



WICHITA STATE  
UNIVERSITY

OFFICE OF DIVERSITY  
AND INCLUSION

# OFFICE *of* DIVERSITY AND INCLUSION

2020-21 ANNUAL REPORT





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# MESSAGE FROM THE ASSISTANT DEAN

Dear students, faculty and staff,

I am pleased to present this annual report for the 2020-2021 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. This year was like no other that we have ever experienced. Many unprecedented events have unfolded this year. The COVID-19 pandemic has enveloped the world, disproportionately impacting the underserved and communities of color. And we continue to face challenges with racism and social injustices in society. The confluence of these events, each monumental in their own right, could shatter a lesser community, yet it has brought out the best in ours.

With WSU's first priority being the health, safety and well-being of our entire Shocker community, the Office of Diversity and Inclusion continued to provide limited services in the office, while offering virtual programs and services through the academic year. Throughout the year, we worked hard to understand how we can better serve our students, departments, our partners and communities. We implemented new affinity-based programs, such as Black Excellence and Latinos Lead. Both programs provide resources and opportunities to our Black and Hispanic students. Beyond the new programs, we continued offering value-based diversity programming, such as our Diversity Lecture Series, Real Talk - Intersection Dialogues, panel discussions, academic support from our Promoting Academic Student Success and more.

While we had to navigate the situations of COVID-19, our office made sure we enhanced the student experience through many methods as possible. During this time, we planned and carried out a variety of virtual events, stayed connected to students and served them remotely, while dealing with a certain amount of uncertainty and Zoom fatigue. As we reflect on this past year, we are very humbly grateful for the lessons we have learned and the role that each of us have in creating an all-inclusive campus environment at Wichita State University.

Lastly, 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. 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**

Assistant Dean of Students & 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.

In December 2020, we had Heba Madi join our team as a retention coordinator. She joined our office with the primary responsibility of focusing on the academic and retention support of incoming Shocker Adelante Scholars and other scholar cohorts within the office. In the beginning of Spring 2021, one full-time staff member left our department; however, we were able to welcome two additional staff members, Armando Minjarez, coordinator of student diversity programs, and Nayeli Cano, another retention coordinator.

## PROFESSIONAL STAFF



**ALICIA SANCHEZ**  
*Assistant Dean of Students & Director*

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*Communications & Marketing Specialist*

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*Coordinator of Student Diversity Programs*

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*Retention Coordinator*

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**NAYELI CANO**  
*Retention Coordinator*

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**FORMER EMPLOYEE:** Jamey Roberti, Retention Specialist

