



BGSU® | DIVISION OF
**Diversity
and Belonging**
BOWLING GREEN STATE UNIVERSITY

Submitted by: Jennifer McCary, Chief Diversity and Belonging Officer
July, 2021

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Introduction and Welcome Letter from the CDBO

On July 1, 2019, President Rogers established the Division of Diversity and Belonging at Bowling Green State University (BGSU). This symbolized the first time in university history in which a division, rather than an office, has been tasked to lead the charge to create a safe, brave, equitable, and inclusive environment where people of all identities are affirmed, empowered, and supported, and to do so in a place where all belong. This is a tall order, and one that I fear people believed would be established immediately. However, oppression, hate, violence, discrimination, and other harmful behaviors have existed for centuries, therefore, we must expect that it will take decades to unbind such complexities that are woven even into the fabrics of higher education. Although I know that equity and justice have been delayed for many in our society for too long, I came into this role optimistic that we are a community who could usher in change over a three-year period. That meant that we would have to establish goals and actively pursue them with passion and urgency, and we have been doing that.

I could have never imagined that I would be called to lead diversity, inclusion, and belonging efforts during a time that has been so divisive in our nation. Since arriving to BGSU in January 2018, we have faced one global, national, and local crisis after another. The year 2020 was a particularly trying year with a global pandemic, an awakening to the racial disparities that have seized our country, changing laws, regulations, and executive orders, a political uprising, so much loss, and more, all while trying to navigate our own campus climate. Still, 2020 was not entirely bad, and as a university community, we have learned a great deal about who we are and how we press toward our university vision.

A lot of good is coming from the diversity and belonging efforts from many of our student organizations, the Diversity and Belonging (DB) Leadership Team, members of this division, the DB Council, and **many** faculty, staff, and students, across this campus and Firelands. Even with that, we are often discouraged from within with comments on listservs and comment boxes with things like the administration “fundamentally misunderstands the purpose of their ‘diversity and belonging’ program,” or “how many emails are going to be sent out before the university actually does something?” Have we been able to accomplish all things for all people since July 2019? Absolutely not, but it is not for a lack of understanding our purpose, it is because there is an awful lot to take on and we have not been given the luxury of time. Emails/statements are an attempt at transparency while action takes place in the background. As a public university, we have limited ability to comment or act in ways that people want us to, and to do so would compromise your education and jobs.

As we strive toward becoming a more inclusive campus, I need to remind people that it will not happen swiftly. The first year of the division was a year of building, trying to determine what was needed, and setting strategic goals. The second year has been spent finding resources to support the various needs of our campus community, managing change, and implementing several new initiatives. In two years, we have come to realize that there are several areas related to diversity needing attention. We needed to prioritize and determined that these areas needed our intention first:

- Policy (e.g. Title IX, Non-Discrimination in Employment and Education, Chosen Name, etc.)
- Opportunity gaps for students of color
- Accessibility
- Deans’ Action Plans

Although we know that these priorities may fall short of some people’s expectations, my goal is to be certain that our diversity, inclusion, and belonging efforts are credible, meaningful, and sustainable. If these initial priorities are not in place, we will not have a stable foundation to build on. We want to create a campus community where everyone is heard and valued. We must remember that voice comes in many forms, and we experienced this in our support for the ASL program. We have significant work to do in each of these priority areas, and we know that with your support, it will be possible to achieve our goals and identify the next set of priority areas.

If we are to truly change our campus culture, we need less talking and more action. We need to stop blaming one another, and instead unify to get this work done, and we need to embrace the fact that diversity means many things and that it is different to everyone. We are not attempting to leave out diversity of thought or perspective, we are not trying to uplift one aspect of diversity over another, we are not trying to forget about those who are from marginalized and minoritized identities. We are attempting to show that we can work together collectively for the betterment of our campus community, understanding that our differences are what makes us stronger.

This report contains two years' worth of information about the Division of Diversity and Belonging, and the Diversity and Belonging Council. It also highlights other key contributors who have been champions of diversity and belonging. Please examine this enclosed report, and as you review its pages, please consider how you can join us in our efforts. This Division means very little without your support. I welcome feedback and dialogue with anyone who wishes to discuss the efforts of the division or university priorities related to diversity and belonging.

In solidarity,

A handwritten signature in black ink, appearing to read "J. McCary". The signature is fluid and cursive, with the first letter "J" being particularly large and stylized.

Jennifer McCary, CDP, CAAP
Chief Diversity and Belonging Officer
Division of Diversity and Belonging

Task Force on Diversity and Inclusion Report

In 2019, the Task Force on Diversity and Inclusion was charged with reviewing the current state of BGSU's diversity and inclusion efforts, assessing their success and effectiveness, and providing a framework for the university moving forward. That Task Force, through their [report](#), made the following recommendations:

1. Recommended for Organizational Structure
 - 1.1. Either a separate division led by a new Vice President with co-authority over diversity and inclusion efforts in other divisions or a unit led by a Chief Diversity Officer who reports to the President
 - 1.2. The preferred title for the division or unit is Equity, Diversity, and Inclusion or Diversity, Inclusion, and Belonging
 - 1.3. LGBTQ+ Programs should become an office separate from the Office of Multicultural Affairs
2. Recommended Areas of Responsibility/Collaboration Related to Diversity and Inclusion
 - 2.1. Inclusive pedagogy professional development for instructors
 - 2.2. Faculty and staff training (e.g., implicit bias, prejudice, racism, and harassment)
 - 2.3. Curricular, co-curricular, and extra-curricular programming
 - 2.4. Recruitment and retention of students, faculty, staff, and administrators from marginalized groups
 - 2.5. Implementation and evaluation of strategic goals
 - 2.6. Monitoring and accountability
 - 2.7. Accessibility
3. Recommended Adoption of Standard Definitions of Diversity, Equity, and Inclusion Proposed by Task Force
4. Recommended Increases in Support and Accountability
 - 4.1. Required inclusive pedagogy professional development for all faculty
 - 4.2. Utilization of diversity and inclusion data and metrics for accountability (e.g., an "Inclusive Excellence Scorecard" developed with input from relevant constituents)
 - 4.3. Diverse representation (e.g., race, ethnicity, gender) on all hiring committees and committees granting funding from any source (e.g., scholarship committees)
 - 4.4. Mandatory diversity and inclusion training for all students, faculty, staff, and administrators to increase multicultural competence (i.e., awareness, knowledge, and skills) and the addition of cultural competence and commitment to diversity in employee performance evaluations
5. Recommended Resource (Re)Allocation to Support Task Force Recommendations
 - 5.1. Intentional reallocation of existing faculty, staff, and administrators
 - 5.2. Earmarked investments of new resources and resource savings from improvements in efficiency
6. Recommended Changes to Current Diversity and Inclusion Committees
 - 6.1. President's Advisory Council on Diversity and Inclusion (PACODI): Implement improvements based on review/assessment of current structure and charge
 - 6.2. Students' Advisory Council on Diversity and Inclusion (SACODI): Continue current charge and structure
 - 6.3. Dean's Advisory Council on Diversity and Inclusion (DACODI): Each college should implement DACODI or a similar committee

6.4. Not In Our Town (NIOT): Single committee chair from the Bowling Green community with continued formal involvement by the university

A [Progress Report](#), which included a [framework](#) and scorecards, was released. The scorecards were updated monthly for the first year until substantial progress was made on the Task Force recommendations.

The Division of Diversity and Belonging

Following the Task Force on Diversity and Inclusion's report, The Division of Diversity and Belonging led by the Chief Diversity and Belonging Officer, who reports to the President and serves on his Executive Cabinet and Cabinet, was established on July 1, 2019, to centralize essential diversity and inclusion units and functions to better serve our constituencies and our mission to build a welcoming and inclusive campus climate. When President Rogers created this division, this symbolized the first time in university history having a division instead of an office focused on creating a more inclusive environment for students, faculty, and staff. This magnified the desire to see BGSU be a more diverse community where all belong.

At the point of the division's creation, it was home to the Center for Women and Gender Equity (CWGE), the Center for Violence Prevention and Education (CVPE), the Office of Multicultural Affairs (OMA), LGBTQ+ Programs, TRIO Programs, and the Office of Title IX.

In September 2019, the divisional office moved into 207 Hayes Hall, with CWGE/CVPE, TRIO, and Title IX also on the floor, and OMA and LGBTQ+ Programs in the Union.



(Picture description: This picture is from the Divisional office ribbon-cutting ceremony. Back row: Dr. Katie Stygles, Ana Brown, Breion Hawkins, Vicki Amptaw, Jasmine Hawthorne, and Sarah Tokar. Front row: Dr. Kacee Ferrell Snyder, Jennifer McCary, and President Rodney K. Rogers. Ms. McCary and President Rogers are cutting the orange and white ribbon. Orange and brown balloons are in front of the office door.)

By July 1, 2021, the division also became home to the C. Ray Marvin Center for Student Leadership, the President's Leadership Academy, Spirit Programs, Equity and Compliance (Title VII, Equal Employment

Opportunity (EEO), Affirmative Action), and Civic Engagement (previously known as the Center for Public Impact). The division is now spread out between Hayes Hall, the Union, Central Hall, and University Hall. These areas are all vital to providing opportunities for awareness, collaboration, and engagement to help our students be successful in a diverse, multicultural society and global community.

In addition to the divisional offices, there are several student organizations housed under or advised by members of the division.

We have many campus partners outside the Division who also focus on diversity and inclusion, such as:

- Accessibility Services
- Admissions
- Center for Faculty Excellence
- College of Arts and Sciences (Diversity and Inclusion Faculty Fellow)
- Education and Human Development (Coordinator for Diversity and Inclusion)
- International Programs and Partnerships
- Nontraditional and Military Student Services
- Parent, Family, and New Student Connections
- Student Engagement, Diversity and Inclusion (Firelands)
- Deans' Advisory Council for Diversity and Inclusion (DACODI) in various colleges



(Photo description: The orange BGSU letters in the Bowen Thompson Student Union oval with LGBTQ+ and trans pride flags in the foreground.)

Division of Diversity and Belonging Strategic Plan 2019-2021

Vision

The Division of Diversity and Belonging promotes equity and inclusion for all members of the Bowling Green State University community through culturally competent education, support, and celebration.

Mission

The Division of Diversity and Belonging strives to create a safe, brave, equitable, and inclusive environment where people of all identities – especially the most minoritized and marginalized – are affirmed, empowered, and supported.

Values

As the Division of Diversity and Belonging, we value:

- **DIGNITY:** respect and equitable treatment of and opportunity for people of all identities
- **PERSONAL GROWTH:** development achieved through holistic education, learning, involvement, and openly engaging diverse perspectives
- **CULTURAL COMPETENCE:** civic, intercultural, and ethical engagement that leads to a culture of awareness surrounding equity, social justice, and inclusion

The Division's Strategic Questions

- How will the Division of Diversity and Belonging ensure a safe and inclusive BGSU experience and campus community in which each person feels empowered and supported?
- How can the Division of Diversity and Belonging leverage the experience, resources, and services of our network in order to foster a diverse community of belonging?
- How can the Division of Diversity and Belonging contribute to frequent and consistent social justice training and development for faculty, staff, and students to positively impact campus climate?
- What are the processes, collaborators, and resources required to assess and move forward the campus' diversity and belonging forward?
- How do we tell the story of the Division of Diversity and Belonging?

Key Objectives with Actions/Initiatives

1. **ADVOCACY: Advocate for just and equitable policies and practices to ensure a safe and inclusive community where each person feels empowered and supported.**

- a. Monitor division and university policies for negative/adverse diversity and inclusion impacts
- b. Review university assessment practices to ensure commitment to equity, diversity, and inclusion processes (e.g., disaggregating data) and outcomes (e.g., persistence, graduation) for diverse populations
- c. Develop a system to provide continuous feedback and suggestions for DDB
- d. Offer ally and advocate training workshops
- e. Create faculty, staff, and graduate student affinity groups
- f. Assess current onboarding practices and ongoing human resource training needs for new staff members in DDB
- g. Establish a network of Faculty Diversity Advocates who will serve as liaisons between campus community, the Division, and Human Resource

2. **TRAINING AND DEVELOPMENT: Deliver impactful social justice and cultural competency professional development opportunities trainings to enhance faculty, staff, and students' capacity.**

- a. Review extant literature to develop cultural competency standards for faculty, staff, and students
- b. Establish division-wide learning and developmental outcomes related to diversity and inclusion that can be used for programming and assessment purposes
- c. Offer professional development resources to educate staff on issues related to diversity, equity, inclusion, and social justice (e.g., share current articles; form book club; tiered training workshops; webinars/webcasts; share information about campus, regional, and national opportunities)
- d. Offer train-the-trainer sessions for a variety of diversity, equity, inclusion, and social justice workshops to build a network of approved co-facilitators

3. PROGRAMMING: Implement high-quality educational and engagement opportunities for university faculty, staff, and students.

- a. Conduct an audit of programming based on the mission, vision, values, etc. of the division
- b. Broaden and increase participation in Division programs and services while encouraging collaborative efforts
- c. Move beyond satisfaction-only assessment methods to assess the effectiveness of faculty, staff, and student learning
- d. Establish division-wide learning and developmental outcomes related to student learning, development, and success that can be used for programmatic and assessment purposes

4. PARTNERSHIPS: Leverage campus and community partnerships to create a diverse community of belonging.

- a. Conduct a stakeholder and partner analysis and curate a list of initiatives and programs with collaborator and name, contact information, and context
- b. Define what constitutes the following: partnership, collaboration, sponsorship, supporter
- c. Survey current and forecasted internal and external collaborations and partnerships
- d. Explore funding opportunities with current and new partners
- e. Develop a campus and community partner communication plan
- f. Form cross-campus coalitions that connect students, faculty, staff and community members
- g. Create an annual Diversity Service Award to recognize the efforts partners
- h. Pursue intentional collaboration with the Office of the Provost, Vice President for Faculty Affairs, Faculty Senate, Center for Faculty Excellence, and the Office of Human Resources

5. ACCOUNTABILITY: Demonstrate the positive impact of the Division of Diversity and Belonging to campus climate.

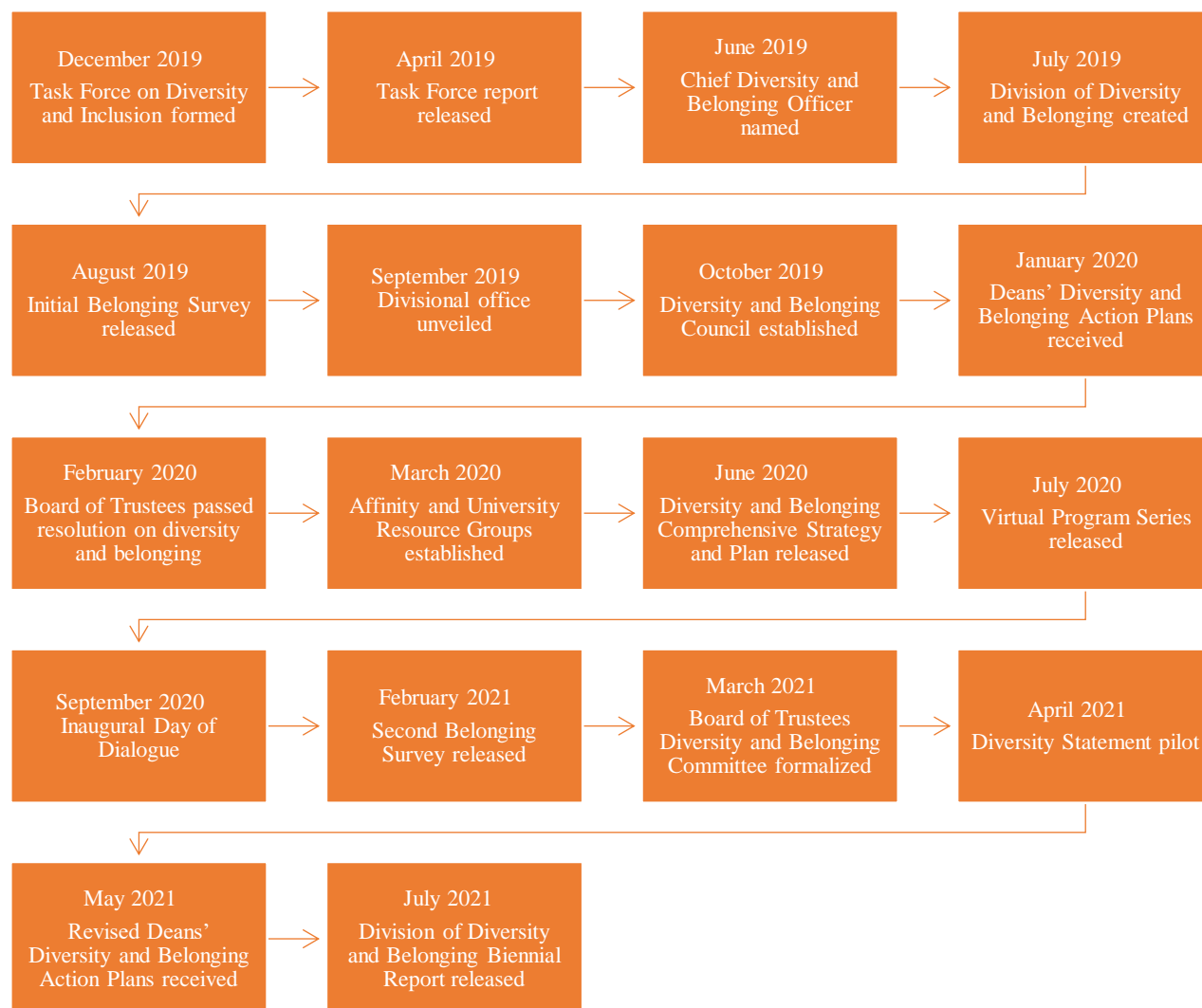
- a. Track, measure, assess, and report progress for the DDB strategic plan
- b. Develop internal and external program review cycle
- c. Implement the University Executive Council's assessment plan
- d. Articulate a division-wide vision of and expectation for assessment practice (including assessment type, frequency, reporting, and budget)
- e. Form divisional assessment committee to support and provide accountability for unit-level initiatives
- f. Communicate assessment results within and outside the division
- g. Explore the appointment of a President-designated administrator responsible for diversity, inclusion, and belonging efforts for faculty (i.e., Vice Provost for Faculty Diversity and Inclusion)

6. BRANDING AND COMMUNICATION: Build a brand for the Division of Diversity and Belonging that includes strategic communication practices to tell our story.

- a. Develop a comprehensive communication and marketing plan
- b. Develop a mechanism to communicate and highlight DDB information and success (e.g., division-wide newsletter; marketing and communication to prospective and current students and families; utilize social media)
- c. Explore technology platforms (e.g., One Drive) that can might facilitate cross-divisional communication around diversity and belonging issues and resources

- d. Develop a system for better informing Title IX participants about where their case is in the Title IX process (i.e., intake, investigation, hearing, appeal). Share divisional scorecard/dashboard to keep Division and campus community updated about progress within the strategic plan
- e. Update all marketing and communication materials to include language that focuses on faculty as a target audience and Division collaborators

Diversity and Belonging Timeline



(Image description: orange SmartArt repeated bending process chart with the following text sequence: December 2019 – Task Force on Diversity and Inclusion formed, April 2019 – Task Force report released, June 2019 – Chief Diversity and Belonging Officer named, July 2019 – Division of Diversity and Belonging created, August 2019 – Initial Belonging Survey released, September 2019 – Divisional office unveiled, October 2019 – Diversity and Belonging Council established, January 2020 – Deans’ Diversity and Belonging Action Plans received, February 2020 – Board of Trustees passed resolution on diversity and belonging, March 2020 – Affinity and University Resource Groups established, June 2020 – Diversity and Belonging Comprehensive Strategy and Plan released, July 2020 – Virtual Program Series released, September 2020 – Inaugural Day of Dialogue, February 2021 – Second Belonging Survey released, March 2021 – Board of Trustees Diversity and Belonging Committee formalized, April 2021 – Diversity Statement pilot, May 2021 – Revised Deans’ Diversity and Belonging Action Plans received, July 2021 – Division of Diversity and Belonging Biennial Report released)

Trainings and Workshops

The Division of Diversity and Belonging and our partners offer the following workshops and trainings:

- Safe Zone series
- Unconscious bias
- Inclusive Pedagogy (CFE)
- Cultivating Belonging

- Bystander Intervention: a focus on bias
- Title IX Mandatory Reporter Training
- Building Inclusive Searches (search committee training)
- Green Dot
- Intercultural Development Inventory

Champions of Diversity and Belonging Award

The Champions of Diversity and Belonging Awards are designed to recognize BGSU students, faculty, staff, departments, and community partners who enhance and support a culture that values diversity and inclusion.

