer, education will enable you to cure cancer. There’s nothing that you can do…that you want to do…that education won’t facilitate.”

Presidental Diversity Awards
Established in 2013, the annual Presidential Diversity Awards honor campus community members for their diversity efforts and initiatives at KSU. The 2016 award ceremony welcomed faculty, students, and staff from across the campus to celebrate this year’s honorees efforts and commitment to diversity at KSU as their work aligns with the missions of one of each of the six Presidential Commissions.

2016 Recipients

Karyn Alme
Senior Lecturer of Environmental Sciences
Received the Disability Strategies and Resources’ Carol J Pope Award for Distinction by going above and beyond the call of duty for all students, but especially those with disabilities; for teaching her students how to advocate for themselves; and for utilizing her own experiences of being a mother to a hearing-impaired child in creating an inclusive, accessible and respectful classroom for all students.

Robert Sherer
Professor of Art
Received the GLBTIQ Initiatives’ Teresa M. Joyce Award for Excellence. Through his work at KSU and around the metropolitan Atlanta area, Professor Sherer has worked to bring awareness about gender and sexuality issues through art and teaching. Much of his art has kept the impact of HIV/AIDS relevant. In 2008 he began the Robert Sherer GLBT Arts Scholarship to provide financial assistance to an eligible student in the College of the Arts.

Nancy Reichert
Associate Professor of English and leader of the Women’s Initiative in Academic Affairs at Southern Polytechnic State University (2013-2015)
Was honored with the Gender and Work Life Issues’ Outstanding Contribution Award for getting women involved in campus life through committees and activities. Reichert hosted two large women’s social (in 2013 and 2014) to draw attention to the accomplishments of women at SPSU and used her blog, “Women, Work and Academics” to highlight the stories and achievements of female students, faculty, and staff.

Judy Brown Allen
Senior Lecturer of Sociology
Received the Racial and Ethnic Dialogues’ R.O.H. Social Justice Award for providing scholarships, personal assistance, counseling and her own time and financial resources to ensure that all students received the same opportunities to succeed. In 2007, she endowed the Dr. Judy Brown-Allen NAACP Student Retention Scholarship to assist African American male students.

14 women & men who helped our University become a welcoming and inclusive community
Ramona Devonish
Graduate student and former president of the Graduate Student Association

Received the Racial and Ethnic Dialogues’ R.O.H. Social Justice. She was recognized for her efforts in building a diverse leadership of the Graduate Student Association by recruiting leaders from both campuses with varying identity and perspective backgrounds. Through her work as a peer advisor for International Affairs she helped to increase the availability of student peer advisors who represent varying viewpoints.

John Anderson
Assistant Vice President for Facilities Services

Received the R.C. Paul Excellence in Sustainability Award for his work in assisting diverse groups of people in seeing the value in sustainable approaches to campus projects. Anderson’s leadership led to building its first ‘green building’ (environmentally responsible and resource-efficient) – the Silver LEED-certified Social Sciences Building – in 2006.

Bob Mattox
Associate Vice President and Director of Student Success Services

Received the Veteran Affairs’ Mattox Award for Excellence in Service and Leadership for his support of and effort to steadily improve the campus climate for veteran students. This year the award was renamed in honor of Mattox for his role in the establishing the University’s Military and Veteran Services center and the hiring of the first director.

KSU also received the TAG Business Champion of Diversity Excellence Award in the fall of 2016. The award, presented by Technology Association of Georgia is presented annually to businesses that have demonstrated exceptional efforts to advance diversity and inclusion in the workplace. KSU was honored alongside MarketSource during an awards luncheon in Atlanta.

Diversity Award Recognitions

Insight into Diversity Magazine presented KSU with its 2015 HEED Award during the Presidential Diversity Award banquet in the spring of 2016 and announced at that time that KSU was one of the eight inaugural “Diversity Champions.” In the fall of 2016, KSU received the Insight into Diversity Magazine’s Higher Education Excellence in Diversity (HEED) Award for the second consecutive year.
Diversity Forums

In 2015-2016, ODI sponsored forums that examined issues of identity and place, education and social justice. The forums allotted a space for students, faculty and staff to meet and dialogue on critical diversity related issues and topics with one another, as well as with individuals from outside the KSU community.