# STUDENT STAFF



**Darrell Demar**  
*Student Assistant*



**Octavio Nunez**  
*Student Assistant*



**Wendy De Loera**  
*Student Assistant*



**Omarian Brantley**  
*Student Assistant*



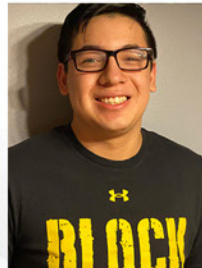
**Emily Guthrie**  
*Graduate Intern*

**FORMER STUDENT EMPLOYEES:** Kenzie Borland, David Garcia, Maribel Sanchez

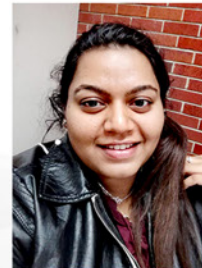
# TUTORS



**Alondra Aguilera**  
*Tutor (CRLA Level 0)*



**Brandon Benavides**  
*Tutor (CRLA Level 1)*



**Vidisha I. Liyana A.**  
*Tutor (CRLA Level 2)*



**Glodi Mpunga**  
*Tutor (CRLA Level 0)*



**Mary Nguyen**  
*Tutor (CRLA Level 0)*



**Karime Vargas**  
*Tutor (CRLA Level 0)*

**FORMER TUTORS:**

Maria Jimenez, Leslie Ortiz

# ACADEMIC MENTORS



**Gracie Delisi**  
*Academic Mentor*



**Sri S. J. Jampala**  
*Academic Mentor*



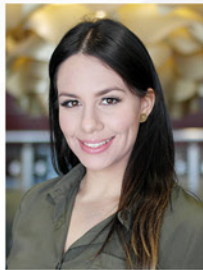
**Janae Tunley**  
*Academic Mentor*

# 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.



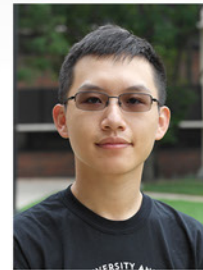
**Destanee Brigman-Reed**  
Peer Mentor



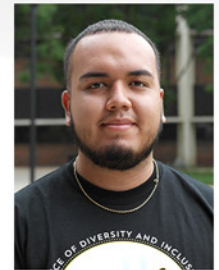
**Wendy De Loera**  
Peer Mentor



**Bryant Lewis**  
Peer Mentor



**David Liu**  
Peer Mentor



**Jonathan Lozano**  
Peer Mentor



**Aracely Nieto**  
Peer Mentor



**Rafa Uribe**  
Peer Mentor



**Elyssa Ziad**  
Peer Mentor

**FORMER PEER MENTORS:**  
Aaron Mounts, Tatyana Miner,  
Courtney Price-Dukes



# OFFICE HIGHLIGHTS



## INCLUSIVE EXCELLENCE

The Inclusive Excellence website was launched in September 2020 with a compilation of anti-racism resources. Inclusive Excellence is an ongoing, collaborative process uniting Wichita State students, faculty, staff, administrators and alumni in the work of embedding diversity, equity and inclusiveness throughout campus. We will continue to develop programs that make the campus a welcoming and inclusive place for all, while continuing to commit WSU's talented people to the improvement of the entire community and serving as a catalyst for positive social change.

**4,742**  
TOTAL OFFICE VISITS

**788** NUMBER OF  
UNIQUE VISITORS  
**431** 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.



**\$77,054**

Approved from Student Government Association for 2020 Budget to fund Coordinator of Student Diversity Programs position and Passage 2 Success



WICHITA STATE UNIVERSITY

**DIVERSITY**  
LECTURE SERIES

**3**  
KEYNOTE  
SPEAKERS

**FEATURED SPEAKERS:**  
PROFESSOR JERRY KANG, MARK MCCORMICK,  
DR. ROBERT E. WEEMS, JR.

**57**

**EVENTS HOSTED  
THROUGHOUT 2020-21  
ACADEMIC YEAR**



## SOCIAL MEDIA BY THE NUMBERS

AS OF 5/31/2021



2,607 LIKES



2,038 FOLLOWERS



1,476 FOLLOWERS



69 SUBSCRIBERS

## DEMOGRAPHICS & DIVERSITY OF UNDERGRADUATE STUDENTS

OFFICE OF PLANNING & ANALYSIS

40%

FIRST-GENERATION COLLEGE STUDENT

25.3  
AGE IN YRS  
(MEAN)

AMER. INDIAN & ALASKAN NATIVE	0.6%
ASIAN NON-HISPANIC	6.4%
BLACK NON-HISPANIC	5.4%
HAWAIIAN	0.1%
HISPANIC	12.6%
WHITE NON-HISPANIC	56.2%
MULTIPLE RACE NON-HISPANIC	4.5%
MISSING	3.3%
INTERNATIONAL	10.8%

### 2ND YEAR RETENTION AND 6 YEAR GRADUATION RATE OF UNDERREPRESENTED MINORITIES (URM)

2019 »

70.8%  
RETAINED

2014 »

37.5%  
GRADUATED

## NUMBER OF DIVERSITY TRAININGS



62 DIVERSITY TRAININGS CONDUCTED



# ODI 2020-21 EVENTS

It was an exciting semester 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, our graduation celebrations and many more. Thanks to all of our collaborators and partners who helped organize these events.