Members of the BGSU community are invited to nominate an individual, department, or community partner for the Champion of Diversity and Belonging Award.

2020 Winner – The Cocoon



2021 Winner – Seth Campbell



(Photo descriptions: The picture on the left is an award for the 2020 Champion of Diversity and Belonging. The award is on a wooden surface with an orange background. The award is a blue and silver globe with a clear base. There is a black plaque on the clear base that says "BGSU® Division of Diversity and Belonging Recognizes THE COCOON Champion of Diversity and Belonging 2020". The picture on the right is an award for the 2021 Champion of Diversity and Belonging. The award is on a black fabric surface with a cream background. The award is a blue and silver globe with a clear base. There is a black plaque on the clear base that says "BGSU® Division of Diversity and Belonging Recognizes SETH CAMPBELL Champion of Diversity and Belonging 2021".

The Diversity and Belonging Council

In October 2019, the President appointed faculty, staff, and students who were nominated by Deans and Vice Presidents across the institution to serve on the newly formed Diversity and Belonging Council (herby referred to as the Council). The Council was established to promote institutional initiatives to build a more diverse and inclusive community. Here are some of the initiatives accomplished by the Diversity and Belonging Council to date.

2019-2020

- Revived the Diversity and Inclusion Deans' Diversity and Belonging Action Plans with 100% participation from the Deans
- Solidified definitions for diversity, equity, inclusion, and belonging
- Created the Affinity and University Resource Groups (AURGs) (Disability, LGBTQ+, and People of Color)
- Created the Comprehensive Strategy and Plan

Diversity and Belonging Council Membership (titles accurate for the time of appointment)

Jennifer McCary, Chief Diversity and Belonging Officer (Chair)

Sana Ali, Undergraduate Student Representative

Eileen Bosch, Chair, Library Teaching and Learning, Associate Professor & Coordinator of Library Instruction

Ana Brown, Director of Office of Multicultural Affairs, Division of Diversity and Belonging

Seth Campbell, Coordinator of Student Engagement, Diversity and Inclusion, Firelands Campus

Jadwiga Carlson, Teaching Professor, College of Arts & Science

Jordan Cravens, Director of Development, University Advancement

Peggy Dennis, Director, Accessibility Services, Associate Director, Center for Health

Lakeshia Dowlen, Director of Title IX, Division of Diversity and Belonging

Dr. Lisa Dubose, Director of Employee Relations; Professional Development; and EEO/Compliance, Office of Human Resources

Marie Dunn, Social Media Specialist, Marketing & Brand Strategy

Dr. Kacee Ferrell Snyder, Director of Center for Women and Gender Equity, Co-Director for Center for Violence Prevention and Education

Marcus Goolsby, Undergraduate Student Representative

Jacqueline Hudson, Graduate Student Representative

Michaela Jackson, Undergraduate Student Representative

Cheyenne Jeffries, Graduate Student Representative

Gabe Lomeli, Assistant Director of Diversity, Office of Admissions

Dr. Kathy Meizel, Associate Professor of Ethnomusicology, College of Musical Arts

Dr. Sridevi Menon, Associate Professor, Ethnic Studies, School of Cultural & Critical Studies

Dr. Luis Moreno, Associate Teaching Professor, Ethnic Studies

Dr. Deborah O'Neil, Professor of Organizational Behavior, Director, Master of Organization Development Program, College of Business

Dr. Marcia Salazar-Valentine, Executive Director, International Programs & Partnerships

Troy Spikes, Associate Director of Logistics, Campus Operations

Dr. Katherine Stygles, Associate Director of Office of Multicultural Affairs, LGBTQ+ Programs, Division of Diversity and Belonging

Dr. Jessica Turos, Associate Director, Office of Academic Assessment

Paul Valdez, Associate Director, Center for Public Impact

2020-2021

- Assisted with the creation and passing of the Equity Impact Statement and Rubric
- Defined Cultural Competence and created a Rubric
- Diversity Statement Pilot
- Revised the Deans' Diversity and Belonging Action Plan and created a rubric for formal feedback

Diversity and Belonging Council Membership (titles accurate for the time of appointment)

Jennifer McCary, Chief Diversity and Belonging Officer (Chair)

Sana Ali, Undergraduate Student Representative

Eileen Bosch, Chair, Library Teaching and Learning, Associate Professor & Coordinator of Library Instruction

Ana Brown, Director of Office of Multicultural Affairs, Division of Diversity and Belonging

Seth Campbell, Coordinator of Student Engagement, Diversity and Inclusion, Firelands Campus

Jadwiga Carlson, Teaching Professor, College of Arts & Science

Jordan Cravens, Director of Development, University Advancement

Hallie Cunningham, Undergraduate Student Representative

Peggy Dennis, Director, Accessibility Services, Associate Director, Center for Health

Lakeshia Dowlen, Director of Title IX, Division of Diversity and Belonging

Dr. Lisa Dubose, Director of Employee Relations & Professional Development, Office of Human Resources

Marie Dunn, Social Media Specialist, Marketing & Brand Strategy

Dr. Kacee Ferrell Snyder, Director of Center for Women and Gender Equity, Co-Director for Center for Violence Prevention and Education

Dr. Ellen Gorsevski, Associate Professor, Communication Program & Affiliated Faculty, ACS; PACS; WGSS, School of Media & Communication

Richard Harrison Carter, Undergraduate Student Representative

Breion Hawkins, Graduate Student Representative

Jacqueline Hudson, Graduate Student Representative

Aarian Lynn, Undergraduate Student Representative

Dr. Kathy Meizel, Associate Professor of Ethnomusicology, College of Musical Arts

Dr. Luis Moreno, Associate Teaching Professor, Ethnic Studies

Dr. Deborah O'Neil, Professor of Organizational Behavior, Director, Master of Organization Development Program, College of Business

Dr. Marcia Salazar-Valentine, Executive Director, International Programs & Partnerships

Troy Spikes, Associate Director of Logistics, Campus Operations

Dr. Katherine Stygles, Associate Director of Office of Multicultural Affairs, LGBTQ+ Programs, Division of Diversity and Belonging

Dr. Jessica Turos, Associate Director, Office of Academic Assessment

Paul Valdez, Associate Director, Center for Public Impact

Affinity and University Resource Groups

In coordination with the Diversity and Belonging comprehensive strategy and plan and highlighted even more by the events over the past year, it is of great importance our University continues to come together to establish safe spaces and advocate for belonging on our campuses and within larger communities. In spring 2020, BGSU launched three new Affinity and University Resources Groups, focused on expanding diversity and belonging efforts to BGSU Faculty and Staff:

- Disability Affinity Group
- LGBTQ+ Affinity Group
- People of Color Affinity Group

These groups will provide meaningful ways for faculty and staff to connect with one another, network, serve as resources for the University's shared governance system and help move forward our strategic goals.

Please visit <https://www.bgsu.edu/equity-diversity-and-inclusion/committees.html> for more information about the AURGs.

Board of Trustees

Over the past two years, the Board of Trustees have continued to show their commitment to diversity and belonging. During the 2019 – 2020 academic year, the Board worked on revising the diversity statement, which had not been revised since 1999. At the February 28, 2020 meeting, under Board Chair Daniel Keller, they passed a resolution of the following statement:

Bowling Green State University values diversity as essential to improving the human condition. Diversity and inclusion immeasurably enriches all that we do to engage, understand, and respect individuals. Within our community, the diversity of identities and life experiences determines how we perceive and contribute to society. We acknowledge that diversity has not always been understood or embraced in our society, yet, at BGSU, we will strive to understand and embrace diversity by breaking down barriers to meaningful participation to ensure that individuals are treated with dignity. As a community, we commit to advance this culture through a comprehensive strategy and diversity plan that focuses on the recruitment, retention, and success of a diverse student body, faculty, staff, and administration.

As a public university for the public good, our bedrock commitment to diversity and belonging requires mutual respect, understanding, and valuing individuals to facilitate a more diverse and inclusive environment so all can belong.

This statement was the crux of the [Comprehensive Strategy and Plan](#) which the Council completed during the spring and summer of that year and released on June 19, 2020.

During the 2021-2022 academic year, the Board embarked on the creation of a new committee. In December of 2020 the Diversity and Belonging ad hoc committee met for the first time. This ad hoc committee also met on March 5, 2021 where following that meeting, the Board, under the leadership of Chair Betty Montgomery, voted to amend the bylaws and create a standing committee for Diversity and Belonging, making our university “the first institution of higher education in the state, and possibly the nation, to establish a standing committee on Diversity and Belonging” (Dupont, 2021). The Committee met for the first time in May 2021 where action was taken to approve the naming of the Robert L. Perry Veranda, to honor Robert L. Perry, Ph.D., distinguished Professor Emeritus, Department of Ethnic Studies, who is a Bowling Green State University Alumnus (BA, 1959 and MA, 1965), and was the founding Director of the Ethnic Studies Program (1970-1979) and first Department Chair (1979-1997).

The efforts of our Board are helping to ensure that BGSU provides opportunities for civic engagement, innovation, inclusive learning, transformation, and discovery. As a public university, BGSU focuses on contributing to the public good and embraces its role as a national model in addressing the educational, economic, and social vitality of our region, the state of Ohio, the nation, and the world, our leadership is consistently working to ensure that we support all individuals to build a quality learning community that fosters diversity and inclusion, collaboration, creativity, and excellence.

Dupont, D. (2021, March 12). BGSU trustees establish standing committee on diversity and belonging. *BG Independent Media*. <https://bgindependentmedia.org/bgsu-trustees-establish-standing-committee-on-diversity-and-belonging/>

Bowling Green State University
Division of Diversity and Belonging
End of Year Report
2019-2020

Submitted by: Jennifer McCary, Chief Diversity and Belonging Officer
June 9, 2020

Executive Summary

In the Division of Diversity and Belonging's (DDB) first academic year as a standalone division, much has been accomplished, including the development of the DDB Strategic Plan for 2019-2023. The DDB has worked to expand services to be inclusive of not just students, but faculty, staff, and the greater community, as well as to align programming and initiatives with the DDB key objectives: advocacy, training and development, programming, partnerships, and accountability.

This year, the DDB held more than 430 events/programs/initiatives and served 19,729 people (duplications are likely, but our assessment was not able to distinguish individual participants across programs). Of particular relevance for the DDB this year:

- The successful onboarding of Kacee Ferrell Snyder (Director, Center for Women and Gender Equity; Co-Director, Center for Violence Prevention and Education), and Lakeshia Dowlen (Director, Title IX)
- All areas have increased their faculty/staff collaboration and support.
- All areas were able to continue serving the BGSU community virtually in light of COVID19 and the remote learning environment.
- Designing Your Life was successfully implemented in both the TRIO Summer Bridge and the Multicultural Summer Link with intentionality in student advising efforts.
- With approximately 700 people in attendance, the 20th Black Issues Conference was a success. Morning workshops, led by Jennifer McCary, Chief Diversity and Belonging Officer, keynote speaker Bobby Seale, and OMA Assistant Director Toni Gordon were very well attended. Presenters across the 19 afternoon sessions included students from Rogers High School, faculty from the University of Findlay, community members, and BGSU faculty, staff, and students.
- The Center for Violence Prevention and Education led the Green Dot Strategy for Bowling Green State University. In its first year, BGSU Green Dot's goal was to train 10-20% of faculty and staff. In spite of having three fewer months to offer trainings, this goal was met with 441 (17%) of faculty and staff training at the Bowling Green campus and 16 (9%) of faculty and staff trained at the Firelands campus.
- LGBTQ+ Programs participated in the Campus Pride Index, which generated an overall rating of 3.5 out of 5 stars. In comparison to all other Ohio schools (22) that have participated, BGSU ranks 12th out of 23. We have identified a 10-item action plan for improving specifically: recruitment and retention, residence life housing matching, chosen name and pronoun practices, gender-inclusive restrooms, workshop and training offerings, faculty/staff support, bias reporting, and mentoring programs.

Division of Diversity and Belonging Individual Office Summaries

Center for Violence Prevention and Education Summary Information

Program(s)/Initiative(s)	19-20 # Events	19-20 # Participants
Passive Programming	17	671
Educational Presentations	40	817
SAAM Programming	7	6,027
Masculinities Programs	11	415
Survivor Programs	1	7
Total	76	7,937

Center for Women and Gender Equity Summary Information

Program(s)/Initiative(s)	19-20 # Events	19-20 # Participants
Educational Presentations	15 (+5 cxld)	757
Passive Programming	11	436
Faculty/Staff Geared Programming	7 (+2 cxld)	152
Summits/Teach-In	4	110
Recognition and Celebratory Events	2	286
Feminist Fridays	N/A	N/A
Total	38	1694

LGBTQ+ Programs Summary Information

Program(s)	19-20 # Events	19-20 # Participants
Safe Zone	23	284
Safe Zone-Related Customized Programs*	14	598
Staff-led Diversity Workshops/Panels/Presentations	33	2901
Welcome Events	3	520
LGBTQ+ History Month (formerly - Coming Out Week)	12	646
Gender Awareness Week	2	130+
Rainbow Days	7	255 (not including Lavender Graduation virtual participants)
Total	80	4,736 (not including Lavender Graduation virtual participants)

Office of Multicultural Affairs Summary Information

Program(s)/Initiative(s)	19-20 Events	19-20 Participants
Multicultural Summer Link/1510 Class	1	77/66 (class)
Heritage Months Programming	21	652
Multicultural Dialogue Series	14	58
Black Issues Conference	1	700
Graduation Ceremonies	3	Undeterminable
Other OMA Programming	6	866
Total	46	2353+

Title IX Summary Information

Program(s)/Initiative(s)	19-20 # Events	19-20 # Participants
VAWA Prevention Education	35	925
Bystander Intervention	4	134
GSO Training	1	26
Student Athlete	2	383
RA Trainings	n/a	n/a
Employee Mandatory Training	n/a	1136
Total	42	2,604

TRIO Summary Information

Program(s)/Initiative(s)	19-20 # Events	19-20 # Participants
Integrate Academic and Career Advising	20	89
Align programs with Supporting Student Success	42	255
High Demand Programming	9	34
Enhance culture to Support Diversity and Inclusion	2	27
Develop/implement Comprehensive Marketing & Comm plan	80	--
Total	153	405

Division of Diversity and Belonging

Program(s)/Initiative(s)	19-20 # Events	19-20 # Participants
Total	435	19,729

Center for Violence Prevention and Education

Notes/Key:

- 11 cancelled programs/initiatives due to COVID-19
- *Complete – the asterisk indicates that the program happened, but was virtual due to COVID-19
- *CANCELLED – the asterisk indicated that this program was cancelled due to COVID-19

Passive/Tabling Programming

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Graduate Student Orientation	15	Jamie Wlosowicz	8/20/19	Complete			x	
Summer Bridge Resource Fair	200	Jamie Wlosowicz	8/21/19	Complete			x	
Build the Best BG	39	Jamie Wlosowicz	8/29/19	Complete	x	x	x	x
Consent (Bystander) Cart	22	Jamie Wlosowicz	8/29/19	Complete			x	
Campus Fest	53	FAB	9/4/19	Complete	x	x	x	
Sexual Violence 101	11	Jamie Wlosowicz	9/10/19	Complete	x	x	x	
Healthy Relationships	7	Jamie Wlosowicz	9/23/19	Complete	x	x	x	
Health Fair & Farmers Market	34	Jamie Wlosowicz	10/8/19	Complete	x	x	x	x
Clothesline Project	100	Jamie Wlosowicz, FAB, & The Cocoon	10/9/19	Complete	x	x	x	x
Late Night at the Rec	27	Jamie Wlosowicz	10/24/19	Complete			x	
Sex + Starbucks – Healthy Relationships	33	Jamie Wlosowicz, FAB, & The Cocoon	10/28/19	Complete	x	x	x	x
CVPE Focus Group	22	FAB	11/4/19	Complete			x	
International Men's Day	12	Jamie Wlosowicz	11/19/19	Complete	x	x	x	
White Ribbon Day	14	Jamie Wlosowicz & FAB	11/25/19	Complete	x	x	x	
Sex + Starbucks – Violence Against Women	25	Jamie Wlosowicz & FAB	11/26/19	Complete	x	x	x	x
Spring Semester 2020								
Consent Tabling	10	FAB	2/10/20	Complete				
Sex + Starbucks – Healthy Relationships	47	Jamie Wlosowicz & FAB	2/14/20	Complete				
Sex + Starbucks – Bystander Intervention and SAAM	-	Jamie Wlosowicz & FAB	4/29/20	*CANCELLED				
Consent (Bystander) Cart	-	Jamie Wlosowicz & FAB	5/6/19	*CANCELLED				

Over the last year, CVPE altered from doing stand-alone tabling with general information about the CVPE to topic-gear education. With more intentional engagement, greater conversations around the mission of CVPE have occurred and the effort to raise awareness about the Center was achieved through conversation.

Testimonials:

“It was an absolute pleasure partnering with the Center for Violence Prevention and Education to launch Green Dot at BGSU Firelands. Our office [Student Engagement, Diversity and Inclusion] was able to co-facilitate two Green Dot overview presentations allowing for the training of 16 faculty and staff members. In addition to the coordinated launch of Green Dot, the CVPE collaborated on two educational programs that engaged over 60 students. Firelands students, faculty and staff valued the opportunity to engage in training and discussions related to taking an active role in bystander intervention.”

– *Seth Campbell, BGSU Firelands Coordinator of Student Engagement, Diversity and Inclusion*

“Before being a FAB, Feminist Ambassador, I did not know about certain events or centers around campus. During my year as a FAB, I gained knowledge and skills in passive programming that had not been afforded to me before. My favorite passive programming memory was doing the Consent Cart! One student answered all the questions we asked, seemed super excited, and even wanted to take a picture to tell his friends about it. Passive programming allows a relaxed, but meaningful, way to interact and talk with students.”

– *Megan McDonnell, BGSU Graduate Student and Feminist Ambassador for CWGE/CVPE*

“Passive programming gives students the opportunity to interact with the CWGE/CVPE in a more casual way, and is an amazing stepping stone to increased student engagement. I have had great conversations with students about healthy relationships, consent, bystander intervention, etc. because they were excited about getting some free coffee or a golf cart ride to class and then stuck around to hear what we had to say. I have seen several students come to other CWGE/CVPE events because they enjoyed the conversations they had and were able to find an outlet for issues they were passionate about. Overall, I think passive programming is helpful in both increasing awareness of the centers and in helping students become more comfortable and excited about getting involved.”