Am I: Too African to be American or Too American to be African? (November 2015)

In the documentary, young women living in America with West African heritage discussed the identity challenges they possess as bi-cultural individuals split between different cultures. After the viewing, KSU faculty and students discussed the history and realities of these struggles for many within the KSU community. Faculty and students shared their understandings and experiences of balancing dual cultural identities, ways to create greater understanding and support for students who identity as American and members of the African Diaspora, and strategies for continuing the conversation. The discussion inspired a panel, Black is Black, on February 29, 2016 sponsored by the African American Student Alliance, the Caribbean Student Association, and the African Diaspora Student Association on bi-cultural identity struggles, Black Lives Matter, and collaborations among the KSU student body.

Imagining Mattering: Hip Hop Civics Ed, Intersectionality, & Black Joy (February 2016)

Dr. Bettina Love, Associate Professor of Educational Theory & Practice at the University of Georgia, led a gripping lecture on the disservices of civic education on grade school children of color in Prillaman Hall spring 2016. Over 100 KSU faculty, students and staff were in attendance as Love exposed attendees to the ways in which hip hop music connects young, black students and artists to their cultural identities. She pointed out how the U.S. education system stifles Black identity and expression, and she challenged educators and administrators to recognize the strengths of young, Black learners. Her talk challenged attendees to consider the role hip hop can play in American education.

Outreach, Trainings & Campaigns

Through collaborations and partnerships across campus, ODI broadened awareness and understanding of KSU’s mission through educational programming and trainings.

Interpersonal Violence Prevention

ODI has built upon its interpersonal violence prevention educational resources as part of its mandate through the Sexual Violence Elimination (SaVE) Act to train faculty, students, and staff on how to eliminate sexual violence. Some of the web-based resources are also reporting sites for anyone who may have witnessed or experienced a form of interpersonal violence and discrimination.

- Consent Chats: an hour-long conversation with students on both the Marietta and Kennesaw campus where students discussed the definitions of sexual consent and informed students of the campus and community resources available. Students were led through a series of hypothetical scenarios to determine and discuss whether or not consent was clear.

- Healthy Relationships: an hour and a half program in partnership with KSU’s Counseling and Psychological Services. Students were led in an open discussion about mental health and healthy relationships that included a screening of MTV’s True Life: I Panic. Students were provided with tools to know how to support a partner living with a disability.

Diversity & Inclusion

ODI has built upon its commitment to offering diversity-related programming and training to faculty, students, and staff throughout the academic year.

- Class presentations: ODI has led diversity and inclusion presentations and activities designed to educate students about KSU’s commitment to being a welcoming, inclusive, and equitable environment, including KSU’s 1101 introductory seminar for first year students, as well as SOCI 3314 – Race and Ethnicity.

- Trainings: ODI has led diversity and inclusion trainings for the Department of Sports and Recreation where we discussed the diverse makeup of students, faculty, and staff here at KSU, the KSU Presidential Commissions and resources available to student workers at KSU.

- YSEALI: ODI has participated in the Young Southeast Asian Leaders Initiative over the past year, sharing with the Southeast Asian students visiting campus our commitment to diversity and inclusion and what resources are available to them as guests on campus.
Sponsorships/ Highlights

In 2015-2016, ODI sponsored/supported the following:

**International Summit on Civil and Human Rights at Kennesaw State University**
The summit included discussions on topics ranging from the holocaust, to transnational civil and human rights, and contemporary issues in civil and human rights in America. Featured speakers included Pulitzer Prize winner, Hank Klibanoff and several KSU faculty, including Dr. Akanmu G. Adebayo. (October 2015)

**Dr. James Loewen, author of “Lies My Teacher Told Me”**
Lecture on the misinformation and blind nationalism of history textbooks. (workshop/lecture, September 2015)

**Dr. Paul Gorski, author of “White Privilege”**
Lecture on diversity and cultivating social justice teachers. (lecture, October 2015)

**Recruitment, Retention, and Progression to Graduation Program for Hispanic and Latino Students President’s Leadership Dinner.**
(February 2016)