## **DIVERSITY LECTURE SERIES: IMPLICIT BIAS W/ PROFESSOR JERRY KANG**

AUGUST 11, 2020

In partnership with Academic Affairs and Student Affairs, the Office of Diversity and Inclusion invited Professor Jerry Kang, distinguished professor and former founding vice chancellor of UCLA, to speak on implicit bias at Wichita State University. Implicit bias is responsible for racial and gender disparities that persist in household income, job status and myriad of other measurements - even as explicit bias has greatly diminished over the past century. Implicit bias also finds its way into the classroom, where certain students may receive more attention or positive feedback than others. Even the best-intentioned educators carry some degree of implicit bias, and because it is unconscious, it is practically impossible to recognize and address without active efforts and self-reflection.



## **WOMEN'S EQUALITY DAY VIRTUAL PANEL**

AUGUST 26, 2020

The Office of Diversity and Inclusion had five great panelists as part of the Women's Equality Day virtual panel: Dr. Sharon Cranford (League of Women Voters), Jondalyn Marshall (Root the Power), Naquela Pack (Field Director/Volunteer), Rija Khan (Student Body President) and Mackenzie Haas (Student Body Vice President).

## **FALL OPEN HOUSE**

AUGUST 27, 2020

More than 100 students and campus partners joined us for our semester ODI Open House. At the beginning of each semester, we invite all students, faculty and staff to come visit and meet with the staff. It is a chance for everyone learn about the office's programs and services. Due to COVID-19, the office hosted the open house outside the Rhatigan Student Center and gave away free popsicles.

## **MY APIA IDENTITY**

SEPTEMBER 9, 2020

A panel discussion was held on the diverse history, culture and identity of the Asian Pacific Islander American (APIA) community. We had a great lineup of panelists: Danielle Johnson, Saniya Ahmed, Rija Nazir, Jennifer Dang, Sarah Myose and Quang Nguyen.



## ODI HAPPENINGS

Real Talk - Intersection Dialogues

International Day of Peace

Bisexual Visibility Day

Hispanic Heritage Month On-the-Go

Pee for Pizza

FAFSA Fun Workshops

Final Fridays

Dr. Martin Luther King, Jr. Celebrations

## DIVERSITY LECTURE SERIES: SOME WERE PAUPERS, SOME WERE KINGS: DISPATCHES FROM KANSAS

SEPTEMBER 10, 2020

Wichita's very own local author, Mark E. McCormick writes and shares from the heart about the lives of ordinary and not-so-ordinary people across the nation and in Wichita in the 2020-2021 WSU Reads Book, *Some Were Paupers, Some Were Kings: Dispatches from Kansas*. He talks about social, political and personal issues regarding history and current events, in addition to sharing his journey in Kansas.

Mark E. McCormick was also a guest speaker at this year's Academic Convocation for Wichita State University.

**COSPONSORED WITH:** Office of Student Success - First Year Programs

## NATIONAL HISPANIC HERITAGE MONTH

SEPTEMBER 15-OCTOBER 15, 2020

National Hispanic Heritage Month traditionally honors the cultures and contributions of both Hispanic and Latinx Americans as we celebrate heritage rooted in all Latin American countries. Each year, Americans observe this heritage month from September 15 to October 15 and has a deeply rooted history in American society. In September 1968, the U.S. Congress authorized President Lyndon B. Johnson to proclaim National Hispanic Heritage Week and later on expanded in 1989 to a month-long celebration of the culture and traditions of those who trace their roots to Mexico, the Caribbean, Central America and South America. September 15 was chosen as the beginning of the celebration because it is the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18 respectively. At Wichita State University, various departments and student organizations on campus held virtual and distanced events in honor National Hispanic Heritage Month.