– *Rachel Jarvis, BGSU Undergraduate Student and Feminist Ambassador for CWGE/CVPE*

Educational Presentations

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Green Dot – Tech/Aviation	13	Jamie Wlosowicz	9/3/19	Complete	x	x		
Sexual and Domestic Violence, Stalking, & Bystander Intervention	60	Jamie Wlosowicz	9/3/19	Complete			x	
Sexual and Domestic Violence, Stalking, & Bystander Intervention	60	Jamie Wlosowicz	9/5/19	Complete			x	
Green Dot @ BGSU Firelands	11	Jamie Wlosowicz & Seth Campbell	9/25/19	Complete	x	x		
Engaging the Disengaged	29	Jamie Wlosowicz	9/27/19	Complete	x		x	x
Green Dot – EDHD	25	Jamie Wlosowicz & Faith DeNardo	10/2/19	Complete	x	x		
Green Dot – EDHD	6	Jamie Wlosowicz & Faith DeNardo	10/11/19	Complete	x	x		
Sexual Assault 101, Bystander Intervention, & Resources	75	Jamie Wlosowicz	10/22/19	Complete			x	x
Green Dot – HMLS	25	Faith DeNardo & Nick Rybak	10/22/19	Complete	x	x		
Green Dot @ BGSU Firelands	5	Jamie Wlosowicz & Seth Campbell	11/6/19	Complete	x	x		
Sexual and Domestic Violence, Stalking, & Bystander Intervention – WGSS	36	Jamie Wlosowicz	11/13/19	Complete			x	
Green Dot – USAC	22	Jamie Wlosowicz & Toni Gordon	11/14/19	Complete		x		
Green Dot – DSA	17	Jamie Wlosowicz & Nick Rybak	11/15/19	Complete		x		
Green Dot – Mathematics	6	Jamie Wlosowicz & Nick Rybak	11/15/19	Complete				
Healthy Relationships – Care Coalition	12	Faith DeNardo & Jamie Wlosowicz	11/20/19	Complete	x	x		x
Bystander Intervention – Hazing with Fraternity & Sorority Life	28	Faith DeNardo & Jamie Wlosowicz	11/21/19	Complete			x	x
Green Dot – DDB	6	Jamie Wlosowicz & Dani Haynes	11/22/19	Complete	x	x		
Green Dot – Dept of Theater & Film	20	Jamie Wlosowicz & Steve Burns	12/3/19	Complete	x	x		
Community Bystander Training with La Conexion	55	Jamie Wlosowicz & Faith DeNardo	12/4/19	Complete				x
Green Dot – DDB	7	Jamie Wlosowicz	12/6/19	Complete		x		

Green Dot – Grad College	13	Jamie Wlosowicz & Dani Haynes	12/19/19	Complete	x	x		
Spring Semester 2020								
Green Dot – A&S Staff	12	Nick Rybak & Delaine Adams	1/14/20	Complete	x	x		
Green Dot – A&S Staff	9	Dani Haynes & Michael Thompson	1/14/20	Complete	x	x		
Green Dot – College of Ed	10	Toni Gordon & Michael Thompson	1/15/20	Complete	x	x		
Green Dot – DSA Professional Development Day	6	Jamie Wlosowicz & Phil Hughes	1/15/20	Complete		x		
Green Dot – Chartwells Dining	22	Dani Haynes & Nick Rybak	1/16/20	Complete		x		x
Green Dot – Chartwells Dining	24	Dani Haynes & Nick Rybak,	1/16/20	Complete		x		x
Green Dot – Chartwells Dining	17	Jamie Wlosowicz & Kacee Snyder	1/16/20	Complete		x		x
Green Dot – Chartwells Dining	16	Phil Hughes & Kacee Snyder	1/16/20	Complete		x		x
Green Dot – Chartwells Dining	19	Phil Hughes & Jamie Wlosowicz	1/16/20	Complete		x		x
Green Dot – HHS	8	Jamie Wlosowicz & Kacee Snyder	1/21/20	Complete	x	x		
Green Dot – Library Staff	39	Jamie Wlosowicz & Kayla Ballinger	1/23/20	Complete	x	x		
Green Dot – HHS	14	Delaine Adams & Phil Hughes	1/23/20	Complete	x	x		
Green Dot – Honors College	4	Jamie Wlosowicz & Toni Gordon	1/27/20	Complete		x		
Green Dot – College of Ed	10	Delaine Adams & Dani Haynes	2/12/20	Complete		X		
Green Dot – Head Coaches	27	Jamie Wlosowicz & Kacee Snyder	2/12/20	Complete		x		
Green Dot – Enrollment Management	10	Nick Rybak & Jamie Wlosowicz	2/18/20	Complete		x		
Green Dot – Care Coalition	8	Jamie Wlosowicz & Faith DeNardo	2/18/20	Complete	x	x		x
Green Dot – College of Ed	5	Phil Hughes & Delaine Adams	2/25/20	Complete	x			
Green Dot – Athletics	14	Jamie Wlosowicz & Nick Rybak	2/25/20	Complete		x		
Green Dot – Campus Ops	-	Jamie Wlosowicz	3/18/20	*CANCELLED				
Prevention Progression: Enacting a Collaborative Effort	-	Nick Rybak & Jamie Wlosowicz	3/20/20	*CANCELLED				
Green Dot – BGSU Football Team	-	Kacee Snyder, Faith DeNardo, Phil Hughes,	3/25/20	*CANCELLED				

		Nick Rybak, and Jamie Wlosowicz						
Green Dot – Campus Ops	-	Nick Rybak & Phil Hughes	3/26/20	*CANCELLED				
Healthy Relationships & Sexual Harassment – Volleyball	-	Jamie Wlosowicz	3/30/20	*CANCELLED				
Green Dot – Campus Ops	-	Jamie Wlosowicz & Steve Burns	3/30/20	*CANCELLED				
Green Dot – Open SAAM	-	Jamie Wlosowicz	4/17/20	*CANCELLED				
Sexual Assault 101	12	Jamie Wlosowicz	4/26/20	Complete			x	

Ten BGSU employees were trained in the Green Dot Strategy and the initial goal was to educate 500 students in Green Dot. While utilizing the Green Dot Strategy's plan, CVPE adjusted this to fit the plan that Alteristic set which was to focus on faculty and staff education. The CVPE trained 441 (17%) faculty/staff at the Bowling Green Campus and 16 (9%) faculty/staff at the Firelands Campus. Our goal of training 10-20% of faculty and staff was reached, despite having nearly three fewer months to offer trainings and having to cancel six Green Dot trainings that were scheduled and not being able to schedule any additional trainings.

Testimonials:

"The Green Dot safety program is an impactful bystander intervention program that gives participants the tools and resources to measurably reduce interpersonal violence in their community. The facilitators did a wonderful job of demonstrating the idea that most people **will** intervene or prevent an act of violence from occurring if they simply are inspired to do so and have resources they feel comfortable using. The concept of Green Dots and Red Dots are something anyone can easily understand and makes a memorable impact that professional staff and students can understand and comprehend."

– Chet Hesson, Assistant Athletic Director for Academic and Student Services and Deputy Title IX Coordinator

"As a Green Dot trainer, I feel that we have been met with positive reception overall, and it feels as if the beginnings of a culture shift are taking root. I am proud to have been involved with the initial rollout, and I look forward to sustaining momentum."

– Nick Rybak, BGSU Graduate Student and Prevention Specialist at The Cocoon

Sexual Assault Awareness Month Programming

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Spring Semester 2020								
SAAM 5K and Dog Walk	-	Faith DeNardo	4/4/20	*CANCELLED				
Virtual SAAM 5k/Dog Walk	52	Faith DeNardo	April	*Complete	x	x	x	x
Clothesline Project	-	The Cocoon & Jamie Wlosowicz	4/8/20	*CANCELLED				
Virtual Clothesline Project	2,595	The Cocoon & Jamie Wlosowicz	April	*Complete	x	x	x	x

It's On Us Teach-In	-	Jamie Wlosowicz	4/14/20	*CANCELLED				
Virtual "What Were You Wearing?"	3,198	The Cocoon & Jamie Wlosowicz	April	*Complete	x	x	x	x
Traditional Masculinity is Harmful for Men (IOU Teach-in Presentation)	31	Nick Rybak	4/14/20	*Complete		x	x	x
Consent on Campus – Education and Prevention of Sexual Assault (IOU Teach-in Presentation)	78	Mara Sansalone	4/15/20	*Complete	x	x	x	x
Identifying Abuse and Violence in Gay Male Relationships (IOU Teach-in Presentation)	65	Harry Olafsen	4/16/20	*Complete	x	x	x	x
Annual Poetry Night	-	Jamie Wlosowicz	4/21/20	*CANCELLED				
Popcorn Wednesday (Honors College) - SAAM	-	Jamie Wlosowicz & FAB	4/22/20	*CANCELLED				
Nameless Screening	8	Men Can Stop Rape	4/28/20	*Complete	x	x	x	x
Denim Day	unk.	BGSU Residence Life	4/29/20	*Complete	x	x	x	x

Going into year two of the CVPE strategic plan, it was a goal to engage with 500 students and 50 faculty/staff through Clothesline Project, "What Were You Wearing?" and through the It's On Us Teach-In. With unforeseen circumstances, SAAM was moved to a virtual platform such as Facebook and Instagram. We had 234 individuals participate virtually that we were able to track, plus the virtual Clothesline Project and virtual What Were You Wearing engagement. Overall, we were really pleased with how we were able to quickly transition to a virtual format for SAAM events.

Testimonials:

"I thank Jamie Wlosowicz for coming to our fraternity's meeting to speak on awareness for sexual assault and violence. I learned so much information about the facts & myths about sexual violence and realize that being informed about the relevance, importance, and impact of it on women (and men) is so important. I hope awareness continues to grow and spread, because awareness is a key step in helping to prevent sexual violence and helping us all to better know how to help the victims of it."

– Adrik Weinsier-Marcano, BGSU Undergraduate Student and member of Beta Theta Pi

"Having the chance to have a representative take the time to come and educate me and my brothers in our fraternity about the myths and facts regarding the statistics of sexual assault on College campuses was a very valuable experience. Many of my brothers including me felt that we had good enough knowledge on the topic, but through our education session in Sexual Assault Awareness month, it felt like we were able to come away with much more knowledge than we initially thought. I am very thankful for our education session with CVPE as I felt it allowed me to be more helpful in my friendships, relationships, and realize that I wield a lot of power when it comes to preventing sexual assault on campus."

– Pete Dunkle, BGSU Undergraduate Student and President of Beta Theta Pi

Masculinities Programs

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Men's Engagement Social @ Firelands	26	Seth Campbell & Jamie Wlosowicz	9/25/19	Complete			x	
Men's Engagement Social	15	Jamie Wlosowicz	9/26/19	Complete		x	x	
Men's Action NOW	5	Nick Rybak	10/2/19	Complete			x	x
Team Player Program	14	Jamie Wlosowicz	10/13/19	Complete			x	
Re-Imagining Masculinities and Manhood Keynote	276	Jamie Wlosowicz	10/13/19	Complete	x	x	x	x
Miracle Mornings w/ Men's Soccer Organization	28	Jamie Wlosowicz	10/14/19	Complete		x	x	
Coffee Break	18	Jamie Wlosowicz	10/14/19	Complete	x	x		
Tasty Tidbits	12	Jamie Wlosowicz	10/14/19	Complete			x	
Workshop at BGSU Firelands	46	Seth Campbell & Jamie Wlosowicz	11/6/19	Complete	x	x	x	
Men's Action NOW	5	Nick Rybak	11/6/19	Complete			x	x
Men's Action NOW	12	Nick Rybak	12/4/19	Complete			x	x
Spring Semester 2020								
Men's Action NOW	-	Nick Rybak	3/11/20	*CANCELLED				
Men's Engagement Social	-	Jamie Wlosowicz	3/30/20	*CANCELLED				
Workshop at BGSU Firelands	-	Jamie Wlosowicz & Seth Campbell	4/7/20	*CANCELLED				
<i>The Mask You Live In</i>	-	Jamie Wlosowicz	4/8/20	*CANCELLED				
Finding Out Voice: Sister Survivors Speak – Michigan State University Bus Trip	-	Jamie Wlosowicz	4/18/20	*CANCELLED				

As a first-time initiative through the CVPE, men's engagement was centered to discuss healthy masculinities. Through a variety of programs, including the Key Player Program, Miracle Mondays, Coffee Break, and Tasty Tidbits, there was feedback collected from participants: "offer more of these," "as this program grows I think it will benefit men (and all others) on campus," "this was so much useful information. It got me more curious and raised good questions in my mind," "the discussion we had around manhood and how it applies to all genders... and honestly, it was really interesting." CVPE received the Innovation Initiative through the Division of Student Affairs to support Masculinities Engagement Network for the 2019-2020 academic year.

Testimonials:

"I was fortunate enough to work with the Masculinities Engagement Network this year and it was a very beneficial experience. It was invigorating to engage in meaningful conversations with everyone on the

committee about how to promote healthy masculinities on BGSU's campus. The committee organized several events and programs to achieve that goal, one of which was called 'Re-Imagining Masculinities & Manhood.' The event featured Dr. Michael Brown speaking with students about positive masculinities and healthy relationships. I received encouraging feedback following the event, which excites me for the future of the committee and the Center for Violence Prevention and Education."

– *Kyle Repetto, BGSU Graduate Student*

"As a member of Nontraditional & Military Student Services and a male-identified professional staff, I was extremely grateful to partner with the Center for Violence Prevention and Education this year. The work that Jamie led for the Masculinities Engagement Network was outstanding and was just the beginning of more robust programming and education focused on healthy masculinity. I am particularly excited about the #MenUnmasked initiative that will connect the stories of many of our faculty and staff with students across multiple social media platforms. The quality of the videos and stories were so well done and the coordination of the project by Jamie was exceptional. Very excited to see the influence of this campaign on our students in the near future."

– *Gabe Dunbar, Program Coordinator and Advisor for Nontraditional and Military Student Services*

Survivor Programs

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
T-shirt Making	7	The Cocoon	10/9/19	Complete			x	
Spring Semester 2020								
T-shirt Making	-	The Cocoon	4/14/20	*CANCELLED				

In collaboration with The Cocoon, the CVPE brought the first t-shirt making program to campus in three years. Within a two-hour timeframe, seven student survivors decorated a t-shirt to share their experience with the BGSU community as it relates to sexual and dating/domestic violence.

Center for Women and Gender Equity

KEY:

*CANCELLED – Cancelled due to COVID-19

*Complete – Completed but differently due to COVID-19

**These programs are captured in other categories

Educational Presentations

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Understanding Power and Privilege in Your Graduate School Journey (session 1)	250	Jamie Wlosowicz & Gray Strain	8/20/19	Complete			x	
Understanding Power and Privilege in Your Graduate School Journey (session 2)	250	Jamie Wlosowicz & Gray Strain	8/20/19	Complete			x	
Sex, Gender, and Privilege	31	Jamie Wlosowicz	10/31/19	Completed	x		x	
Gender and Equity in Academic Environments Panel	12	Kacee Snyder	11/7/19	Complete			x	
Spring Semester 2020								
Understanding Power and Privilege in Your Graduate School Journey	27	Gray Strain	1/23/20	Complete			x	
Civic Topic: Resources and Tools for Engaging Students - 19 th Amendment	6	Kacee Snyder	2/19/20	Complete	x	x		
CWGE 101 & FAB	-	FAB	3/23/20	*CANCELLED				
Career Development for Women in Business Leadership	-	Kacee Snyder	3/24/20	*CANCELLED				
Equal Pay – Popcorn Wednesday	-	Honors College, FAB, & Jamie Wlosowicz	3/25/20	*CANCELLED				
<i>Ask for Jane</i>	-	Jamie Wlosowicz, FAB, & Falcons After Dark	3/27/20	*CANCELLED				
CWGE & CVPE 101	23	FAB & Jamie Wlosowicz	4/6/20	*Complete				
Tea @ 2	6	Gina Davidson	4/9/20	*Complete	x	x		
BG Leadership Academy: Being an Ally for Minoritized Individuals	-	Kacee Snyder & Jamie Wlosowicz	4/10/20	*CANCELLED				
Tea @ 2	12	Gina Davidson	4/16/20	*Complete	x	x		x
Tea @ 2	12	Gina Davidson	4/23/20	*Complete	x	x	x	x
Tea @ 2	10	Gina Davidson	4/30/20	*Complete	x	x		x
Professional Development & Gender Equity within the Workforce	18	Kacee Snyder & Jamie Wlosowicz	5/4/20	*Complete			x	

Tea @ 2	6	Gina Davidson	5/7/20	*Complete	x	x		
Coffee and Chat: BGSU EAP & IMPACT	47	Jamie Wlosowicz, Seth Campbell, and Human Resources	5/11/20	Complete	x	x		
Wikipedia Edit-a-thon	Tbd	Kacee Ferrell Snyder, Cindy Toscano, and Reference Librarians	5/12/20	Complete	x	x	x	x

We were successful with the programs we were able to implement pre-COVID19, as well as with the programs we had to adjust to an online format after. One program from the strategic plan that involved a summer internship program for students placed at non-profits was adjusted a bit to accommodate our priorities in the CWGE. As such, we collaborated with the Master of Social Work program to present a professional development workshop via WebEx prior to the students going into their summer non-profit internships. There were 18 students who participated in the Professional Development and Gender Equity within the Workforce workshop, and we also provided an opportunity for follow-up meetings with students. They were provided with a variety of career-related resources from the Center for Women & Gender Equity as well as the Career Center. Given our original goal of 5-7 students, we were pleased with the number of students we were able to reach.

In addition, we continued our Tea@2 program and worked with a variety of faculty, staff, and students to host them. We were able to partner with individuals across campus who we otherwise may not have gotten to partner with. These intimate gatherings in our lounge were moved to a WebEx format where we did our best to continue the feeling of community and belonging. We were happy with the turnout and variety of colleges and departments that were drawn to the Tea@2, and received feedback from individuals that they enjoyed gathering and sharing information and “being together.”

Passive Programming

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Graduate Student Orientation	15	Jamie Wlosowicz & Gray Strain	8/20/19	Complete			x	
Summer Bridge Resource Fair	200	Jamie Wlosowicz	8/21/19	Complete			x	
Build the Best BG	39	Jamie Wlosowicz	8/29/19	Complete	x	x	x	x
Campus Fest	53	FAB	9/4/19	Complete			x	
Reproductive Justice & Rights	7	Jamie Wlosowicz	9/9/19	Complete			x	
Sex + Starbucks – Reproductive Health	32	Jamie Wlosowicz & FAB	9/6/19	Complete		x	x	x
Health Fair & Farmers Market	34	Jamie Wlosowicz	10/9/19	Complete	x	x	x	x
Consent and Sexual Health (Golf Cart)	17	Jamie Wlosowicz	10/21/19	Complete			x	

Spring Semester 2020								
Sex + Starbucks – Women’s History Month	12	Jamie Wlosowicz & FAB	3/3/20	Complete		x	x	
ICS Big Ideas Podcast	17	Gray Strain	4/15/20	Complete	x	x	x	x
Podcast	5	Gina Davidson	4/15/20	Complete	x	x	x	x
Buzzwords videos on Instagram	300	Jamie Wlosowicz & Gray Strain	4/15/20	Complete	x	x	x	x
Miss Representation screening and discussion	5	Gray Strain	4/25/20	Complete		x		

This year we cut down on the number of individual passive programming events we did so the staff could concentrate on some more intentional programming. By focusing on passive programming where we had more ‘bang for our buck’ we saw a large increase in the number of participants in this kind of programming, even though we cut down on the number.

We tried to partner a bit more this year as well. For example, we co-hosted a podcast with the Institute for Culture and Society and interviewed a BGSU alumna who is a Senior Organizing Manager for NARAL Pro-Choice California. It was great to work with various faculty and alumni on the project.