**Transgender Students in College: Navigating Requirements, Accommodations and Avoiding Litigation**
Webinar discussing steps needed to ensure legal and practical equity for transgender student populations. (February 2016)

**NEXT SOUTH Sustainability Conference**
Registration for eight students to participate in the largest sustainability and corporate responsibility conference in the southeast. (February 2016)

**NASPA Symposium on Military-Connected Students Conference**
Registration for three students to focus on exploring strategies for supporting military-connected students. (February 2016)
Presidential Commissions

The Presidential Commissions on Disability Strategies and Resources, Gender and Work Life, GLBTIQ Initiatives, Racial and Ethnic Dialogue, Sustainability, and Veterans Affairs advise the President on issues and challenges that their constituencies encounter on campus. Under the guidance of ODI, the Commissions are tasked with identifying, implementing, and suggesting activities, programming, actions, and policies that will lead to an increased understanding and acceptance of diverse viewpoints and perspectives between and among different members and groups of KSU’s diverse community.

This year’s highlights include:

**Presidential Commission on Disability Strategies and Resources**

Promotional Campaign.
Following the success of the “I Am Able” videos (https://vimeo.com/90283670), which raise awareness of invisible disabilities, the Commission is preparing for the second installment, set for release in spring 2017.

Accessibility of Campus Tours.
The Commission addressed the issue of accessibility for prospective students with disabilities and their guests on campus tours. The Commission was able to obtain access of an additional motorized cart from the President’s Office for admissions to use during campus visits for students with a need.

Partnerships.
The Commission strengthened relationships with academic programs and offices, such as Human Resources, Residence Life, and the Academy for Inclusive Learning and Social Growth, to further synergize the disability initiatives occurring on both the Kennesaw and Marietta campuses.

**Presidential Commission on Gender and Work Life Issues**

STEM Recruitment.
Members identified recruitment as an area of improvement for KSU STEM (Science, Technology, Engineering, Art/Architecture, and Math) Programs. As a result, the Commission created an outreach collaborative to include individuals involved in middle and high school recruitment efforts.

Pay Equity Study.
Commission members conducted a study on the presence of pay equity, compression and inversion issues in regular full time faculty at KSU and presented their findings to the President in spring 2016.

Child Care Initiative.
The Commission discovered that the Bagwell College of Education (BCOE) had researched the establishment of a learning lab as an alternative to child care while providing educational opportunities for students at KSU. The Commission continues to work with BCOE to secure funding and locate a space to house this facility.

**Presidential Commission on GLBTIQ Initiatives**

Family Friendly/Gender Neutral Restrooms.
The Commission received commitment from the President’s Office and John Anderson, Assistant Vice President of Facilities Services, that KSU will incorporate family friendly/gender neutral restrooms in all new constructions.

USG Health Insurance Policy.
The Commission worked with Human Resources to further delineate how gender identity is covered under current health plans.

Preferred Names in D2L.
The Commission worked extensively to create a system where students could be addressed by their preferred name and preferred pronouns within D2L, the online course system. The Commission discovered that the student database system, Banner, allows for students to identify their preferred name and preferred pronoun, but the selection was not transferring to D2L. Thanks to the support of President Sam Olens a solution was found in fall 2016 and will be an available option to students in August 2017.

Continued on the following page
Presidential Commission on Racial and Ethnic Dialogue

Difficult Dialogue Discussion Series.
The Commission continued its Difficult Dialogue Series, a charge extended by the Office of the President, to bring people together in an open forum to discuss topics that may be considered sensitive or taboo, such as racial differences and racism. The goal of the discussion series has been to establish a stronger campus awareness of CORED.
- "Abrazos" Film Screening.
  The Latin American/Latin@ Studies program and CORED collaborated to bring Luis Argüeta, a Guatemalan filmmaker, to KSU to present his film Abrazos and speak on immigration.
- "Mirror on Modernity: Jewish Whiteness, Epistemology, & Empire.
  Dr. Jesse Benjamin, Associate Professor of Sociology and African and African Diaspora Studies, lectured on his research.