**COSPONSORED WITH:** Sigma Lambda Beta International Fraternity, Inc. - Rho Beta Chapter, Lambda Pi Upsilon Sorority, Latinas Poderosas Unidas, Inc. - Courageous Chi Chapter, Hispanic American Leadership Organization, Young Latino Professionals of Wichita, Wichita Hispanic Chamber of Commerce

## DELOITTE STRAIGHT TALK PANEL

SEPTEMBER 16, 2020

Deloitte Consulting invited students to attend a straight talk panel about diversity, equity and inclusion!

**COSPONSORED WITH:** Deloitte Consulting and Career Development Center

## "WHAT IS CONSENT?" PANEL DISCUSSION

SEPTEMBER 18, 2020

The Office of Diversity and Inclusion partnered with Counseling and Prevention Services to continue the discussion on what consent really is. We had Dr. Aaron Austin (AVP, Student Affairs), Meredith Osborne (Campus Advocate, WASAC), Ashlyn Riley (Student Services Coordinator) and Sara Zafar (Title IX Coordinator) serve on the panel.

## LATINX OR NAH?

SEPTEMBER 29, 2020

We hosted a virtual panel to talk about a new, gender-neutral, pan-ethnic label, Latinx, which emerged as an alternative that is used by some news and entertainment outlets, corporations, local governments and universities to describe the nation's Hispanic population.

## TAKE THE LEAD RECEPTION

OCTOBER 14, 2020

We hosted a reception to celebrate the end of National Hispanic Heritage Month and to continue the dialogue on ways to serve our diverse community by taking the lead.

## DREAMER STUDENTS' EXPERIENCE

OCTOBER 15, 2020

We hosted a virtual panel discussion with WSU students as they shared their experiences as undocumented and Deferred Action for Childhood Arrivals (DACA) college students.

## GLOBAL VILLAGE ASSEMBLY

OCTOBER 23, 2020

We partnered with Fairmount College of Liberal Arts and Studies to host a virtual open mic night that intersects the sharing of ideas using words, poems, music and more. Our topic was "Vision for Leadership" in our personal development, groups and community.

## FINAL FRIDAY: DIA DE LOS MUERTOS



## VIRTUAL DRAG WEEK

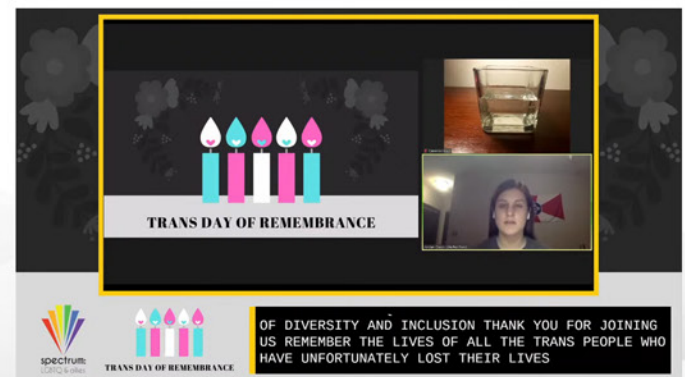
NOVEMBER 9-13, 2020

Partnering with Student Activities Council and Spectrum: LGBTQ & Allies, we hosted a week-long worth of activities, including trivia, workshops and the annual Drag Show.

## TRANSGENDER DAY OF REMEMBRANCE

NOVEMBER 19, 2020

We partnered with Spectrum: LGBTQ & Allies to recognize and honor transgender people who have lost their lives due to anti-trans violence and celebrating their memory. We highlighted these individuals during this virtual event.



## 13TH ANNUAL MLK COMMEMORATION: BE THE DREAM

JANUARY 20, 2021

Our office highlighted and memorialized the work, accomplishments and legacy of Dr. Martin Luther King, Jr. We had a featured keynote speaker, Dr. Michael Waters, founder and lead pastor of the Abundant Life AME Church in Dallas, Texas, with entertainment by Nikoyle Noel.