Faculty/Staff Geared Programming

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
New and Recently Promoted Women and Non-Binary Faculty Welcome	45	Gray Strain & Sandra Faulkner	9/12/19	Complete	x	x	x	
Women’s Networking Circle	68	Gray Strain	9/26/19	Complete	x	x		
Faculty Research Seminar: Vikki Krane	20	Gray Strain & Jamie Wlosowicz	10/23/19	Complete	x	x	x	
Women’s Networking Circle	19	Gray Strain	11/25/19	Complete	x	x		
Spring Semester 2020								
Faculty Research Seminar	-	Kacee Ferrell Snyder & Gray Strain	3/31, 4/24/20	*CANCELLED				
Coffee Chat with BGSU Human Resources	47	Jamie Wlosowicz & Seth Campbell	5/11/20	Complete	x	x		

One of our goals for this summer was to develop a summer program for women staff for professional development. Due to a variety of factors, we decided to move forward with an online professional development book club this summer. Our goal is to have 10-15 participants, and we will be reading *Bad Feminist* by Roxanne Gay and utilize WebEx to meet on a regular basis throughout the summer. The National Network to End Domestic Violence (NNEDV) created the Reader with a Cause book club on Goodreads, which we can

utilize for the club. There is also an online discussion board on Goodreads that we can utilize for a wider-reaching discussion.

Our Women's Networking Circle took place in partnership with the Center for Faculty Excellence and the Institute for the Study of Culture and Society in the fall. There were 68 individuals who participated in "Leading Equity-Minded Reform of Academic Divisions of Labor: What We Can and Should Do Now" by KerryAnn O'Meara. We also hosted one Faculty Research Seminar with Vikki Krane and had 20 individuals participate to hear about her research. The two spring Faculty Research Seminars that were planned with Khani Begum and Elizabeth Holman unfortunately had to be cancelled.

Summits/Teach-Ins

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Reproductive Health Teach-In: Viewing of <i>Ask for Jane</i>	13	Kacee Ferrell Snyder & Jamie Wlosowicz	9/27/19	Complete	x	x	x	x
Reproductive Health Teach-In: Brunch and Panel Discussion	17	All CWGE	9/28/19	Complete	x	x	x	x
Spring Semester 2020								
Women of Color Leadership Summit	54	All CWGE	3/6/20	Complete	x	x	x	x
Women of Color Leadership Summit Break-Out Sessions (2)	28	All CWGE	3/6/20	Complete	x	x	x	x
International Women's Day	26	Cindy Toscano	3/9/20	Complete		x	x	

For the Women of Color Leadership Summit this year, we took it in a bit of a different direction from last year. We decided to invite local women to serve as our panelists and focus on Northwest Ohio and our women of color leaders in the area. Therefore, we did not have a keynote session. Our overall participation was a bit lower than the numbers reported last year, but we were pleased with the variety of individuals who attended, including faculty, staff, undergraduate and graduate students, community members, and alumnae. We also faced a number of challenges in the planning of the event – securing panelists was difficult and resulted in marketing being a bit later than we had hoped. We have plans for increased partnership and marketing for next year's event.

One change we made this year to streamline events and create more synergy was to celebrate mentors at BGSU during our Women of Distinction awards ceremony. We did not host a separate event, but built recognition of mentors into the presentation through the PowerPoint, within the script, with posters throughout the ballroom, and with a small token of appreciation at check-in. This allowed us to encourage more individuals to attend the Women of Distinction event, encourage people to nominate mentors for the award in the future, and show the natural progression of such recognition. This increased visibility for both events, as well as the individuals who were recognized. We had 215 people attend the combined event this year, which was an increase from last year for both events.

Recognition and Celebratory Events

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Light the Way	43	Jamie Wlosowicz, FAB, & Gray Strain	4/28/19	Complete	x	x	x	
Spring Semester 2020								
Women of Distinction & Celebrating Mentors	215	Center for Leadership, CWGE Staff	3/5/20	Complete	x	x	x	x

The Women of Distinction event, as mentioned above, was incredibly successful this year. We were hoping for 160 people in attendance, and we had 215 present. The women who were recognized came from a variety of backgrounds, and shared some wonderful stories. Additionally, we changed the format of the event from a panel discussion where the award winners are asked questions to one where they each spoke for 3-5 minutes from a question they chose ahead of time. The feedback we received about this change was positive – the event flowed better, it “didn’t drag” and the award winners liked not being put on the spot to have to answer questions.

Testimonials:

I have a lot of pride telling people that I won the WOD Award—I even put a quote from my nomination in my CV. It’s one of the few moments where I can take pause and relish in the appreciation not for the work that I do, but more so what I stand for, and who I am as a person. As academics we rarely have the occasion to process our value to the community, at least not beyond the broader impacts of our research. Thank you to the people who took the time to be real sponsors for women- those who created and manage the award, the nominators, the selection committee, and the audience. The award came for me at a time when I needed some positive reinforcement.

-Shannon Pelini, Women of Distinction Winner

I am not sure if words will ever be sufficient enough of how I felt at being honored with the Women of Distinction award. First to find out a peer nominated you but then to be with all of the women that were honored was extremely humbling. Thank you will never be enough at having been selected. Everyone at the event makes you feel incredibly special. It was truly an honor being part of the Women of Distinction.

-Marissa Riffle, Women of Distinction Winner

I was unaware of how many women on campus are doing great things throughout Bowling Green.

Recognizing that women are empowering, service-oriented, and unapologetically powerful is not something to take lightly. With all of the normal day-to-day tasks that are expected of everyone these women show that when “we” come together “we” can move mountains and touch so many hearts in the process. The Women of Distinction ceremony gives BGSU an opportunity to recognize and thank all of the wonderful women who make things happen. It was an honor to be nominated and recognized during this ceremony. I cannot thank the Center for Women and Gender Equity enough for taking the time to bring this to BGSU and for organizing this wonderful and much-needed ceremony.

-MSgt Jessica Barron, Women of Distinction Winner

Being honored at the Women of Distinction event was a defining moment for what has turned out to be a crazy year! I was proud even to be nominated, let alone a recipient. The Women of Distinction event has made me more confident and helped to build my self-esteem! I am proud to call myself a Woman of Distinction at BGSU!

-Megan McDonnell, Women of Distinction Winner

LGBTQ+ Programs

Safe Zone Workshops:

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Safe Zone – Student Employment Services staff retreat		Katie	8/9					
Safe Zone – conduct staff retreat		Katie	8/15					
Safe Zone for MSL student staff	10	Katie	8/16	complete		X	X	
Safe Zone for TRIO student staff	12	Allie Hicks and Beck Jenkins	8/17	complete		X	X	
Safe Zone – CFE	21	Katie	9/10	complete	X	X		X
Safe Zone – regular offering	9	Katie and Allie	9/24	complete		X	X	
Safe Zone – CFE	7	Katie	10/2	Complete	X	X	X	X
Safe Zone – Library staff	50	Katie and Shevonne	10/3	complete	X	X		
Safe Zone – Firelands	14	Ana	10/14	complete	X	X		
Safe Zone – regular offering	2	Shevonne	10/16	complete		X	X	
Safe Zone – regular offering	2	Ana	10/18	complete			X	
Safe Zone – Acouschicks	26	Allie	10/30	Complete		X	X	
Safe Zone – CFE	13	Shevonne	11/7	Complete	X	X		
Safe Zone – regular offering	7	Allie	11/14	complete			X	X
Trans 101 – regular offering	5	Allie and Shevonne	11/19	complete				
Trans 101 – Counseling Center Staff	22	Allie and Shevonne	11/22	complete	X	X		
Safe Zone – Academic Advisors	20	Katie	12/3	complete	X	X		
Safe Zone Train the Trainer – Academic Advisors	7	Katie	12/3	complete	X	X		
Intersectionality	12	Allie and Rick	12/5	complete	X	X	X	X
Spring Semester 2020								
Athletics staff Safe Zone	24	Katie	1/16/20	complete	X	X		
Safe Zone 101	5	Shevonne	2/6/20	complete			X	
Trans 101	1	Allie and Jordyn	2/21/20	complete		X	X	
Trans 101	4	Allie and Rick	3/11/20	complete		X	X	
CFE Safe Zone 101	5	Allie	3/12/20	Complete	X	X		
Intersectionality			3/21/20	cancelled				
Safe Zone 101			4/12/20	cancelled				

Intersectionality			4/17/20	cancelled				
CFE Safe Zone			4/20/20	cancelled				
CFE virtual Safe Zone 101	6	Katie	5/6/20	complete	X	X		

BGSU Safe Zone Project

The Safe Zone Project at Bowling Green State University promotes awareness of Lesbian, Gay, Bisexual, and Transgender, and Queer (LGBTQ+) people. This workshop series provides education concerning LGBTQ+ issues and seeks to improve the environment for LGBTQ+ people. The project's main goal is to build a support network of allies for BGSU's LGBTQ+ Community.

Safe Zone Goals

- To increase awareness of LGBTQ+ people and issues.
- To create gender inclusive change on our campus and in our society.
- To form an awareness of the impact intersectionality has in influencing our understanding of identities and systems.
- To improve the climate for LGBTQ+ people at BGSU.
- To make allies visible to and involved with LGBTQ+ students, faculty, and staff.

Athletics Safe Zone testimony:

“Katie Stygles and her colleagues continue to do an amazing job with education and pushing for real change to promote equity and inclusion at BGSU. Safe Zone trainings are a unique educational opportunity, and I believe this training truly made an impact on our BGSU Athletics staff. Positive feedback and attentiveness within the training was palpable, and I am encouraged by the positive outcomes of the training, as I believe we all left the session more educated and empathetic.”

Staff-Led Diversity Workshops/Panels/Presentations/Programs:

Topic (Organization)	Attendance	Facilitator(s)	Date	EDI / TIX?	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Toledo Multicultural Roundtable (Ohio Diversity Council)	50	Katie (speaker)	7/31	EDI				X
LGBTQ+ Inclusion training (campus police) **	14	Katie	8/5	EDI		X		
LGBTQ+ Inclusion training (campus police) **	14	Katie	8/8	EDI		X		
Inclusive Language and Practice (Admissions staff retreat)	30	Katie	8/7	EDI		X		
ODOS Graduate Assistants intro to OMA	7	Katie	8/13			X	X	
Understanding Gender and Sexuality ** (RA and CA fall training)	180	Katie	8/14	EDI		X	X	
Inclusive language training (commuter mentors)	8	Katie	8/20	EDI			X	
Diversity and Inclusion (Fall Welcome – first year student orientation)	1200	Staff and peer eds	8/24	EDI			X	
Understanding Gender (interpersonal communication class) **	26	Katie	9/11				X	
Dr. Schaad's human sexuality class **	55	Allie	9/19	EDI			X	
Tour Guides inclusion workshops	32	Allie	9/21	EDI		X	X	
Dialogue Series- LGBTQ+/Latinx	7	Paul	9/23					
Tour Guides inclusion workshops	33	Allie	9/29	EDI		X	X	

WS 2000	37	Katie, Shevonne, Allie	9/30				X	
Pathways Program Diversity Program	132	Shevonne, Paul, OMAA's	9/30				X	
Pathways Program Diversity Program	88	Shevonne, Paul, OMAA's	10/1				X	
HallowQueer Trivia Night	27	OMAA's	10/24				X	
HNRS 2010	30	Katie	11/22		X	X	X	
Dr. Prunty's Firelands class **	25	Katie	11/19				X	
Boy, Erased Discussion Session	20	OMAA's/UAO	11/19			X	X	
Dialogue Series: World AIDS Day (with Equitas)	12	Katie & Equitas	12/2		X	X	X	X
Undergraduate advising and academic services, LGBTQ+ presentation **	6	Katie	12/4			X		
Library staff follow up LGBTQ+ session **	30	Katie and Shevonne	12/18		X	X		
Spring Semester 2020 (Staff led diversity cont.)								
Athletes Queer 101**	78	Shevonne and Jackie	1/16				x	
Queer 101 for Collective Rage cast**	11	Shevonne & OMAA	1/28		x		x	
Women's Basketball Pride Game	500	Shevonne, Katie, Allie	2/1		X	X	X	X
COMM 2070 Class**	30	Allie	2/12				x	
Crafternoon	5	Allie and Maggie	2/13				x	
Women's Gymnastics Diversity and Inclusion Day	50	Allie and Shevonne	2/15		x	x	x	x
BG Leadership Academy panel	35	Katie	2/21		X	X		
PSYCH 3070 Class**	76	Allie	2/25				x	
WS 2000 Class**	33	Allie	2/27				x	
HDFS 2080: Family Diversity			4/1	cancelled				
LGBTQ+ and Falcons After Dark Event			4/17	cancelled				
Dr. Prunty's Firelands Class**	20	Katie	4/27				x	

(**Safe Zone Related Customized – these are not double counted in the summary chart)

LGBTQ+ Programs staff facilitate a variety of workshops around issues of identity and inclusion according to departmental and organizational requests. We tailor the workshops to meet the individual needs of the requestor (e.g., doing athletics-related research for athletics presentations, k-12 research for pre-service teachers, etc.).

Counseling Center staff member testimony:

“The BGSU Counseling Center staff had the opportunity to learn from Shevonne and Allie [LGBTQ+ Programs staff] earlier this year when they came and presented a trans identity and inclusion workshop. We have fairly regular trainings together as a staff, sometimes in-house and sometimes with invited guest speakers. Of all of the trainings I attended, this

one was different and I attribute that to [LGBTQ+ Programs staff] and the environment they cultivated during the presentation. We wanted to have them present on the topic because our staff as a whole is growing our competence regarding gender identity – and I mean the entire staff from graduate assistants to doctoral interns to full-time clinicians to the front desk staff. [The LGBTQ+ Programs staff] had a way of creating an open, inviting energy in the room around a topic we all value, but also have varying degrees of knowledge about. The packet we were provided acted as a guide and our gracious speakers created space for curiosity and questions in a non-judgmental way. This remains the only training to this day where I believe every attendee in the room spoke up and some of that sharing was really vulnerable, which speaks to the safety in the room. I printed out The Gender Unicorn and hung it up in the office later that same day and I also noticed a marked difference in they/them/theirs/themself pronoun usage among the staff after the workshop. Any trainings that could be done in the future between LGBTQ+ Programming and the Counseling Center would be welcome and valuable. We appreciate the work you do for our campus community.”

LGBTQ+ History Month:

Programs/Events	Attendance	Date	Facilitators/Planners	Faculty	Staff	Students	Community
Coming Out Day	300	10/11	Allie, OMAAs, Shevonne	X	X	X	X
Coming Out as Nonbinary	8	10/14	Allie			X	
International Pronoun Day	100-150	10/16	Shevonne, Allie	X	X	X	X
Canvas and Convos	22	10/17	Allie		X	X	
Name and Gender Change Legal Clinic	17 clients served (not including support network #s)	10/23	Katie, Equitas, TransOhio			X	X
HalloQueer Trivia Night	25	10/24	OMAA's			X	
Rocky Horror Picture Show	94	10/25	Multicultural Greek Council	X	X	X	X
Trunk or Treat	20	10/29	QTSU			X	
LGBTQ+ Poetry Workshop	40	11/3	Allie			X	X
Pride Flag Display- BTSU			Shevonne & Jackie	X	X	X	X
Pride Month Tabling and Buttons	80	10/22	OMAA's, Shevonne, Paul			X	

LGBTQ+ Programs honors LGBTQ+ History Month in October with a variety of programming, which celebrates identity, history, and culture within the LGBTQ+ community.

Gender Awareness Days:

Programs/Events	Attendance	Date	Facilitators/Planners	Faculty	Staff	Students	Community
Trans Day of Remembrance vigil	30	11/20	Allie	X	X	X	X
Pronoun/Pride Pins	100+	November	Shevonne	X	X	X	X

Gender Awareness Days honors Trans Day of Remembrance each year. At BGSU, we hold a vigil for TDOR annually. This year's vigil was the best attended vigil event we have had in recent years.

Rainbow Days:





Programs/Events	Attendance	Date	Facilitators/Planners	Faculty	Staff	Students	Community
Leelah Alcorn Memorial Benefit Show (Howard's Club H)	180	3/7	Allie	X	X	X	X
Virtual Pride Flag celebration (14 flags highlighted online)	2,766 FB reach, 111 Facebook reactions, 54 Instagram likes	April	Allie, Katie, Shevonne	X	X	X	X
Mindful Minutes	4 (all staff)	4/15	Lindsey (Counseling Center)		X		
Mindful Minutes	4 (all staff)	4/29	Lindsey (Counseling Center)		X		
Lavender Graduation	22 Graduating students (virtual engagement chart below)	4/29	Katie	X	X	X	X
Virtual Teaching Kitchen	15	4/30	Shevonne and Teaching Kitchen			X	
LGBTQ+ Virtual Art Show	Instagram engagement: 30 people	5/1	OMAA's	X	X	X	X





Rainbow Days is our spring programming umbrella to celebrate LGBTQ+ accomplishments (e.g., Lavender Graduation, art show) and to hold space for self-care (e.g., mindful minutes, virtual teaching kitchen). We also hold an annual benefit show at Howard's Club H. This year's benefit was the 3rd iteration and raised about \$1,000 for the purpose of supporting trans, genderqueer, and non-binary students' financial needs.


Lavender Graduation Virtual Engagement:

Time of Post	Post Description	Content	Facebook Reach	Facebook Reactions	Facebook Comments	Facebook Shares	Instagram data	YouTube data
	Full Lavender Graduation video	https://youtu.be/nmvGZ28HVlc						
04/29/2020 3:33 PM	2020 Lavender Graduation slideshow	https://youtu.be/wKVSZm485F4	213	47	13	3	39 views, 2 likes	92 views
04/29/2020 2:52 PM	BGSU Men's Chorus Alma Mater	Facebook link	147	5			16 likes	
04/29/2020 2:35 PM	Shevonne Nelson Dillingham, message to graduates	https://youtu.be/nr4ne66px5Y	192	8			13 likes	20 views
04/29/2020 2:13 PM	Bowling Green State University graduate student outstanding contribution to the LGBTQ+ community award – Allie Hicks	 A certificate in recognition of Allie Hicks for their outstanding contributions to the LGBTQ+ community during their time as a graduate student from 2018-2020. The certificate is signed by the President and the Vice President of the BGSU LGBTQ+ Programs.	929	125	16	1	14 likes	
04/29/2020 2:09 PM	Bowling Green State University undergraduate student outstanding contribution to the LGBTQ+ community award – Caity Dorfmeier	 A certificate in recognition of Caity Dorfmeier for their outstanding contributions to the LGBTQ+ community during their time as an undergraduate student from 2016-2020. The certificate is signed by the President and the Vice President of the BGSU LGBTQ+ Programs.	131	7			10 likes	

04/29/2020 2:07 PM	Bowling Green State University staff member outstanding contribution to the LGBTQ+ community award – Seth Campbell	 A certificate in recognition of Seth Campbell for their outstanding contributions to the LGBTQ+ community. The certificate is signed by the President and Vice President of Bowling Green State University. It mentions the 2020 Lavender Graduation and the Division of Diversity and Belonging.	118	6			10 likes	
04/29/2020 1:59 PM	Bowling Green State University department outstanding contribution to the LGBTQ+ community award – Counseling Center	 A certificate in recognition of the Counseling Center for their outstanding contributions to the LGBTQ+ community. The certificate is signed by the President and Vice President of Bowling Green State University. It mentions the 2020 Lavender Graduation and the Division of Diversity and Belonging.	225	13	1	1	11 likes	
04/29/2020 1:51 PM	Lavender Graduate, TJ Neuhaus	 A congratulatory post for TJ Neuhaus, a Lavender Graduate. The post features a photo of TJ and text that says "Congratulations, TJ Neuhaus!". It also includes the BGSU LGBTQ+ Program logo and "Lavender Graduation 2020".	263	12		1	13 likes	
04/29/2020 1:04 PM	Lavender Graduate, Rick Garcia	 A congratulatory post for Rick Garcia, a Lavender Graduate. The post features a photo of Rick and text that says "Congratulations, Rick Garcia!". It also includes the BGSU LGBTQ+ Program logo and "Lavender Graduation 2020".	750	33	11	2	13 likes	
04/29/2020 12:48 PM	Lavender Graduate, Renee Wott	 A congratulatory post for Renee Wott, a Lavender Graduate. The post features a photo of Renee and text that says "Congratulations, Renee Wott!". It also includes the BGSU LGBTQ+ Program logo and "Lavender Graduation 2020".	1.3K	121	24	3	10 likes	