Campus Reports.
The Commission invited guests to report on plans to improve the campus culture and climate.
- Dr. John Omachonu, Senior Vice Provost, was invited in response to a concern in the format of advising at KSU.
- Dr. Laurie McDowell, Diversity Planning Analyst, presented the results of the Campus Culture and Climate Assessment as they pertain to race and ethnicity.
- Ms. Erika Gravett, Executive Director of Institutional Equity, was invited to discuss the progress and future of KSU’s Affirmative Action Plan.

Presidential Commission on Sustainability

Campus Commitment.
The Commission facilitated the transition of the American College and University Presidents’ Climate Commitment (APUPCC) into Second Nature. The APUPCC’s transition to Second Nature introduced new commitments for which schools might strive.

Earth Week Activities.
Commission members coordinated and advertised the following events for Earth Week:
- Eco Fairs: Booths, Activities, Cooking, Composting, & Solar Oven Demonstrations (Kennesaw and Marietta campuses)
- Eco Panel Discussion (Marietta campus)
- Sustainability Tour (Kennesaw campus)

Sponsorships.
The Commission sponsored several members and students to attend sustainability focused conferences and professional development events.
- Next South Atlanta.
  Nine KSU students were sponsored to attend a career fair for career paths in sustainability.
- Green Prints Conference.
  Three Commission members attended the Green Prints Conference in Spring Semester 2016.

Presidential Commission on Veterans Affairs

Marietta Campus Military and Veterans Services.
With the support of the Commission, the Military and Veteran Services expanded to the Marietta campus in fall 2015 to continue its work of assisting members of the veterans’ community (i.e. Veterans, Service member, Dependents, and Survivors) with their transition out of military life and into college.

Purple Heart University.
The Commission ensured the establishment of KSU as the first public university in Georgia to receive the designation of Purple Heart University. Purple Heart day will be recognized annually on April 21.

J.P. Walsh Memorial.
The Commission sponsored the installment of a permanent stone memorial for 1st Lt. Jonathan Walsh, a KSU student who lost his life in Afghanistan.

She Served Exhibit.
The Commission supported the collaboration between the Office of Military and Veterans and the Women’s Resource Center on Interpersonal Violence Prevention in creating an art exhibit to highlight women veterans at KSU and in the community (http://sheservedksu.com).
ODI committed to greater engagement with faculty, staff and students in 2015-2016 through dialogue, programming, trainings and focus groups. Below are a few examples and testimonials from faculty, students and staff.

**Stronger Together**

KSU faculty and staff, representing the Presidential Commissions on GLBTIQ Initiatives and Racial Ethnic Dialogues, gathered Wednesday, July 20 to discuss the recent tragedies in Baton Rouge, Minnesota and Orlando and address race and gender issues on campus. Topics discussed: social movements in the U.S., the upcoming U.S. presidential elections, feelings of despair among faculty, students, and staff in the wake of societal violence; and the need to operationalize intersectionality at KSU. The group agreed to hold more meetings throughout the academic year and find ways to also involve students and their perspectives.

- **Ms. Nayasia Coleman, Program Coordinator for GLBTIQ Student Programs**
  "At the 2016 USG Diversity and Inclusion Summit, Marc Lamont Hill quoted a definition of diversity coined by Molefi Asante that really stuck with me. He said, ‘Diversity is pluralism without hierarchy.’ Working with ODI has opened my eyes to my own limited view of diversity, expanded my understanding of difference, and assisted me in creating action steps to affect change at KSU, the broader community, and beyond."

- **Dr. Evelina Sterling, Lecturer of Sociology**
  "Every semester, I invite the Office to Diversity and Inclusion to visit my class and talk to students about racial, ethnic and other diversity issues affecting college students, more specifically right here at Kennesaw State University. Race and ethnicity are often complex topics for college students to fully grasp so it is critical for them to hear about the importance of diversity and how they can work to make improvements, especially by getting to know the Office of Diversity and Inclusion and all that they do."