## 10TH ANNUAL ART THAT TOUCHES YOUR HEART EXHIBITION

FEBRUARY 1-19, 2021

The Office of Diversity and Inclusion annually works with the Art That Touches Your Heart Foundation to host the Art That Touches Your Heart Exhibition. This exhibit celebrates Black art, while informing and educating the attendees on the history and traditions of art and culture. This exhibit was featured in the Wilson K. Cadman Art Gallery.



## BLACK HISTORY MONTH

FEBRUARY 1-MARCH 1, 2021

Every February, people in the United States celebrate the achievements and history of African Americans as part of Black History Month.

The celebration's history begins with Carter G. Woodson, an American historian, author and journalist. In September 1915, Woodson founded what is known today as the Association for the Study of African American Life and History (ASALH), an organization dedicated to researching, promoting and preserving the lives, history and culture of Black/African Americans. In 1926, ASALH sponsored a national Negro History Week, an event that grew from local communities to college campuses. By 1976, President Gerald Ford officially recognized Black History Month designated in February. He invited Americans to "seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history."

At Wichita State University, the Office of Diversity and Inclusion partnered with several organizations to host virtual and distanced events in honor of Black History Month.

**COSPONSORED WITH:** Emporia State University, African American Faculty & Staff Association (AAFSA), College of Applied Studies, CARE Team, Texas Tech University, Eastern Illinois University, Western Governors University and Prairie View A&M University

## DIVERSITY FILM FESTIVAL

FEBRUARY 11, 2021

The College of Applied Studies and CARE Team partnered with our office to host a film festival that highlighted on Black culture and the Black experience. We showed *Get Out*, *Becoming* and *Fruitvale Station*.

## LUNAR NEW YEAR VIRTUAL PANEL

FEBRUARY 11, 2021

Ambassadors for Diversity and Inclusion co-hosted a virtual panel to share the history and traditions of Lunar New Year and celebrate the Year of the Ox. We had a great lineup of panelists who were students who celebrated Lunar New Year, as well as students who educated others that not all Asian cultures celebrated this celebration.

## ELLA BAKER BOOK CLUB SERIES

FEBRUARY 15-MARCH 29, 2021

We partnered with several institutions to host a book club to engage in discussion about *Ella Baker and the Black Freedom Movement: A Radical Democratic Vision*. The author, Barbara Ransby, served as the final speaker for the book club.

## DIVERSITY LECTURE SERIES: WHATEVER HAPPENED TO "BLACK CAPITALISM?"

FEBRUARY 18, 2021

We heard from Dr. Robert E. Weems, Jr., the Willard W. Garvey Distinguished Professor of Business History at Wichita State University, as he delivers his keynote address for Black History Month on Whatever Happened to "Black Capitalism?" The Decline of Public Discussion About African American Economic Development Since the 1960s.

## THE URGENCY OF INTERSECTIONALITY

FEBRUARY 24, 2021

We hosted a session to watch and listen to the brief speech on the Kimberlé Crenshaw's Ted Talk. We discussed the reactions to what we have been exposed to in the world of diversity, inclusion and equity.

## WOMEN'S HISTORY MONTH

MARCH 1-MARCH 31, 2021

Every year, March is designated as Women's History Month to celebrate and honor women's contributions to history, culture and society. We hosted a variety of events in honor of this month.

## DIVERSE WOMEN'S SUMMIT

MARCH 8, 2021

The Diverse Women's Summit is designed to focus on women's roles, their implications for different women, the future of women and gender in their intersection with challenges from 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 Kansas

## 8TH ANNUAL GENDER & SEXUALITY CONFERENCE

MARCH 12, 2021

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.