04/29/2020 12:38 PM	Lavender Graduate, Paul Mendez	 A graduation card for Paul Mendez. It features a photo of him in front of the Education Building at BGSU. The text on the card reads: "EDUCATION BUILDING", "COLLEGE OF EDUCATION", "AND HUMAN DEVELOPMENT", "Congratulations, Paul Mendez!", "BGSU", "Bachelors of Science in Education", "Graduation 2020".	1.3K	132	18	3	13 likes	
04/29/2020 12:36 PM	Lavender Graduate, Olivia Davis	 A graduation card for Olivia Davis. It features a photo of her smiling. The text on the card reads: "Congratulations, Olivia Davis!", "BGSU", "Bachelors of Science in Education", "Graduation 2020".	123	10			15 likes	
04/29/2020 12:15 PM	Dr. Glenn Davis, message to graduates	https://youtu.be/IEYjfMn9icA	143	8			9 likes	22 views
04/29/2020 11:59 AM	Lavender Graduate, Olivia Behm	 A graduation card for Olivia Behm. It features a photo of her wearing a black hat. The text on the card reads: "Congratulations, Olivia Behm!", "BGSU", "Bachelors of Science in Education", "Graduation 2020".	814	109	20	2	13 likes	
04/29/2020 11:46 AM	Lavender Graduate, Jordyn Dwyer	 A graduation card for Jordyn Dwyer. It features a photo of her in front of a cityscape. The text on the card reads: "Congratulations, Jordyn Dwyer!", "BGSU", "Bachelors of Science in Education", "Graduation 2020".	587	27	10	2	21 likes	

04/29/2020 11:31 AM	Lavender Graduate, Hunter Frazier	 A graduation photo of Hunter Frazier, a young man with short brown hair, wearing a grey button-down shirt and khaki pants, standing outdoors in front of a stone wall. The photo is framed by a purple and orange border with the text 'Congratulations, Hunter Frazier!' and 'BGSU Bachelors of Science in Health and Safety Management Graduation 2020'.	253	22	5	1	12 likes	
04/29/2020 11:10 AM	Lavender Graduate, Emily Latham	 A graduation photo of Emily Latham, a young woman with short brown hair and glasses, wearing a black graduation cap and gown. The photo is framed by a purple and orange border with the text 'Congratulations, Emily Latham!' and 'BGSU Bachelors of Science in Health and Safety Management Graduation 2020'.	1.9K	220	65	7	11 likes	
04/29/2020 10:50 AM	Jennifer McCary, message to graduates	https://youtu.be/MOhFNtdDfwI	148	13			11 likes	39 views
04/29/2020 10:43 AM	Lavender Graduate, Dominic Gattozzi	 A graduation photo of Dominic Gattozzi, a young man wearing a red shirt and khaki pants, standing between two large orange and black mascots. The photo is framed by a purple and orange border with the text 'Congratulations, Dominic Gattozzi!' and 'BGSU Bachelors of Science in Health and Safety Management Graduation 2020'.	563	22	2	2	15 likes	
04/29/2020 10:32 AM	Lavender Graduate, Caity Dorfmeier	 A graduation photo of Caity Dorfmeier, a young woman with short brown hair and glasses, wearing a black graduation cap and gown. The photo is framed by a purple and orange border with the text 'Congratulations, Caity Dorfmeier!' and 'BGSU Bachelors of Science in Health and Safety Management Graduation 2020'.	681	19		2	16 likes	

04/29/2020 9:55 AM	Lavender Graduate, Adesina Ifayinka Odiduro		1.5K	193	42	3	17 likes	
04/29/2020 9:35 AM	Lavender Graduate, Allie Hicks		1.3K	92	17	4	17 likes	
04/29/2020 8:51 AM	Ten40 Acappella, You Were Born	https://youtu.be/4_VpH5eNF5g	261	89	5	6	23 likes	234 views
04/29/2020 8:03 AM	Dr. Katie Stygles, message to graduates	https://youtu.be/kGomech_I4M	559	58	4	4	58 views, 2 likes	62 views
04/29/2020 6:46 AM	Lavender Graduation teaser post		417	22		2	13 likes	

Welcome Events:

Programs/Events	Attendance	Date	Facilitators/Planners	Faculty	Staff	Students	Community
Big Gay Welcome	250-400	8/29	Katie & Allie	X	X	X	X
Women's Soccer PRIDE Night	100	9/5	Katie and athletics	X	X	X	X
LGBTQ+ AURG Faculty and Staff Social	20	5/14	Katie, Shevonne, & Jordan Cravens	x	x		

Tabling: SOAR, Summer visit day, Falcon Fair, Grad College Resource Fair, President's Day

Campus Pride Index – BGSU Bowling Green Campus

Overall campus pride score: 68% - 3.5 out of 5 stars

Sexual Orientation score: 67% - 3.5 out of 5 stars

Gender Identity/Expression score: 66% - 3.5 out of 5 stars

Report Summary: "Your overall index score is based on all the responses to your completed assessment from the Campus Pride Index. The purpose of this overall score is to provide your campus with a measure of progress and to examine key areas where you can improve your campus climate. Examine closely your responses and consider necessary actions for the future.

Due to your overall rating of 3.5 Stars, it is recommended that your campus prioritize areas of improvement through a realistic action plan based on the needs of your LGBTQ & ally community. It is recommended that you pay particular attention to making this commitment visible and encourage support from campus administrators as well as other members of the campus community. In addition, Campus Pride encourages all campuses to continue monitoring the quality of LGBTQ life by listening and responding to the needs of your LGBTQ population as well as conducting regular assessments of attitudes and perceptions of the campus community toward LGBTQ people. Use this report as a way to continue to build support and to further examine what you can do for positive LGBTQ change over the next year.

Your sexual orientation score is based on responses to questions in the Campus Pride Index which expressly address "sexual orientation." Campus Pride recommends your campus build on its commitment and visibly include issues of sexual orientation in your framework for diversity.

The gender identity/expression score is based on responses to questions in the Campus Pride Index which expressly use the words "transgender" and, or "gender identity/expression." Campus Pride recommends your campus continue their progress on transgender issues."

LGBTQ+ Policy Inclusion: Score 55%, 3 out of 5 stars. Score negatively impacted by the following:

- Admission application materials do not address transgender issues/concerns/representations
- Admission application does not allow students to self-identify sexual orientation
- Post-enrollment forms do not allow students to self-identify sexual orientation
- Application for housing does not allow students to self-identify sexual orientation
- Admission application does not allow students to self-identify gender identity/expression
- Post-enrollment forms do not allow students to self-identify gender identity/expression
- Alumni enrollment/participation does not allow students to self-identify gender identity/expression
- Students who have not legally changed their names do not have the ability to use a chosen name on identification cards
- Employees who have not legally changed their names do not have the ability to use a chosen name on identification cards
- BGSU does not offer transgender students the ability to change the gender designation on their campus documents with only a request to do so from the student, regardless of if they have had gender confirmation surgeries
- Pronouns not listed on class rosters
- Pronouns not listed on advisee lists

LGBTQ+ Support and Institutional Commitment: Score 91%, 5 out of 5 stars. Score negatively impacted by the following:

- No campus policy requiring at least one gender-inclusive restroom in all newly constructed and significantly renovated buildings (even though we reported that it is our campus practice)
- No private locker/shower rooms readily available to transgender students in all intercollegiate athletics facilities

LGBTQ+ Academic Life: Score 66%, 3.5 out of 5 stars. Score negatively impacted by the following:

- No offering of an LGBTQ+ academic certificate/concentration
- No offering of training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around sexual orientation

- No offering of training opportunities for new faculty/staff/administrators during their orientation program which incorporate topics around gender identity/expression
- No specific academically focused LGBTQ student organizations (e.g., LGBTQ Medical Association, oSTEM, Out Lawyers Association, etc.)
- Had not yet started having the LGBTQ+ faculty/staff organization meet twice an academic year

LGBTQ+ Student Life: Score 76%, 4 out of 5 stars. Score negatively impacted by the following:

- No visible, active LGBTQ+ representation and/or leadership roles in the following areas/organizations: faith & spiritual student groups/organizations, international student groups/organizations, intramurals/recreation sports
- No visible, active LGBTQ+ representation and/or leadership roles in the following office/departments through volunteer and/or paid student positions: religious and spiritual life, international student programs
- No campus offered annual funding that is ongoing and committed specifically to student leaders for attending statewide, regional, and/or national events for LGBTQ+ awareness, personal development, enrichment and leadership
- No regularly offered activities and events about the intersectionality of identities of LGBTQ+ people, including the following intersections: LGBTQ+ people of faith, LGBTQ+ people with disabilities, LGBTQ+ international students
- No regularly offered Safe Zone trainings in the following areas/departments/offices: religious and spiritual life, international student office, career services, disability services, volunteer/service learning, study abroad
- No regularly planned and/or cosponsored activities and events related to LGBTQ people, experiences, issues/concerns (NOT including Safe Zone) within the following areas/departments/offices: religious and spiritual life, fraternity and sorority life, international student programs, intramurals/recreational sports, student conduct, career services, disability services, volunteer/service learning, study abroad
- No campus provided resources for identifying LGBTQ+-friendly employment and workplace information for internships, career services, and job opportunities

LGBTQ+ Housing & Residence Life: Score 86%, 4.5 out of 5 stars. Score negatively impacted by the following:

- No campus offering for LGBTQ+ students to be matched with an LGBTQ+-friendly roommate on the application for campus housing

LGBTQ+ Campus Safety: Score 60%, 3.5 out of 5 stars. Score negatively impacted by the following:

- No LGBTQ+ specific easily accessible, visible, and known procedure for reporting LGBTQ+-related bias incidents and hate crimes that is distinct from generic reporting procedures
- Campus police does not do annual outreach to LGBTQ+ people and/or meet with LGBTQ+ student leaders/organizations each year
- Campus police does not actively seek to employ a diversity of police/public safety officers including visible, out LGBTQ+ individuals

LGBTQ+ Counseling and Health: Score 61%, 3.5 out of 5 stars. Score negatively impacted by the following:

- Campus does not regularly offer a specific training for students and staff to identify at-risk students inclusive of LGBTQ+ individuals for depression, suicide, and mental health issues
- Campus does not offer specific awareness and educational programs for LGBTQ+ students on the following: HIV/STI prevention, safer sex practices, depression & mental health, healthy same-sex relationships, substance abuse prevention & education, intimate partner violence and sexual assault
- Student health insurance policy does not cover the initiation and maintenance of hormone replacement therapy for transgender students
- Campus does not offer an employee health insurance or HMO plan which covers the initiation and maintenance of hormone blockers and/or hormone replacement therapy for transgender employees, transgender partners of employees, or transgender children of employees.
- Campus does not offer a student health insurance policy which covers gender confirmation surgeries (i.e., top surgery, complete hysterectomy, genital reconstruction)
- Campus does not offer an employee health insurance policy or HMO plan which covers gender confirmation surgeries (i.e., top surgery, complete hysterectomy, genital reconstruction)

LGBTQ+ Recruitment and Retention: Score 51%, 3 out of 5 stars. Score negatively impacted by the following:

- Campus does not actively seek to recruit LGBTQ+ students

- Campus does not provide annual scholarships specifically for LGBTQ+ students
- Campus does not have an LGBTQ+ mentoring program to welcome and assist LGBTQ+ students in transitioning to academic and college life
- Campus does not participate annually in at least one admission fair targeted toward LGBTQ+ prospective college students
- Campus does not have a specific college admissions brochure/website that highlights LGBTQ+ programs and services
- Campus does not offer direct, readily-accessible FAFSA assistance specifically for LGBTQ+ students who need a “dependency override” (due to abusive, neglectful, or absent parents) to assist the student with the FAFSA process

Action planning: Recommendations for areas of specific action within the next 2 years:

1. Work directly with admissions to determine feasibility/desirability of adding LGBTQ+ specific information to recruitment, application, and post-enrollment materials
2. Work with Residence Life to determine feasibility/desirability of adding LGBTQ+ specific information to housing matching process for roommates
3. Continue to work with Registrar, HR et al. on chosen name and pronoun practices (ID card, continued integration with various IT processes) for the benefit of students, faculty, and staff
4. Determine feasibility/desirability of adding campus policy re: gender-inclusive restrooms in newly constructed/significantly renovated buildings (as this is already a campus practice, this should be feasible)
5. Continue to improve the Safe Zone Program and its offerings to various campus stakeholders (consider making this available to new faculty/staff/administrators during their orientation process) as well as further developing the Safe Zone Network for folx who have gone through Safe Zone training in prior 2-3 years
6. Continue to support the LGBTQ+ AURG with at least twice per semester gatherings
7. Work to develop more activities and events at the intersections of LGBTQ+ and faith, disability, cultural, race, etc. identities
8. Consider somehow specifying and communicating about bias reporting system to more directly include LGBTQ+ people
9. Work with the Counseling Center to develop training, education programs about LGBTQ+ people and mental health
10. Investigate feasibility/desirability of LGBTQ+ mentoring programs for students/faculty/staff/administrators

Office of Multicultural Affairs

Although LGBTQ+ Programs is part of the Office of Multicultural Affairs, the report for that area is separate. Any information presented here that is included in that report as well will be highlighted in **yellow**.

Multicultural Summer Link:

Event/Program	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Collaboration with the Office of Admissions	N/A	Nina & Toni	October/November	In progress		x		
Capture the Flag	30+	Team Leaders/ Community Leaders/Jackie	8/31	Complete			x	
Paint Wars	30+	Community Leaders/Jackie	9/20	Complete			x	
Paint and Sip	10	Community Leaders/Jackie	10/31	Complete			x	
Spring Semester 2020								
Resume and Interview Workshop	7	Nina and community leaders	3/2	completed			x	
Netflix Party	5/2/7	Nina, Daniel, and Natalie	April 6/April 14/April 24	completed			x	
Interviewing and hiring MSL Team Leaders	14	Nina & Toni	February-March	completed			x	
Virtual Kahoot	0	Nina, Daniel, and Natalie	5/1	Completed			x	

The Multicultural Summer Link (MSL) Program/UNIV 1510 Class is designed to increase the sense of Belonging for students from racially marginalized backgrounds. During the summer, students participate in a variety of programs and workshops to prepare them for their college experience. Once the semester starts, students participate in the UNIV 1510 class to continue the community building that started with MSL. To maintain the sense of connectedness for students from previous years as well as for the new cohort, MSL started the Community Leader program. The goal of this program was to increase student participation in the community as well as help them to seek participation in other organizations. The Community Leader program was helmed by the Administrative Assistant position in the fall and the Doctoral Intern in the spring. In addition to events and programs, community leaders also held study tables for the students every other Tuesday in various buildings on campus.

Heritage Months Programming:

Heritage Month	Event/Program	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019									
L	Hispanic Heritage Month Celebration	120	Human Relations Committee and La Conexión	9/14	completed	x	x	x	x
L	El Corazón de Mexico Ballet Folklorico	70	OMA	9/16	completed	x	x	x	x
L	“La Misión” Latino American filme	25	Department of Theater & Film	9/17	completed	x	x	x	
L	College & Career Readiness Summit BGSU, Toledo Public Schools, ECHHO	245	OMA, Admissions, TPS, ECHHO	9/19	completed	x	x	x	x
L	Queer Migration & Trans Latinx Lives: Life & Death in U.S. Detention*	7	OMA, Ethnic Studies	9/23	completed	x	x	x	x
L	“Skate Kitchen” Latino American film	15	Department of Theater &	9/24	completed	x	x	x	
L	Nuestra Historia Latina	35	Admissions, OMA	9/25	completed	x	x	x	x
L	Diamante Awards	80	BGSU, UT, Lourdes, Owens	9/26	completed	x	x	x	x
L	Keynote Speaker Hector Hernandez	5	OMA	10/15	completed	x	x	x	x
L	“The Official Story” International Film Series	15	Department of Theater & Film	10/17	completed	x	x	x	
L	“The Motorcycle Diaries”	15	Department of Theater & Film	10/24	completed	x	x	x	
NAI	Film: Star Wars in Dine Bizaad (“Navajo”) + Food Drive for Brown Bag Food Project	35	OMA, Ethnic Studies	11/04	completed	x	x	x	
NAI	Indigenous artist Federico Cuatllacuatl Keynote Address	80	OMA	11/14	completed	x	x	x	x
NAI	Student Portfolio Review with Federico Cuatllacuatl	20	OMA	11/15	completed	x	x	x	
NAI	Federico Cuatllacuatl—Workshop for Digital Arts Students	20	OMA	11/16	completed	x	x	x	
NAI	Film: “Whale Rider” (Aotearoa/New Zealand) + Food Drive for Brown Bag Food Project of Bowling Green	40	OMA, Ethnic Studies	11/18	completed	x	x	x	
NAI	Native American and Indigenous Identities and Contemporary Colonization*	10	OMA, Shannon Ross	11/25	completed	x	x	x	x

Spring Semester 2020									
APIDA	APIDA Trivia Night	9	OMA	4/15	completed	x	x	x	
APIDA	APIDA Netflix Party “Tigertail”	5	OMA	4/21	completed	x	x	x	
APIDA	Transracial Adoptee Panel	7	OMA	4/24	completed	x	x	x	
APIDA	The K-pop Effect*	5	OMA	4/27	completed	x	x	x	

*Cross-listed in and counted as part of Dialogue Series Offerings

nb. L = Latino/a/x Heritage Month; NAI = Native American and Indigenous Heritage Month; APIDA = American Pacific Islander Desi American Heritage Month.

Representation matters. It isn’t just a hashtag; it is a true marker of belonging. In recent years at BGSU, programming for the Heritage Months (outside of Black History month) has been inconsistent. The goals for this year’s slate were to create quality programming and to use committees of faculty, staff, and students to plan for the months. The collaborations were extremely successful, particularly with the keynote during Native American and Indigenous Peoples Heritage Month and have resulted in efforts to codify into the OMA/BGSU culture faculty involvement in planning each of the Heritage Months for 2020-2021 and beyond.

Multicultural Dialogue Series:

Event/Program	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Being Muslim in a Post 9/11-World	0	OMA and Muslim Student Association	9/9	completed	x	x	x	x
Latinx Heritage Month Kickoff: El Corazón de Mexico Ballet Folclórico^	70	OMA	9/16	completed	x	x	x	x
Queer Migration & Trans Latinx Lives: Life & Death in U.S. Detention*	7	OMA, Ethnic Studies	9/23	completed	x	x	x	x
Understanding Hate Crimes, Part I	3	OMA and Dr. Tom Klein	9/30	completed	x	x	x	x
Understanding Hate Crimes, Part II	0	OMA and Dr. Tom Klein	10/7	completed	x	x	x	x
Coming Out as Non-Binary	4	OMA	10/14	completed	x	x	x	x
Women of Color	2		10/21	completed	x	x	x	x
My Culture is Not Your Costume	0	OMA	10/28	completed	x	x	x	x
Off-cycle Voting	0	OMA and CCCE	11/4	completed	x	x	x	x
What is Family?: Self-Defining Family	0	OMA	11/11	completed	x	x	x	x
Native American and Indigenous Identities and Contemporary Colonization*	10	OMA, Shannon Ross	11/25	completed	x	x	x	x
AIDS Awareness Week	?	Equitas Health	12/02	completed	x	x	x	x

Spring Semester 2020								
International Women's Day Panel	27	Center for Women and Gender Equity, International Programs & Partnerships, and the Graduate Women's Caucus	3/9	completed	x	x	x	x
The K-pop Effect*	5	OMA	4/27	completed	x	x	x	

^ Cross-listed in and counted as part of Heritage Months Programming

The Multicultural Dialogue Series (DS) is a unique opportunity to discuss current and relevant social issues with the campus and the community. It also provides students, faculty, staff, and members of the community a forum to present research, share topics related to their passion, and practice speaking in front of an audience. The DS is currently in a state of transition, as we restructure the format to better suit the needs and requests of today's students. Although the attendance numbers do not necessarily reflect the value of this series, it has an important role to play as we continue the discussion of diversity and inclusion topics at BGSU, in the US, and around the world.