- **Mr. Yen Rodriguez, Assistant Director of Multicultural Student Affairs, for Race, Culture and Ethnicity Programs**
  "Diversity is an idea that transcends well beyond just mere tolerance but rather a full embrace of the various elements that make us unique from one another, both from a cultural and individual perspective. The Office of Diversity and Inclusion provides a platform that helps both students and employees raise awareness to the significance of embracing the diversity that exists on our campus; moreover, they provide the support to help transform that mentioned awareness into the culture of our university."

- **Ms. Alex Vuich, ODI Graduate Research Assistant**
  "To me, diversity is an active commitment to understanding the complexity of personal experience in the world and supporting each other in the pursuit of broader social, political, and economic justice. Working with the Office of Diversity and Inclusion has helped me gain a better understanding of how I can contribute to justice not only in my day-to-day personal life, but through my scholarship and in larger society as well."

Office of Diversity and Inclusion
Title IX Coordinator

Title IX of the Education Amendments of 1972 (Title IX) prohibits discrimination based on sex in education programs and activities in federally funded schools at all levels. Erika Gravett is the University’s designated Title IX Coordinator. As such, her primary responsibilities are to:

- Ensure compliance with Title IX’s administrative requirements;
- Coordinate, implement and administer procedures for resolving Title IX complaints;
- Coordinate the response to all complaints involving possible sex discrimination;
- Assist in developing a method to survey the school climate and coordinate the collection and analysis of information from that survey; and
- Provide training and technical assistance on policies related to sex discrimination and develop programs on issues related to Title IX to assist in making sure that all members of the university community, including students, faculty and staff, are aware of their rights and obligations under Title IX.

The Office’s primary component is to investigate sexual misconduct complaints and provide resolution.

Affirmative Action Plan (to be covered by OD in 2017)

Affirmative action is a program required of federal contractors to ensure equal employment opportunity. It requires good faith efforts on the part of employers to achieve and maintain a workforce where minorities and women are represented at a level proportionate with the labor pool. In addition to minorities and women, the program requires good faith efforts to recruit veterans and individuals with disabilities.

Affirmative action is not about quotas. Rather, affirmative action establishes “goals reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work.” Affirmative action targets may not be rigid and inflexible quotas, which must be met. They do not provide “… a justification to extend a preference to any individual, select an individual, or adversely affect an individual’s employment status, on the basis of that person’s race, color, religion, sex or national origin.”

In summary, affirmative action means taking positive steps to attract minorities, women, veterans, and individuals with disabilities for available employment opportunities and ensuring that candidates are evaluated fairly using non-biased, job-related selection criteria. Affirmative action does not reward race, gender, disability status, or veteran status in place of merit. It is intended to ensure that employers hire the most qualified people, including members of groups that have previously been subject to unlawful discrimination.

As part of our responsibilities, the Office evaluates the diversity of applicant pools, consults with search committee chairs and members on best practices to ensure fair and impartial searches and identifies ways to increase the diversity of our applicant pools.

Sexual Misconduct Education and Prevention (Title IX)

Effective July 1, 2016, Board of Regents implemented a University System of Georgia-wide Sexual Misconduct Policy. The new policy outlines the investigation and resolution process for sexual misconduct complaints and reports.

KSU provides various prevention and education tools to the campus community including Not Anymore, TellKSU and One Choice bystander intervention.

The Office of Institutional Equity is currently planning to add additional awareness and prevention programs. They include:

- Programming to reduce the negative consequences of alcohol amongst students;
- Training programming for faculty and staff that includes scenarios and examples they may face in addressing and recognizing sexual assault, domestic violence, and sexual harassment.

Investigation and Resolution of Complaints

The Office is the University’s designated unit for the receipt, investigation, and resolution of all discrimination and sexual misconduct complaints for students, faculty, staff, and visitors. The Office is a neutral fact-finder that conducts administrative investigations to determine whether or not policies have been violated and the appropriate sanctions for violations. Persons wishing to make a complaint/file a report may contact the office by phone or email or complete a discrimination report at http://discrimination.kennesaw.edu/.

Number of Completed Investigations

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January - December 2015

Office of Diversity and Inclusion

Office of Diversity and Inclusion
ODI continues to develop our outreach and training programs, and hopes to provide additional programming for the KSU community.
WE ARE stronger together.