## THE POWER OF VULNERABILITY

MARCH 17, 2021

We hosted a session to watch and listen to the brief speech on the Brené Brown's Ted Talk. We discussed the reactions to what we have been exposed to in the world of diversity, inclusion and equity.

## 13TH ANNUAL PHENOMENAL WOMEN AWARDS ANNOUNCEMENT & PANEL

MARCH 31, 2021

Presented by Kansas Gas Service, the annual Phenomenal Women Awards recognizes women for their accomplishments and contributions to our community through their scholarship, activism and commitment to excellence. The panel was held following a premiere awards announcement titled, "Women Moving Diversity and Inclusion Forward" and featured Lauren Clary (Kansas Gas Service), LaShonda Garnes (Fidelity Bank), Beth Carlson (Cargill Protein North America) and Amy Williams (Spirit Aerosystems).

## TRANSGENDER DAY OF VISIBILITY

MARCH 31, 2021

We partnered with GLSEN and invited trans-athlete and LGBTQ+ advocate, Mack Beggs, to share his powerful story as a transgender athlete in high school.

## PRIDE PROM

APRIL 22, 2021

We hosted a virtual Pride Prom to celebrate GAYPRIL. Students were able to join in on playing bingo, socialize and grab a party-in-a-box gift package.

## LAUNCH OF BELONGING PLAZA

APRIL 24, 2021

Partnering with Strategic Communications, we unveiled the Belonging Plaza in honor of Wichita State alumnus, Kristi Parker (1968-2018). She was the founder and publisher of Liberty Press, the longest-running LGBTQ+ news magazine in the US. Belonging Plaza is a pop-up commemorative gathering and programming tool, created by Strategic Communications, in collaboration with the Office of Diversity and Inclusion.

## 7TH ANNUAL LAVENDER GRADUATION

APRIL 29, 2021

The Office of Diversity and Inclusion and Spectrum: LGBTQ & Allies invited graduating LGBTQ+ students to the 7th annual Lavender Graduation. This was a special ceremony that honors the achievements of graduating lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) students at Wichita State University.



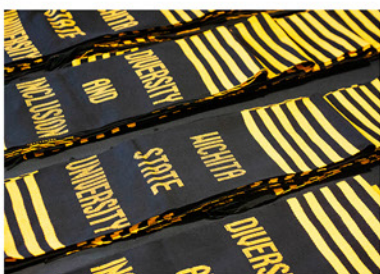


# 26TH ANNUAL MULTICULTURAL GRADUATION CELEBRATION

**Over 120 graduates** attended the Office of Diversity and Inclusion's 26th annual Multicultural Graduation Celebration on Saturday, May 1, 2021. 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 graduation celebration in 1995.



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.



**41 ACTIVE AMBASSADORS**

By the end of Fall 2020, there were **four members** who graduated and by the end of Spring 2021, there were **15 members** who graduated. This was the largest class of ambassadors who graduated from the organization.

## ORGANIZATION HIGHLIGHTS



This past year, the organization shifted its methods to develop its members internally by encouraging its ambassadors to lean into discomfort and engage in many of the virtual programs and events that the Office of Diversity and Inclusion hosted. Each ambassador who attended the event were required to write a reflection on what they learned and how they can be better advocates to social justice.

In addition, the organization selected the **ICT Community Fridge Project** as its philanthropy and raised **over \$125** in monetary donations and donated a boxful of non-perishable items in Spring 2021.

Ambassadors had also opened recruitment and recruited **10 new members** to the organization, who would be joining in Fall 2021.

## 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.

### 2020-2021 EXECUTIVE BOARD MEMBERS

**PRESIDENT**

Anisia Brumley

**VICE PRESIDENT**

Caitlyn Hammack

**SECRETARY**

Bryana Loiranoi

**TREASURER**

Zachary James

**PROGRAM COORDINATOR**

Bryant Lewis

**SOCIAL ACTIVITIES COORDINATOR**

Hannah Jasinski

**RECRUITMENT COORDINATOR**

Jonathan Lozano

**PUBLIC RELATIONS COORDINATOR**

Crystal Romero-Diaz



# BLACK EXCELLENCE



Black Excellence is a newly launched platform that will provide resources to build on culture, tradition and intersectionality to support academics, identities and social excellence for students.