Black Issues Conference:

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Spring Semester 2020								
BGSU OMA	Approx 700	OMA Staff	2/27/2020	Completed	x	x	x	x

With approximately 700 people in attendance, the 20th Black Issues Conference was a success. Morning workshops, led by Jennifer McCary, Chief Diversity and Belonging Officer, keynote speaker Bobby Seale, and OMA Assistant Director Toni Gordon were very well attended. Presenters across the 19 afternoon sessions included students from Rogers High School, faculty from the University of Findlay, community members, and BGSU Faculty, Staff, and students, both graduate and undergraduate. Other institutions in attendance included John Carroll University, Heidelberg University, the University of Findlay, and Youngstown State University. All students in the Intro to Education course (approximately 225) were required to attend the conference, and colleagues from seventeen different colleges and departments purchased tables for the luncheon. Additional sponsorships came from Ethnic Studies. Culture and Critical Studies, and BG Faculty Association. The keynote speaker was well received.

The impact of this initiative is in its centering BGSU as a resource for public educational opportunities. The workshop registration fee is quite modest, making it financially accessible to a wide cross-section of the community. It also provides multiple opportunities for BGSU students, including large-scale program planning and execution, public presentation of research, and a unique out-of-classroom educational opportunity.

Graduation Celebrations:

Event/Program	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Spring Semester 2020								
Lavender Graduation (Virtual)	Cannot be determined	OMA Staff	4/29	Completed	x	x	x	x
Latino/a/x Graduation (Virtual)	Cannot be determined	OMA Staff	5/2	Completed	x	x	x	x
Black Graduation (Virtual)	Cannot be determined	OMA Staff	5/3	Completed	x	x	x	x

Celebrating accomplishments is an important part of belonging. To that end, over 100 students were publicly celebrated across the three graduation ceremonies. Lavender, Latin, and Black Graduations each conducted a video celebration that maintained individual characteristics. Collectively, the videos have been viewed over 1000 times on YouTube and have garnered over 4200 interactions across social media. The ceremonies can be viewed at <https://youtu.be/nmvgZ28HVlc>.

Other OMA Programming:

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
WA1T Leadership Certificate	20	OMA Ambassadors	9/15	completed			x	
WA1T Leadership Certificate	20	OMA Ambassadors	9/19	completed			x	
WA1T Leadership Certificate	20	OMA Ambassadors	10/13	completed			x	
WA1T Leadership Certificate	20	OMA Ambassadors	10/27	completed			x	
WA1T Leadership Certificate	20	OMA Ambassadors	11/17	completed			x	
Nuestra Historia	30	OMA Ambassadors	9/25	completed			x	
Pathway Programs X6	132	OMA Ambassadors	9/30	completed			x	
Pathway Programs X4	88	OMA Ambassadors	10/1	completed			x	
Student Org. Conference	50	OMA Ambassadors	9/29	completed			x	
ECHO	20	OMA Ambassadors	10/5	completed			x	
HallowQueer	27	OMA Ambassadors	10/24	completed			x	
RecWell	20	OMA Ambassadors	11/7	completed			x	
Wellness Education	10	OMA Ambassadors	11/5	completed			x	
Wellness Education	10	OMA Ambassadors	11/12	completed			x	
Delta Sigma Pi	24	OMA Ambassadors	11/18	completed			x	
Plastic Shatners	19	OMA Ambassadors	11/18	completed			x	

Boy Erased Discussion	20	OMA Ambassadors	11/19	completed			x	
Preview Day	30	OMA Ambassadors	12/7	completed	x	x	x	x
Spring Semester 2020								
Cast of Collective Rage	11	OMA Ambassadors	1/28	completed			x	
UAO	30	OMA Ambassadors	2/12	completed			x	
Broadway Cares	12	OMA Ambassadors	2/12	completed			x	
Pride Gymnastics	45	OMA Ambassadors	2/15	completed			x	
Athlete Services	64	OMA Ambassadors	2/16	completed			x	
President's Day	35	OMA Ambassadors	2/17	completed	x	x	x	x
National Student Speech Language Hearing Association	45	OMA Ambassadors	3/5	completed			x	
NAMI: Student Affairs Training	44	NAMI (arranged by Shevonne)	4/28	completed	x	x		

Most of the additional programming in the office occurs through the OMA Ambassadors. The Ambassadors serve a vital role, working with the SLAs in the Center for Leadership, staffing the Centers, and presenting trainings and programs for student led groups, student organizations, and the BGSU student body at large. For 2020-2021, the Ambassadors may take on an expanded role in the main OMA Office as well.

Title IX

Training and Workshops:

VAWA Prevention Education (in-person)

Date(s) Held	Program Name	Number of Attendees/Reach	Program Type	Program Type	Program Type
8/29/19	Consent Cart	22	Ongoing Prevention	Bystander Program	
9/3/19 9/5/19 9/10/19	Sexual/Dating Violence, Stalking, and Bystander Intervention 101	131	Ongoing Prevention	Bystander Program	Student Training
10/22/19	Sexual/Domestic Violence, Stalking, and Bystander Intervention 101	75	Ongoing Prevention	Bystander Program	Student Training
10/28/19	Healthy Relationships	33		Bystander Program	Student Training
11/13/19	Sexual/Dating Violence, Stalking, and Bystander Intervention	36	Ongoing Prevention	Bystander Program	Student Training
11/20/19	Healthy Relationships	12		Bystander Program	
12/4/19	Bystander Training	55	Ongoing Prevention	Bystander Program	
1/4/20, 1/14/20, 1/14/20, 1/15/20, 1/15/20, 1/16/20, 1/16/20, 1/16/20, 1/16/20, 1/16/20, 1/21/20, 1/23/20, 1/23/20, 1/27/20, 2/12/20, 2/12/20, 2/18/20, 2/18/20, 2/25/20, 2/25/20	Green Dot	287	Ongoing Prevention	Bystander Program	
2/14/20	Healthy Relationships	47		Bystander Program	Student Training
April 2020	It's On Us Teach-In	154	Ongoing Prevention	Bystander Program	Student Training
4/26/20	Sexual Assault 101	12	Ongoing Prevention	Bystander Program	Student Training

1/30, 2/6, 2/13, 2/20, 2/27, 3/12, 4/9, 4/16, 4/23, 4/30, 5/7	It's On Us Weekly Meetings	20	Ongoing Prevention		
3/2	Safe Spring Break Presentation	6	Ongoing Prevention	Bystander Program	
4/6-5/8	Healthy Relationships Virtual Peer Ed Presentation	24	Ongoing Prevention		
4/20-5/8	Sexual Assault, Consent, Bystander Intervention Virtual Peer Ed Presentation	11	Ongoing Prevention	Bystander Program	

The Violence Against Women Act (VAWA) is legislation that requires colleges and universities to provide prevention education around the topics of domestic violence, dating violence, sexual assault, and stalking. Currently, this information is also tracked and reported by the Center for Women Gender and Equity/ Center for Prevention Education (CWGE/CVPE). Both areas track numbers for different reports. Next year, CWGE/CVPE will be the only area keeping track of this information.

Bystander Intervention

Training	Organizer	Date	Time	Location	Number of Attendees
Amy Fidler's Class	Jennifer McCary	10/14/2019	11:30 am – 11:30 pm	Fine Arts Center Room 1030	10
Human Sexuality Class	Faith DeNardo	10/24/2019	6 pm – 7:30 pm	Education 115	98
Dr. Cho's Class	Jennifer McCary	11/5/2019	6 pm – 7:15 pm	Eppler Center 221	16
Kim Kuipher's Class	Jennifer McCary	11/18/19	8 am- 9:15 am	Kuhlin 208	10

Bystander Intervention will be another training that CWGE/CVPE will oversee for the upcoming school year.

GSO Title IX Training – Spring 2020

Training	Organizer	Date	Time	Location	Number of Attendees
GSO	Jennifer McCary	1/23/2020	9:30am- 11:15am	BTSU 314	26

Resident Advisor Training

Training	Organizer	Date	Time	Location	Number of Attendees
RA Training Spring 2020	Lakeshia Dowlen, Jeremy Zilmer, and Jennifer McCary	1/22 & 1/24 2020	n/a	Olscamp	174

Both GSO and RA Training will be transitioned to Bridge for the upcoming year. We will plan to do a hybrid virtual training for RA's so that we can answer questions regarding the new Title IX regulations.

Student Athlete Title IX Training (online and virtual)

Training	Organizer	Date	Time	Location	Number of Attendees
Everfi	Everfi	5/15/2020	Varies	Online modules	352
Online	Lakeshia Dowlen	5/6/2020	2-3:30pm	Zoom	31

This was the first year we used Everfi to train student athletes. We will continue to make this method available for students in fall 2020 and hope to transition to face-to-face trainings in the spring. Due to COVID-19, the attestation form was pushed back to June 15th but as of May 15th, we were able to report that 100% of all student athletes had completed sexual assault prevention training.

Employee Mandatory Reporting Training-Online:

Training	Organizer	Date	Time	Location	Number of Attendees
Mandatory Reporting	InfoPro	Varies	Varies	Online modules	1136

All BGSU faculty and staff are considered mandatory reporters for situations involving student sexual harassment and misconduct. Faculty and staff are asked to complete training every academic year either through face-to-face or online methods. The online training is tracked through InfoPro and is a collaboration between Human Resources, Office of Title IX, and Risk Management. Between 7/1/19 and present, there have been 1,136 faculty and staff members that have completed the mandatory training through InfoPro. Beginning July 1, 2020, all trainings will take place through the Bridge platform.

Title IX Maxient Statistics:

Between July 1, 2019- 6/1/20, the following reported information is available:

- 165 reports marked as Sexual Misconduct/Title IX were reported through Maxient
- 102/165 (62%) of the reports described alleged behaviors that fell under the jurisdiction of the Office of Title IX
- 43/102 (42%) of the reports were described as taking place off-campus
- 51/102 (50%) of the reports were described as taking place on-campus (residence halls and academic buildings)
- 8/102 (.7%) of the reports were described as taking place at unknown locations

Most of the reports resulted in the reporting party not wanting to move forward with an investigation.

- 3/102 (2%) of the reports went to formal resolution
- 6/102 (5%) of the reports were resolved through informal resolution
- 6/102 (5%) are in various stages of active investigation.

TRIO Programs

Integration of Academic and Career Advising

Organization	Attendance	Number of Events	Facilitator(s)	Date	Status
Summer and Fall Semester 2019					
DYL incorporated into Summer Bridge		1			
BGSU 1910 Courses	62	16	Vicki		completed
Intentional programming with career center into career advising	19	2	Brianna, Delaine		completed
Etc.					
Spring Semester 2020					
DYL incorporated into advising meetings with students	8	1	Vicki		completed

All of the TRIO Summer Bridge students were included in the Designing Your Life pilot during the Fall 2019 semester. Eight of those students participated in the DYL experience during the winter session and were able to visit the Wood County Hospital to engage with various aspect of employment in a hospital setting. The Career Center provided an introduction of students to the FIG program through the Summer Bridge program and also engage 12 students in individual appointments scheduled to explore information about their careers and resumes. Although BGSU has not moved to fully integrate academic advising and careers as a practice, we have begun these conversations with students in advising session encouraging and challenging students to explore careers and the educational background and experiences available to them at BGSU.

Aligning Programs with Supporting Student Success

Organization	Attendance	Number of Events	Facilitator(s)	Date	Status
Summer and Fall Semester 2019					
TRIO Connection/Campus incorporation to foster student campus engagement	22	3	Brianna		completed
Summer Bridge President Visit	28	1	Brianna		completed
Math Workshops	64	10	Jennifer Twu		completed
Financial Literacy & Scholarship Workshops			Brianna, TRIO Mentors, Alexis		Completed
Reading/Study Skills	82	10	Jennifer Twu		Completed
Spring Semester 2020					

Financial Literacy & Scholarship Workshops	10	2	Alexis, Trio Mentors		Completed
Math Workshops	29	6	Jennifer Twu		Completed
Virtual TRIO Connections/Academic Support					
Take care Tuesdays	10	3			
Workout Wednesday,	1	2			
Tea-time w/ TRIO	6	2			
On Deck with Beck:		3			
Email Etiquette	0				
Media Literacy	0				
Self Care	3		TRIO Mentors, Ian, Beck, Sue, Alexis		Completed

TRIO had a variety of initiative to support student success this year. The Strong Start to Finish initiative to assist students who may have placed at the developmental level in math, writing or courses requiring college level reading were provided with a variety of workshops on ready and study skills, open and targeted math workshops and study groups and individual tutoring to meet their needs. Summer Bridge students were given the opportunity to visit the President's home and engage with President Roger's and Provost Whitehead and express extreme gratitude to have been given the opportunity to do so. Students were also provided with financial literacy, scholarship search assistance and Grant Aid to be sure to include program impact, success stories, student/faculty/staff testimonies, etc. where appropriate.

Enhance culture to support diversity and inclusion:

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2019								
Collaboration with OMA, CWGE and Career center	12	Delaine Adams		completed		x	x	
SSS Student Success Conference	15	Alexis		completed		x	x	
Spring Semester 2020								
SSS Participants attendance at personal and professional development conferences (collaboration with CWGE)	0	Vicki Ampiauw		Cancelled due to COVID 19			x	
Alignment of Student Recruitment into SSS and Summer Link with Admissions Department		Delaine Adams/ Vicki Ampiauw		current		x	x	x

TRIO collaborated with the Career Center to provide opportunities for Summer link students to visit and go over their resumes and to discuss ways to prepare for their careers during college. The Career Center also provided a workshop for TRIO students to at the TRIO Student Success Conference discussing how to engage with employers and prepared for internships. There was also a collaboration schedule with CWGE to engage women leaders in TRIO in leadership training and preparation to attend the National College Women Leaders

Conference in May. Unfortunately, this engagement and the conference preparation and attendance was cancelled due to travel restrictions in response to COVID-19.

Add programs in high demand:

Organization	Attendance	Number of Events	Facilitator(s)	Date	Status
Summer and Fall Semester 2019					
Employer Site Visits	6	1	Delaine		completed
Graduate School workshops & Visits	11	2	Alexis		completed
Career Preparation Workshops	12	1	Delaine/Alexis/Briana		completed
Spring Semester 2020					
Employer Site Visits		3			
Fed Ex	1/3		Alexis		
Metro Parks	1/3		Ian		
Quicken Loans	0 – COVID		Beck		completed
Graduate School Visits					
University of Michigan	0	1	Alexis		Cancelled – COVID
Interview Career Preparation Workshops (Virtual)	3	1			Completed

The Employer student engagement initiative was new to TRIO Programs this year. TRIO collaborated with the Career Center who identified employer who agreed to allow TRIO participants to visit their employment site to tour their facilities and have discussion with staff about their careers from various department/degree program and to also learn about opportunities for internships and here first hand from employers about the skills they value from students after they have completed college.

Comprehensive Strategic Marketing and Communication Plan:

Organization	Number	Facilitator(s)	Date	Status
Marketing through admissions to Incoming Freshmen	3	Vicki		Completed
Hire BGSU Students for Marketing	4	Vicki		Completed
Share Student Success Stories	4	Vicki		
Social Media Campaigns	40	Vicki		Completed
Website Updates	5	Vicki		
Navigate email/text campaigns	24	Delaine		Completed

A concerted effort was made this year to hire students to serve as peer mentors to incoming students and student workers to assist with marketing and communication efforts in TRIO Programs. There were 4 students who worked in TRIO from the four programs to help develop advertising materials, updates to TRIO Website, TRIO Videos and coordinator and monitor TRIO Social Media sites. These students were hired and received training in TRIO for employment development as well as from the Marketing and Communication Office at BGSU to ensure that they were informed about BGSU marketing criteria and practices. Two students were trained on the website platform. These students were instrumental in helping TRIO with outreach campaigns to students via social media and quality marketing materials.

19-20 Divisional Staff Professional Development, Service, and Accomplishments

Divisional Staff Training/Professional Development Participation

Alexis DeAnda Martinez

- A.L.I.C.E. Training
- “Life Design” Pilot Training Workshop
- CANVAS 101
- College and Career Readiness Summit (TPS)
- Advisor Professional Development-Strong Start to Finish
- Student Affairs Professional Development Day
- Designing Your Life Discussion
- Student Mental Health Webinar
- Virtual Advising Best Practices
- April 2020 Priority 1 Training (Webinar-April 8, 15, 22 and 29)
- The Rapid Transition to Remote Online Learning
- Webinar: Exploring Deep Self-Care through Mindfulness and Compassion

Ana Brown

- Student Wellbeing and Inclusion Webinar
- Dialogue and Deliberation Moderator Training (NASPA—Online)

Cindy Toscano

- Social Justice Leadership Certificate

Connie Weaver

- Immigrant Ohio Symposium
- Green Dot Training
- Virtual Advising
- Power BI

Delaine Adams

- EOA 45th Annual Professional Conference
- P6 Training
- Microsoft Teams webinar
- Title IX Training
- Compliance Training

Gina Davidson

- Gender Based Violence Training

Gray Strain

- NAMI Wood County Mental Health Crisis Training

Ian Lee

- October 11: The Annual SaddleMire Lecture with Dr. Kevin Kruger, NASPA President
- October 28: Financial Aid Update
- November 5: Mosaic Training
- November 14: Green Dot Training
- November 19: Advisor Professional Development-Strong Start to Finish
- December 3: Advisor Professional Development - Safe Zone and Facilitator Training
- December 11: Advising Professional Development Webinar - Academic Advising and Trans Equity: Building Our Tomorrow
- December 19: Ohio Ethics Law (e-course)
- January 13: Division of Diversity and Belonging Retreat

- January 15: Student Affairs Professional Development Day
- January 21: Designing Your Life Discussion
- January 25: Life Design Workshop (this ended up being more of a training experience for me)
- February 11: Advising Professional Development Webinar - A Deeper Look at Incorporating Coaching Conversations into Academic Advising Practice
- February 18: Excel Training Part I: Training and Development
- February 18: The BGSU Care Coalition meeting ended up being a Green Dot Training
- February 18: Life Design steering group meeting
- February 26-28: The Great Lakes Student Success Conference
- March 10: Excel Training Part II: Training and Development

Jamie Wlosowicz

- Green Dot Strategy Training
- Green Dot Facilitator Training
- Ohio Department of Health Alcohol and Other Drug Training
- 16th Annual International Human Trafficking and Social Justice Conference
- NAMI Wood County Mental Health Crisis Training
- 7th Annual Trauma-Informed Care Summit

Jennifer Twu

- Attended the Beyond Intrinsic and Extrinsic Motivation Workshop
- Attended the Increasing Student Motivation: Strategies That Work Workshop
- Participated and facilitated as a faculty mentor in TA Training on January 25, 2020 for mathematics department.
- Attended the Remote Teaching Strategies Workshop

Kacee Ferrell Snyder

- Green Dot Strategy Training
- 16th Annual International Human Trafficking and Social Justice Conference
- Inclusive Pedagogy Workshop

Katie Stygles

- Green Dot Facilitator Training
- ALICE
- Sexual Misconduct Institute
- Inclusive Pedagogy Workshop
- National Inclusive Excellence DEI & COVID-19 Strategy Webinar
- Bridging the Digital Divide: Teaching for Equity and Empathy in the Wake of COVID-19 Webinar
- NASPA Dialogue and Deliberation Moderator Training
- NAMI Wood County Mental Health Crisis Training
- ACPA 2020