The Office of Diversity and Inclusion wants our African American/Black students (including African American, Caribbean, Afro-Latino, Multiracial and continental-African) to:

- BE successful on campus;
- BE studious with their classwork;
- BE leaders in organizations; and
- BE comfortable in their own skin

**On November 7, 2020**, the Office of Diversity and Inclusion hosted a Black Excellence “Come Home” session, which featured Shana Chivon Stephens, a facilitator from the Emotional Emancipation Circles. She provided education, resources and training centered around defying the myth of Black inferiority and dismantling the oppressive power systems (including, but not limited to: racism, anti-Blackness, privilege, the patriarchy, colonialism, homophobia and white supremacy) that still enslave many of us today. There were **25 students** in attendance.

We continued to garner interest as we began recruitment for the Black Excellence Living Learning Community in Shocker Hall, which begins in Fall 2020. Our interest form garnered about **19 students** who were interested in learning more about Black Excellence programming and each student was connected during the Spring 2021 semester to learn more about the office.

# LATINOS LEAD

Latinos Lead is a program that focuses on facilitating a seamless transition from college to the workforce by focusing on three areas, including cultural awareness, personal development and leadership skills. Students will gain improved self-awareness across leadership competencies, access to a cross-sector and multi-industry network of Latino professionals and enhance their career presence and personal brand.



## MODULES

- Orientation
- Introduction/Importance of Networking
- Leadership Retreat with KLC
- Leadership in the Workplace/Goals
- Professionalism
- Imposter Syndrome/Cultural Awareness
- Mentors
- Celebration

**15 ACTIVE PARTICIPANTS**

**7 INTERACTIVE MODULES**

# 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+ AMBASSADORS



This past year, the LGBTQ+ Ambassadors led the way in representing queer Shockers across campus.

Due to COVID-19, these students were not able to work with community organizations to be mentors for local high school Gay Straight Alliance (GSA) students; however, they participated in panels, led discussions, planned events and helped coordinate our annual LGBTQ+ events.

**11 ACTIVE AMBASSADORS**

# 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:

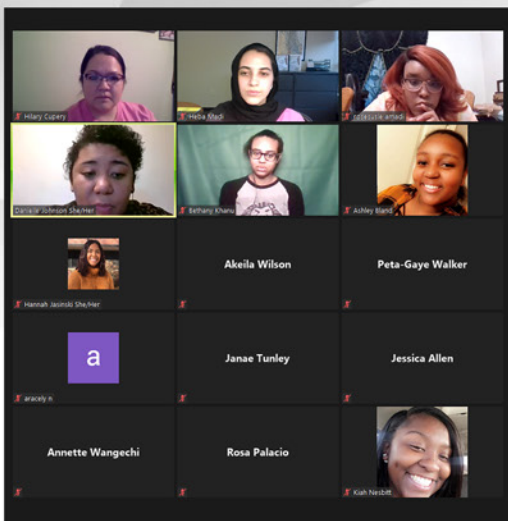
- Provide a space that strengthens the bonds between men
- Create a network between the students, staff, faculty and alumni of color
- Develop leaders, improve communication and collaboration
- Strengthen values and self-esteem

**59 ACTIVE PARTICIPANTS**



Despite the amount of students in Men of Excellence, the Office of Diversity and Inclusion had difficulties engaging with our students in the COVID-19 environment. By hosting virtual sessions for our gentlemen, our students were Zoom fatigued and did not engage as much as we had anticipated. We had hosted a variety of sessions from talking about leadership skills to toxic relationships. We had averaged about **ten 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

**72 ACTIVE PARTICIPANTS**

Our Phenomenal Women had a successful year transitioning to a virtual format. This allowed more graduate students to give them an outlet to attend the sessions and to fellowship with other students.

In Spring 2021, the Office of Diversity and Inclusion collaborated with Christina Long from CML Collective on a book read about her latest book, "For the Greater Success." Each session averaged around **40 students**.



## PASSAGE 2 SUCCESS

**Passage 2 Success (P2S)** was a week-long retreat that took place from August 9-12, 2020 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.



54

**STUDENT REGISTERED FOR  
PASSAGE 2 SUCCESS**

**3.56 CUMULATIVE GPA OF  
P2S PARTICIPANTS**

## PASSAGE SCHOLARS

The Passage Scholars program is designed to provide additional aid that will 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 **eight 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.

**314** STUDENTS ENROLLED IN PASS AS OF SPRING 2021\*

**87** STUDENTS ACTIVELY INVOLVED IN PASS

**3.04**  
OVERALL CUMULATIVE GPA

\* Persistence data is not available due to too much variation in student class.

Our students had the ability to meet in a hybrid format, as some sessions were held virtually, while other sessions were held in-person. We wanted to enhance the student experience as possible and by offering these formats, our office wanted to make sure that students were not disengaged because of the amount of Zoom sessions they had to attend aside from courses and other extracurricular activities. We averaged about having **30 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.

**8** TUTORS HIRED THROUGHOUT 2020-21

**627** 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

**2,246**  
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 Dr. Selena Jackson, psychologist from Counseling and Prevention Services.



## PHENOMENAL WOMEN AWARDS

This year, we hosted the 13th annual Phenomenal Women Awards, presented by Kansas Gas Service, which recognized women for their accomplishments and contributions to our community through their scholarship, activism and commitment to excellence. The recipients were Saniya Ahmed, Dr. Gergana Markova, Patricia Houston and Dr. Kerry Wilks.

In addition, a panel was held following the premiere of the awards announcement titled, "Women Moving Diversity and Inclusion Forward."



*Pictured left to right: Saniya Ahmed, Dr. Gergana Markova, Patricia Houston, Dr. Kerry Wilks*



*Pictured left to right: Heba Madi, Quang Nguyen, Danielle Johnson, Heather Stafford, Camille Childers, Alicia Sanchez, Armando Minjarez, Nayeli Cano*

## UNITY AWARD

The Unity Award is given to an individual who has gone above and beyond to support the Office of Diversity and Inclusion's mission and has a commitment to diversity at Wichita State University.

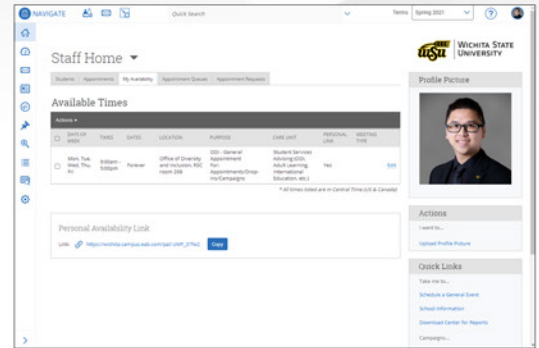
This year, we awarded this to Heather Stafford, assistant director from Student Health Services. She has been a strong partner and proud advocate for our office for several years by hosting multiple workshops on safe sex and health education for our Men of Excellence and Phenomenal Women. Our office has also partnered with her department to host Pee for Pizza, FREE STI Testing, World AIDS Day and much more. We are very thankful to have her as a wonderful supporter for our office.

# 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.



**12 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 2020-21

**15**  
DEPARTMENTS

**20**  
COMMUNITY ORGANIZATIONS

**7**  
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.”



Diversity  
Wichita State University  
Office of Diversity and Inclusion

[WICHITA.EDU/ODI](http://WICHITA.EDU/ODI)