Lakeshia Dowlen

- National Association of College and University Attorneys (NACUA) – *Conducting Remote Investigations* (virtual)
- Bricker and Eckler LLP – *Planning for the Regulations* (virtual)
- National Association of Clery Compliance Officers (NACCOP) – *Best Practices in Conducting Remote Title IX Investigations* (virtual)
- Association of Title IX Administrators (ATIXA) – *Title IX Investigations Under New Regulations* (virtual)
- D. Stafford and Associates – *Advanced Investigations Course* (virtual)

Megan McDonnell

- Gender Based Violence Training

Shevonne Nelson Dillingham

- Start the Conversation Engaging With Students In Crisis BGSU, 2019
- Coaching & Counseling BGSU, 2019
- Ethical Leadership BGSU, 2019

- Speaking to Make an Impact BGSU, 2019
- Preventing Sexual Violence Together BGSU, 2019
- Disability Etiquette BGSU, 2020
- Camtasia for Beginners, BGSU 2020
- Connecting Learning Expectations with Assessment, 2019
- Inclusive Pedagogy, 2019
- Restorative Justice Training, BGSU 2019
- Reflection Techniques to Foster Learning, 2019
- Results of Student-led Focus Group Discussions on Student Success at BGSU, 2019
- Safe Zone Training for Faculty, BGSU 2019
- Writing Clear and Challenging Learning Outcomes, BGSU 2019
- WebEx Online Workshop, BGSU 2020

Toni Gordon

- Green Dot Facilitator Training
- NCORE Training

Tonya Rider

- 10/2-3/19 – Campus Conduct Officer Training (ODHE/ASCA)
- 3/23/20 –Working remotely in student affairs (ACPA)
- 3/30/20-How to use WebEx (CFE)
- 4/3/20-Remote investigations (NACUA)
- 4/15/20-Instructor training for lockdown browser and respondus monitor (Respondus)
- 4/17/20-Title IX Update (Bricker & Eckler)
- 4/17/20 –Title IX and Wine (Atixa)
- 5/8/20 – Title IX regulations Addressing Sexual Harassment (OCR)
- 5/19/20-Excel (Student Affairs Professional Development Committee)

Vicki Ampia

- SSS Grant Writing Workshop
- T3 Alliance STEM Trainings November, 2019 & January, 2020
- Educational Opportunity Association Conference, November 2019
- Council for Opportunity in Education, September, 2019
- Designing Your Life Train, July 2019; January, 2020

Divisional Staff Service

Alexis DeAnda Martinez

- President' Leadership Academy Scholarship selection committee (Review applications and participate in the Interview day on President's Day)
- Hiring Committees-McNair Search Committee (Failed Search), Staff Psychologist (Failed Search), Staff Psychologist (delayed due to COVID)
- UASC

Allie Hicks

- Queer/Trans Student Union, coadvisor

Ana Brown

- BGSU Police Dispatch Supervisor Search Committee
- Assistant Vice President for Development Search Committee
- Assistant Vice President for Alumni Search Committee
- TRIO Student Support Services, McNair Scholars Coordinator Search Committee (Chair)
- Institute for the Study of Culture and Society (Executive Board Member)
- Student Success Council
- Not in Our Town Planning Team
- Queens of Color- Advisor

- Latino Student Union- Advisor

Cindy Toscano

- Latino/a/x Issues Conference Committee
- Vice President, Graduate Women's Caucus
- Co-Campus Organizer for It's On Us

Connie Weaver

- City of Bowling Green Transportation Advisory Committee
- Student Support Services Assistant Director Search Committee
- University Academic Support Council
- Diamante Scholarship Committee

Delaine Adams

- First Generation
- Design Your Life
- Student Success Council
- Summer Link Committee
- Remote Services Committee
- ASC
- National TRIO Day
- UASC
- CURS Judge (fall and spring)
- TRIO Celebration
- Green Dot Committee and facilitator

Gray Strain

- Division of Diversity and Belonging Remote Services Committee
- Title IX Action Team: Messaging and Materials

Ian Lee

- BGSU Care Coalition
- First Generation Students Committee
- Students of Color Retention Committee

Jamie Wlosowicz

- Domestic Violence - Community Crisis Response Team
- Division of Diversity and Belonging Remote Services Committee
- Not In Our Town
- Hazing Prevention Committee
- BG Care Coalition
- Title IX Action Team: Part 1 – Process Team, Actual Knowledge through Investigations

Jennifer McCary

- ALLIES
- Beyond "The Dream," Chair
- Bias Response Team
- BGSU Cabinet
- Cedar Fair Compliance Group
- Clery
- Diversity and Belonging Council, Chair
- Enterprise Risk Management
- Executive Council
- Ex-Officio
- Felony Admissions Committee

- Focus on the Future Task Force on Diversity and Inclusion, Chair
- Mental Health Campaign
- Not In Our Town, steering committee member
- SACODI, Advisor
- Students of Color Retention, ex-officio
- Student Success Council
- Students Toward United Change, advisor
- The Perrysburg Coalition for Inclusion and Social Justice
- Title IX Advisory, ex-officio
- Welcome BG, steering committee
- Chair, ACPA Commission for Student Conduct and Legal Issues, March 2018-present
- Admission and Readmission subcommittee
- DACODI, ex-officio
- Frontline Advisory, advisor
- Public Art Committee
- Student Affairs Council
- Student Affairs Retention
- COVID-19 Student Experience Planning Group
- COVID-19 First Year Student sub group
- COVID-19 Financial Ad Hoc
- COVID-19 Student Emergency Fund
- COVID-19 Student Technology Needs
- Life Design Steering Committee

Jennifer Twu

- Administrative Staff Council
- 36th annual Women in STEM Conference, BGSU

Kacee Ferrell Snyder

- Bowling Green Community Foundation President Elect and Marketing Chair
- The Cocoon Board of Directors
- ALLIES Internal Advisory Board member
- Diversity and Belonging Council member
- Title IX Advisory Board member
- BG Votes Coalition member
- President's Council on Sustainability
- BG Care Coalition

Katie Styles

- Title IX Action Team: Part 1 – Process Team, Actual Knowledge through Investigations
- Title IX Deputy Coordinator
- Title IX Director search, chair
- Counselor search, committee member
- DSA Diversity Strategic Plan Committee
- Opening Weekend/Fall Welcome Committee
- Focus on the Future Task Force on Diversity and Inclusion
- Chair Elect, ACPA Coalition for Sexuality and Gender Identities (2019-2020)
- Wood County Suicide Prevention Coalition
- Queer/Trans Student Union, coadvisor
- Queer Literature Club, advisor
- Transcendence, advisor
- practicum supervisor, 4 CSP students
- dissertation committee, Brittany House, Higher Education Administration

Lakeshia Dowlen

- Sidney A. Ribeau President's Leadership Academy, Cohort Advisor and Summer Faculty
- Diversity and Belonging Council, Member
- City of Bowling Green Community Foundation, Trustee

Nina Barudzie

- Virtual Black Graduation Committee (2020 Spring)
- Latinx graduation Committee (2020 Spring)
- Black Issues Conference Planning Committee (2019 Fall & 2020 Spring)
- Student of Color Retention Committee (2019 Fall & 2020 Spring)
- Beyond the Dream Volunteer (2020 Spring)

Shevonne Nelson Dillingham

- OMA Administrative Assistant Search (Chair)
- Diversity and Belonging Remote Services Committee (Chair)

Toni Gordon

- Black Student Union- Advisor
- Sigma Lambda Gamma- Advisor
- Gospel Choir- Advisor
- Title IX Advisory Board
- Student of Color Retention Committee
- BGSU 1910 Designing Your Life Committee
- Strong Start to Finish Committee
- FSL/Student Life Anti-Hazing Workgroup
- University Conduct Committee
- Black Issues Committee
- Black Graduation Committee
- Beyond the Dream

Tonya Rider

- Women of Waterford Foundation Board member
- Toledo Police Federal Credit Union Supervisory Committee member
- Students of Color Retention Committee member
- Title IX Advisory Committee member

Vicki Ampaw

- President, Ohio TRIO till November, 2019
- Past President, Ohio TRIO Board, Currently
- Student Success Council, BGSU
- EOA McNair Conference Committee Member

Divisional Staff Presentations Off Campus**Ana Brown**

- Accepted to co-present with Kim Brooks at NASPA 2020 Austin TX: *Dashboards for Deep Dives into Student Populations for Assessment and Strategy Development* (cancelled due to CoVid 19)
- *Blackface*, Owens Community College October 2020
- True Colors, BGHS Leadership (BG Chamber of Commerce)
- Community Forum on Ethnic Intimidation—Microaggressions segment

Cindy Toscano

- Comparative and International Education Society Conference *Cancelled

Jamie Wlosowicz

- Engaging the Disengaged (in partnership with the BGSU Social Work Dept to bring 3 CEU's to local Social Service Agency Professionals)

- Prevention Progression: Enacting a Collaborative Effort *Cancelled

Jennifer McCary

- Invited Panelist, Ohio Diversity Council's Women in Leadership Symposium, March 2020
- Invited Speaker, EPIC Toledo Grounds for Success, February 2020
- Invited Moderator, National TRIO Day, February 2020
- MLK Keynote, Shumaker, Loop & Kendrick, LLP, January 2020
- Invited Speaker, Toledo Area Chapter of the Association for Talent Development, January 2020
- Invited Keynote, Undergraduate Symposium on Diversity, November 2019
- Invited Panelist, Propel Ohio Conference, November 2019
- Invited Panelist, L.I.F.T. (Leadership, Influence, Focus and Talent) Conference, October 2019
- Invited Keynote Speaker, HIGHER: Elevating women in higher education, Conference for Wiser, August 2019

Kacee Ferrell Snyder

- Understanding Your Communication Style Through MBTI with Leadership BG, Signature Bank, and Dietetics at BGSU

Katie Stygles

- Toledo Multicultural Roundtable

Nina Barudziec

- Accepted to the International Conference in Luxemburg on her paper regarding her work at OMA and teaching UNIV151 (2020 Spring moved to 2021 due to COVID19)

Vicki Ampia

- McNair Co-Facilitator Virtual Programming Discussion

Divisional Staff Awards

Alexis DeAnda Martinez

- Advisor of the Month, September 2019

Jamie Wlosowicz

- Spirit of BG Award

Jennifer McCary

- Toledo 20 Under 40, Recipient

Jennifer Ring

- Woman of Distinction Award

Kacee Ferrell Snyder, CWGE

- BG Community Foundation Grant Recipient

Katie Stygles

- Toledo 20 Under 40, Nominee

Masculinities Engagement Network, Jamie Wlosowicz

- Innovation Initiative through the Division of Student Affairs

Megan McDonnell

- Woman of Distinction Award

Toni Gordon

- Spirit of BG Award (Spring Semester)

Divisional Staff Other Notable Information

Gray Strain

- Instructor, Fall '19: 1910 Women in Leadership
- Collaborated with University Advancement to update the “Elizabeth M. Boyer Award” to create a more inclusive opportunity for BGSU students

Jamie Wlosowicz

- Instructor, Fall '19: 1910 Constructing Masculinities Class
- Instructor, Fall '19/Spring '20: UNIV 1310 Career and Life Design
- Elected Administrative Staff Council Division Representative for Office of the President
- Collaborated with University Advancement to update the “Elizabeth M. Boyer Award” to create a more inclusive opportunity for BGSU students

Jennifer McCary, Chief Diversity and Belonging Officer, Active Certifications

- NACCOP Clery Compliance, 2019 - 2021
- Certified Diversity Professional (CDP) designation, National Diversity Council
- Crime Victims' Rights in Ohio, Ohio Crime Victim Justice Center
- Evidence Collection Process and Analysis
- Title IX Certifications:
 - ATIXA Title IX Hearing Officer & Decision Marker, 2020 – 2024
 - ATIXA Level 4, Civil Rights and Due Process, 2018 – 2022
 - ATIXA Level 3, Civil Rights Investigator, 2018 – 2022

Kacee Ferrell Snyder

- Elected Administrative Staff Council Division Representative for Finance and Administration
- Instructor, Summer '20: CSP 6300 Issues in College Student Personnel – Academic and Career Advising
- Collaborated with University Advancement to update the “Elizabeth M. Boyer Award” to create a more inclusive opportunity for BGSU students

Katie Stygles

- Instructor, Fall '19/Spring '20: CSP 6890 Supervised Field Experience in College Student Personnel

Bowling Green State University
Division of Diversity and Belonging
End of Year Report
2020-2021

Submitted by: Jennifer McCary, Chief Diversity and Belonging Officer
June, 2021

Executive Summary

In the Division of Diversity and Belonging's (DDB) second academic year as a standalone division, despite the effects of multiple pandemics (e.g., COVID-19; continued police violence against Black, Indigenous, and People of Color) much has been accomplished. The DDB has continued to grow with the addition of Equity and Compliance (Title VII, Equal Employment Opportunity, and Affirmative Action), the C. Raymond Marvin Center for Student Leadership, the President's Leadership Academy, and Spirit Programs. The DDB has continued to work to provide services to be inclusive of students, faculty, staff, and the greater community, as well as to align programming and initiatives with the DDB key objectives: advocacy, training and development, programming, partnerships, and accountability.

This year, the DDB held more than **699 non-duplicated** (i.e., not counted more than once if collaboration between divisional offices) **events/programs/initiatives** and **served more than 23,146 people** on campus and in the community. Of particular relevance for the DDB this year:

- The successful onboarding of Dan Powell (Equity and Compliance Officer) and incorporation of ***Equity and Compliance, the Marvin Center, PLA, and Spirit Programs***.
- All areas were able to continue serving the BGSU community virtually considering COVID19 and the remote learning environment and provided innovative programming in an exceedingly difficult year, with an ***increase of participants across divisional programming of 17%*** when compared to 2019-2020.
- The CWGE, CVPE, OMA, Title IX, TRIO, and Marvin Centers developed new/revised ***mission and vision statements*** to ensure alignment with the DDB and BGSU mission and priorities (see page 10).
- The ***Chosen Name Policy***, for which advocacy started in LGBTQ+ Program 7+ years ago, was approved by the Cabinet, registered with the state, and implementation has begun.
- ***Divisional staff-led diversity workshops and presentations*** continue to be in higher demand both on campus and in the Northwest Ohio community.
- ***Life Design*** concepts continue to be incorporated within programming: the Marvin Center successfully launched the newest leadership certificate, the Life Design Leadership Certificate; TRIO and OMA both incorporated Life Design into their bridge programs and course offerings.

Division of Diversity and Belonging Individual Office Summaries

C. Raymond Marvin Center for Student Leadership Summary Information

Program(s)/Initiative(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Marvin Center Experiences	31	45	+45%	1,243	804	-35%
Falcon Leadership Institute	0	12		135	162	+20%
BGSU Leadership Achievement Award	0	5		32 (12 Earned)	57 (8 Earned)	+78% (-33% Earned)
Leadership Certificate Programs (ELC, ILC, GLC, LDLC, SJLC, & SLC) Total	27	39	+44.4%	164 (66)	319 (164)	+94.5% (+148.5%)
Ethical Leadership Certificate	6	N/A\$	N/A\$	90 (30)	158 (47)	+76%
Inclusive Leadership Certificate	8	21	+162.5%	38 (15)	119 (84)	+213%
Global Leadership Certificate	6	6	0%	12 (5)	14 (5)	+17% (0%)
Social Justice Leadership Certificate	7	N/A^^	N/A^^	24 (16)	N/A^^	N/A^^
Life Design Leadership Certificate^	N/A^	6	N/A^	N/A^	28 (28)	N/A^
Fall Leadership Conference				44	135	+207%
Leadership Strategies in a Pandemic	N/A^	30	N/A^		13	
YouTube					810	
Total	NA	164	NA	1,618	2,300	+42%

* - Participant numbers for the certificates are reported as the total number of participants/unique users, not the total attendance numbers.

^ - New program for the 2020-2021 academic year.

^^ - Program not offered in 2020-2021 academic year

\$ - Converted to a self-paced online experience

(number) = the number of certificates earned

Center for Violence Prevention and Education Summary Information

Program(s)/Initiative(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Passive Programming	17	8	-52%	671	656	-2.2%
Educational Programming	40	46	+15%	817	1,064	+30%
SAAM Programming	7	11	+63%	6,027	7,278	+21%
Masculinities Programs	11	3	-72%	415	66	-84%
Survivor Programs	1	0	-100%	7	0	-100%
Domestic Violence Awareness Month	0	6	+600%	0	25 (81,897 not included in final total)	+82,000%
Total	76	74	-2%	7,937	9,089	+1,046%

Center for Women and Gender Equity Summary Information

Program(s)/Initiative(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Educational Presentations	15 (+5 cxld)	63 (including each book club meeting)	320%	757	1,254	65.65%
Passive Programming	11	6	-45% ⁹¹	436	155	-64.45%
Faculty Geared Programming	7 (+2 cxld)	3	-57%	152	56	-63.16%
Summits/Teach-In	4	N/A	N/A	110	N/A	N/A
Recognition and Celebratory Events	2	2	0	286	267	-6.64%
Total	38	74	+94.74%	1,694	1,732	-2%

Divisional Programming Summary Information

Program(s)/Initiative(s)	20-21 # Events	20-21 # Participants
General Programming	17*	# 384^ participants*, 83 additional views
Day of Dialogue	16	# undeterminable
Beyond the Dream Speaker Series	8	# 472^ participants*, 42 additional views
Total	41*	# 856^ participants*, 125 additional views

*^including only those for which participation was tracked, this is a very conservative participation estimate
nonduplicated with other offices' reporting numbers

Note: Although some of this programming was offered last year, this is the first year that the Division has aligned it in this intentional format. Also, programming attendance was not well tracked due to the virtual nature of the programming (due to Covid). AY 21-22 will be the first year of proper tracking/attendance.

LGBTQ+ Programs Summary Information

Program(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Safe Zone	23	8 (+4 cxld)	-65%	284	117	-58%
Safe Zone-Related Customized Programs (these are included in staff-led #s – not double counted in total line)	14	11	-21%	598	576	-3%
Staff-led Diversity Workshops/Panels/Presentations	33	23 (+1 cxld)		2,901	2,574*	
Welcome Events	3	4	+33%	520	138	-73%
LGBTQ+ History Month (formerly - Coming Out Week)	12	14	+16%	646	613	-5%
Gender Awareness Week	2	2	0	130+	NA (passive)	NA
Rainbow Days	7	12 (+1 cxld)	+71%	255*	527*	+106%
LGBTQ+ AURG Programming	1	2	+100%	10	48	+380%
Additional Programming		5		138		
Total	80	69(+6 cxld)	-13%	4,736	4,125*	-12%

*not including all YouTube views

Office of Multicultural Affairs Summary Information

Program(s)/Initiative(s)	19-20 Events	20-21 Events	% Change	19-20 Participants	20-21 Participants	% Change
Multicultural Summer Link/1510 Class	1	1	NA	77/66 (class)	54/40 (class)	-29%
General OMA Programming	23	10	-56%	924	634	-31%
Heritage Months Programming	22	16	-27%	1352	408	-69%
OMA Ambassador Programming	unknown	4	NA	unknown	101	NA
Staff Presentations (non-duplicated)	unknown	41	NA	unknown	1185	NA
Total	46	72	+56%	2353+	2382+	+1%

Sidney A. Ribeau President's Leadership Academy Summary Information

Semester GPA		
	Fall 2020	Spring 2021
All PLA	3.49	3.41
Thompson	3.23	2.96
Traditional	3.62	3.66
Cumulative GPA		
	Fall 2020	Spring 2021
All PLA	3.56	3.52
Thompson	3.32	3.27
Traditional	3.70	3.66
Graduation and Retention Rate		
2017 Cohort Graduation Rate		96%
2018 Cohort Retention Rate		100%
2019 Cohort Retention Rate		100%
2020 Cohort Retention Rate		94%
Service Hours		
Fall 2020	Spring 2021	Total
903.5	806.5	1710

Title IX Summary Information

Program(s)/Initiative(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Community and Course Trainings and Workshops	NA	4	NA	NA	101	NA
Talking Title IX Forums	NA	3	NA	NA	50	NA
Student Staff Training (GSO/RA/etc.)	NA	4	NA	NA	342	NA
Employee Mandatory Training	1	4	+300%	1,136	1,738	+53%
Total	NA	15	NA	1,136	2,231	+96%

n.b. Last year, TIX reported on programs outside of their area of responsibility. 20-21 will be the baseline for programs and initiatives under TIX.

TRIO Summary Information

Program(s)/Initiative(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Integrate Academic and Career Advising	20	19	-5%	89	72	-19%
Align programs with Supporting Student Success	42	52	+23%	255	214	-16%
Enhance culture to Support Diversity and Inclusion	2	4	+100%	27	145	+437%
Develop and implement Comprehensive Marketing and Communication Plan	80	115	+43%	NA	NA	NA
Total	153	190	+24%	405	431	+6%

Division of Diversity and Belonging

Program(s)/Initiative(s)	19-20 # Events	20-21 # Events	Change in %	19-20 # Participants	20-21 # Participants	Change in %
Total	435	699	+60%	19,729	23,146*	+17%

**Due to difficulty with virtual tracking, this is a LOW estimate – also does not include 80,000+ for Empty Seat at the Table program.*

New Divisional Office Mission and Vision Statements

C. Raymond Marvin Center for Student Leadership

Mission: The C. Raymond Marvin Center for Student Leadership fosters students' sense of belonging through meaningful and purposeful experiences. We are dedicated to empowering students to design their leadership journey and create positive change in their community.

Vision: The C. Raymond Marvin Center for Student Leadership aspires to develop leaders who serve their community and lead for the public good.

Center for Women & Gender Equity

Mission: The mission of Center for Women and Gender Equity (CWGE) is to support students, staff, faculty, and community partners of BGSU with programs and services that advance the understanding of and potential for gender equity.

Vision: The CWGE envisions a community at BGSU and in Ohio, the nation, and the world where individuals of all gender identities have the access, opportunity, and resources to determine the course of their own lives.

Center for Violence Prevention & Education

Mission: The Center for Violence Prevention and Education (CVPE) is dedicated to preventing and addressing power-based personal violence on campus by working with students, staff, faculty, and community partners to foster a culture that prioritizes consent, respect, and actively responds to survivors by supporting them and their allies.

Vision: The CVPE envisions a community at BGSU and in Ohio, the nation, and the world free of power-based violence.

Office of Multicultural Affairs

Mission: The BGSU Office of Multicultural Affairs is committed to providing advocacy, support, and education in pursuit of a more equitable and socially just University and community.

Vision: The BGSU Office of Multicultural Affairs envisions an intentional, equitable, and inclusive campus community where all experience mattering* and belonging, particularly those marginalized due to their race, ethnicity, culture, gender identity, gender expression, sexuality, and/or sexual orientation.

Office of Title IX

Mission: The Office of Title IX at Bowling Green State University is committed to cultivating a campus environment free from harassment and sex and gender-based discrimination through reporting, education, prevention, response, and remediation.

Vision: The Office of Title IX at Bowling Green State University seeks to provide leadership pertaining to the Title IX regulations, state laws, and University policies, as well as develop and implement best practices for prevention, training, resources, and support services.

TRIO

Mission: Trio programs strives to create a safe brave equitable and inclusive environment where program participants are affirmed, empowered, and supported through activities that promote career and college success.

Vision: Promote equity in college degree attainment for students who are 1st generation and/or come from economically disadvantaged backgrounds through the development of educational, financial, and cultural opportunities.

*As Schlossberg posited, "Marginality is at one pole, mattering at the other" (1989, p. 6).

Divisional Programming

General Programming:

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
White Allyship, Part 1	241 views (V)	Katie Stygles and Kacee Ferrell Snyder	6/20	X	X	X	X
Black Queer Lives Matter	14 participants, 20 views (V)	Shevonne Nelson Dillingham, Katie Stygles, Ana Brown	6/30	X	X	X	X
Self-Guided Learning	(V)	LibGuide (University Libraries)	ongoing	X	X	X	X
Just Mercy (Film Discussion)	17 participants, 32 views (V)	Jolie Sheffer, Thomas Mowen, Steve Demuth, Ana Brown, Tonya Rider	7/17	X	X	X	X
Black and Blue	20 participants, 8 views (V)	Chief Mike Campbell, Dr. Marvin Whitefield, Coach Micheal Huger	7/16	X	X	X	X
Race in the Academy – Part 1	28 views (V)	President Rogers and Provost Whitehead	7/9	X	X	X	X
Race in the Academy – Part 2	20 views (V)	President Rogers and Provost Whitehead	7/9	X	X	X	X
What I Was Taught about Race	19 views (V)	Anthony King and Atonn Smeltzer	7/14	X	X	X	X
White Allyship, Part 2	60 participants (V)	Katie Stygles and Kacee Ferrell Snyder	7/16	X	X	X	X
Book Club—Hood Feminism	28 participants (V)	CWGE	8/31-10/26	X	X	X	X
Black Lives Matter Collaborative Public Art Project	20 participants (IP)	DDB	8/24	X	X	X	X
Rest in Peace. Why Can't We Live in Peace?	19 participants (V)	Ana Brown, Tom Edge, Nicole Jackson, Denaja Haygood, Tiffany Henderson	9/16	X	X	X	X
Voter Registration Day	47 registered (H)	Center for Public Impact, Dr. Kim Wehle	9/17	X	X	X	X
Day of Dialogue (See KPI #2)	(V)	Various	9/18	X	X	X	X
We'll Rise Up	14 participants, 8 views (V)	Sharonda Glover, Summer Jordan, Sydney Howell	9/22	X	X	X	X
Between Friends	Cancelled	Dr. Sandy Earle and Sonia Whitehead	10/	X	X	X	X
Student Town Hall	68 participants (V)	SACODI	10/19	X	X	X	X
1619 Podcast Discussion	26 participants (V)	DDB	10/30	X	X	X	X
United Against Hate Week	10 participants	NIOT-BG	11/30-12/4	X	X	X	X
Drive-In Movie: Big Hero 6	20 cars (IP)	DDB	12/18	X	X	X	X
Unconscious Bias	3 organizations, 62 participants (V)	Jennifer McCary	8/5, 10/14, 12/2		X		X

Spring Semester 2021							
Black Alumni Council Lunch and Learn	58 participants (V)	Jennifer McCary, President Rogers	2/5	X	X	X	X
Beyond the Dream (See KPI #3)	(V)	Various	Spring Semester	X	X	X	X
Unconscious Bias	1 organization, 20 participants (V)	Jennifer McCary	3/3, 5/25		X		X

As a result of the protests after the murder of George Floyd, BGSU President Rogers asked that the Division of Diversity and Belonging create a series of programming designed to open the conversation about the treatment of marginalized populations. The result was a rich slate of conversations, interviews, and programs that extended throughout the academic year.

Day of Dialogue (9/18):

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Introduction	(V)	Jennifer McCary	9/18	X	X	X	X
Introduction to Terminology	(V)	OMA Staff	9/18	X	X	X	X
Invisible Paint	(V)	Na Tasha Shabazz	9/18	X	X	X	X
What I Was Taught about Race	(V)	Anthony King and Atonn Smeltzer	9/18	X	X	X	X
What Can I Do to Affect Change in my Community	(V)	Joanna Line and Paul Valdez	9/18	X	X	X	X
"It's Our Business to Be Bothered: Necessary Trouble and Disturbing the Peace"	(V)	Dr. McKinley Melton	9/18	X	X	X	X
Implicit Bias Education at BGSU	(V)	Ana Brown	9/18	X	X	X	X
Black Women Activists: Spoken Word and Music (Parts I and II)	(V)	Trinidad Linares	9/18	X	X	X	X
Children's literature book talks by the Curriculum Resource Center	(V)	Joe Prince	9/18	X	X	X	X
BIPOC Voices in the Archive	(V)	Emily DiLeo	9/18	X	X	X	X
Did I Do the Thing I Don't Want to Do?": Honest Reflections on (un)Learning	(V)	Katrina Heilmeier, Jenn Stucker, Heidi Nees	9/18	X	X	X	X
Black and Blue Talk	8 views (V)	Chief Mike Campbell, Dr. Marvin Whitefield, Coach Micheal Huger	9/18	X	X	X	X
Race in the Academy (Parts I and II)	(V)	President Rogers and Provost Whitehead	9/18	X	X	X	X
The Personal is the Political: Our Perspectives on Our Lives	(V)	Shevonne Nelson Dillingham, Toni Gordon, and Shayauna Newsom	9/18	X	X	X	X
Diversity and Belonging Comprehensive Strategy and Plan	(V)	Jennifer McCary	9/18	X	X	X	X
Live Q&A with panelist and Keynote	24 participants, 4 views (V)	Dr. McKinley Melton and Jennifer McCary	9/18	X	X	X	X

Born of the recognition that people are often hesitant to have critical conversation about race and the desire to “get people thinking about not only some of the negative experiences people have had, but also leave people with the feeling of hope” (Markey, 2020, para 7), the Division created the Day of Dialogue, a daylong event exploring a variety of topics that raise the awareness we must have to change the culture around how we deal with racial issues in the US. The event was quite popular and well attended and will be an annual event for the Division.

Beyond the Dream Speaker Series (Spring Semester):

Organization	Attendance (include # and whether V [virtual], IP [in person], or H [hybrid])	Facilitator(s)	Date	Faculty	Staff	Students	Community
Mirna Valerio Sessions	(V)	CWGE, DDB	2/6, 2/9, 2/10	X	X	X	X
Spoken Word with Ebo Barton	(V)	Seth Campbell, Firelands	2/9	X	X	X	X
Next Gen Conversation with Erin Upchurch	(V)	Seth Campbell, Firelands	2/11	X	X	X	X
Dr. Talithia Williams student session	22 students, 3 staff, 2 faculty (V)	DDB	2/16	X	X	X	X
Dr. Talithia Williams keynote	41 participants (V)	DDB	2/16	X	X	X	X
Black Issues Conference with keynote by Nicole Robinson	(V)	OMA	2/25	X	X	X	X
Latino/a/x Issues Conference with keynote by Director Jayro Bustamante	340 registered attendees (V)	Cultural and Critical Studies Department	3/10	X	X	X	X
Dr. Justin Shaifer student session	12 students, 3 staff, 10 views (V)	DDB	4/6	X	X	X	X
Dr. Justin Shaifer discussion session	22 participants (V)	DDB	4/6	X	X	X	X
Dr. Justin Shaifer keynote	6 participants, 5 views (V)	DDB	4/6	X	X	X	X
Military Experience, Mental Health, and Resilience	10 students, 1 staff, 27 views (V)	Alumnus Ugo Naija, DDB	4/19	X	X	X	X

Beyond the Dream is a collaborative effort across the institution; various areas create and/or contribute to this programming. As previously mentioned, this is not the first time the Division has presented the Beyond the Dream speaker series. In previous years, each of the featured speaker events (Beyond the Dream/MLK Keynote, Black Issues Conference, Latino/a/x Issues Conference, and Ordinary People, Extraordinary Lives) drew 500-1100 people. This year, because of the virtual nature of the keynotes, smaller budgets and more speakers were brought in. With a return to in person programming in the Fall, tracking attendance/participation will resume.

Markey, M. (2020). BGSU to host Day of Dialogue on Friday September 18. Retrieved from <https://www.bgsu.edu/news/2020/09/bgsu-to-host-day-of-dialogue-on-friday-sept-18.html>

C. Raymond Marvin Center for Student Leadership

Marvin Center Experiences:

Marvin Center Experiences are any programs facilitated by our Student Leadership Assistants and/or other Marvin Center Staff members.

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
BGSU Dietetics Program	20	Harry Watts	8/4/20			X	
BGSU Office of Residence Life – Falcon Quest Session 1 – Room 1	10 – IP	Harry Watts	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 1 – Room 2	10 – IP	Hoang Do	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 1 – Room 3	7 – IP	Connor Baumlee	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 1 – Room 4	10 – IP	Dominic Gattozzi	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 2 – Room 1	10 – IP	Harry Watts	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 2 – Room 2	10 – IP	Hoang Do	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 2 – Room 3	7 – IP	Connor Baumlee	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 2 – Room 4	10 – IP	Dominic Gattozzi	8/19/20			X	
BGSU Office of Residence Life – Falcon Quest Session 3 – Room 1	10 – IP	Harry Watts	8/20/20			X	
BGSU Office of Residence Life – Falcon Quest Session 3 – Room 2	10 – IP	Hoang Do	8/20/20			X	
BGSU Office of Residence Life – Falcon Quest Session 3 – Room 3	7 – IP	Connor Baumlee	8/20/20			X	
BGSU Office of Residence Life – Falcon Quest Session 3 – Room 4	10 – IP	Dominic Gattozzi	8/20/20			X	
Graduate Student Senate – Group Development	12	Mikayla Russ, Joshua Auten	8/29/20			X	
BGSU Dietetics Program	8	Harry Watts	8/31/20			X	
We Are 1 Team – Session 2	25	Mikayla Russ, Chet Hesson!	9/21/20			X	
Omicron Delta Kappa – Group Development	6	Nick Menster	9/24/20			X	
BGSU FSL – Presidents’ Gathering	40	Javana Joyce	10/6/20			X	
National Residence Hall Honorary – StrengthsQuest	10	Jacob Clemens	10/8/20			X	
We Are 1 Team – Session 3	25	Mikayla Russ, Chet Hesson!	10/12/20			X	
Schmidthorst College of Business Ambassador Inclusion Workshop	25	Joshua Auten, Nick Menster	10/20/20			X	

Omicron Delta Kappa – Inclusion	11	Clare Sunderman, Nick Menster	10/22/20			X	
TRIO Student Services – Mentoring Workshop	7	Javana Joyce, Clare Sunderman	10/24/20		X	X	
We Are 1 Team – Session 4	25	Mikayla Russ, Chet Hesson!	10/26/20			X	
Fall Leadership Conference (See Section below for further info)	135	See Section below for more details	11/7/20	X	X	X	X
Alpha Xi Delta – Leadership Styles	40	Clare Sunderman, Joshua Auten	11/8/20			X	
We Are 1 Team – Session 5	25	Mikayla Russ, Chet Hesson!	11/16/20			X	
Alpha Chi Omega – Professional Development	20	Javana Joyce, Clare Sunderman	11/19/20			X	
Learning Commons – Academic Coaches	10	Mikayla Russ, Clare Sunderman, Remington Schneider	11/24/20		X	X	
Spring Semester 2021							
FSL – Ignite Session 1	4	Joshua Auten, Shelby Turner!	2/9/21			X	
Omicron Delta Kappa – Diversity and Inclusion	N/A	Clare Sunderman, Nick Menster	2/10/21			X	
National Society of Collegiate Scholars – Group Development	N/A	Remington Schneider	2/18/21			X	
Generation Falcon – Leadership Development/Social Change Model	1	Nick Menster, Remington Schneider	2/23/21			X	
FSL – Ignite Session 2	8	Joshua Auten, Shelby Turner!	2/23/21			X	
Omicron Delta Kappa – Cycle of Oppression	10	Mikayla Russ, Clare Sunderman	2/24/21			X	
Black Issues Conference – Cycle of Oppression	12	Javana Joyce, Clare Sunderman	2/25/21	X	X	X	
FSL – Social Justice Institute Session 1	11	Joshua Auten, Oscar Celis!	3/1/21			X	
FSL – Ignite Session 3	8	Joshua Auten, Shelby Turner!	3/2/21			X	
FORGE – Finding Your Way	7	Javana Joyce	3/4/21			X	
AIMS – Mission Statements and Purpose	65 – V	Remington Schneider, Mikayla Russ	3/5/21			X	
Delta Sigma Pi – Diversity and Inclusion	83 – V	Javana Joyce, Nick Menster	3/7/21			X	
Undergraduate Psychology Association – Purpose	10	Clare Sunderman, Nick Menster	3/8/21			X	
FSL – Social Justice Institute Session 2	8	Joshua Auten, Oscar Celis!	3/8/21			X	
FSL – Ignite Session 4	7	Joshua Auten, Shelby Turner!	3/9/21			X	
FSL – Ignite Session 5	7	Joshua Auten, Shelby Turner!	3/16/21			X	
FSL – Ignite Session 6	8	Joshua Auten, Shelby Turner!	3/30/21			X	

! - facilitator outside of DDB

Testimonials: 100% of participants strongly agreed or agreed that the topic covered in the session/workshop was relevant to their leadership development.

One participant said, “I thought that this session was very helpful about how I should work with other graduate students to help graduate students as a whole; to give them voices.”

Falcon Leadership Institute (FLI):

Total number of participants - 162

Weekly Spotlight Topic	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Spring Semester 2021							
Study Skills	V - 13		1/21/21			X	
Work/Life Balance	V - 13	Alexis Lankford!	1/28/21			X	
Values and LinkedIn	V - 13						
Goal Setting	V - 13	Natalie Kindler, Dae'lyn Do!	2/8/21			X	
Active Listening	V - 5	Alena Babyak	2/17/21			X	
Conflict Management	V - 15	Tyler Strom!	2/24/21			X	
Public Speaking	V - 10	Mikayla Russ	3/3/21			X	
Involvement on Campus	V - 12		3/10/21			X	
Life Design	H - 7		3/19/21			X	
Inclusivity	4					X	
Sustainability	3					X	
Self-Advocacy	3					X	

@ - Facilitator within DDB but not Marvin Center staff/paraprofessional

! - facilitator outside of DDB

FLI Testimonial: “The Falcon Leadership Institute not only provided me with an environment to further develop my leadership skills, but also gave me a sense of belonging at BGSU. I'm grateful to be a part of such a supportive organization that truly is like no other.”

BGSU Leadership Achievement Award (BLAA):

Completed – 8

Currently Enrolled - 57

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
BLAA Workshop – Moral and Ethical Decision Making	2 – V	Clare Sunderman, Nick Menster	12/3/20				
Spring Semester 2021							
BLAA Workshop – Inclusive Leadership	3 – V	Mikayla Russ, Clare Sunderman	1/21/21			X	
BLAA Workshop – Leadership Theory	2 – V	Clare Sunderman, Nick Menster	2/2/21			X	
BLAA Workshop – Personal Mission Statements	1 – V	Clare Sunderman	2/24/21			X	
BLAA Workshop – Design Thinking	1 – V	Clare Sunderman, Nick Menster	3/15/21			X	

Ethical Leadership Certificate (ELC):

The ethical leadership certificate this year was offered in a virtual, self-paced format. The following section breaks down each semester's numbers in terms of enrollment and completion. The ELC was converted to a virtual experience in March of 2020 and has continued in this format during the 2020-2021 academic year.

Fall 2020 Enrollees	46
Total Enrollees (Fall 2020)	131
Earned Fall 2020	8
Spring 2021 Enrollees	27
Total Enrollees (Spring 2021)	158
Earned Spring 2021	47

ELC Testimonials:

"I felt that this certification course very fun and engaging. It allows you to think about the different ways leaders can act and how much just one ethical leader can have on society."

"I thoroughly enjoyed this virtual leadership experience and found the flexibility within this workshop extremely beneficial!"

"Thank you so much for this awesome Leadership Training! I can't wait to create positive change in the world through the material I gained for this certificate!"

Inclusive Leadership Certificate (ILC):

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
ILC Session 1 – General	57 – V	Javana Joyce, Issiah Taylor@	10/8/20			X	
ILC Session 1 – Cheer and Dance	37 – IP	Remington Schneider, Nick Menster	10/10/20			X	
ILC Session 2 – General	42 – V	Javana Joyce, Issiah Taylor@	10/15/20			X	
ILC Session 2 – Cheer and Dance	31 – IP	Remington Schneider, Nick Menster	10/17/20			X	
ILC Session 3 – General	41 – V	Javana Joyce, Issiah Taylor@	10/22/20			X	
ILC Session 3 – Cheer and Dance	38 – IP	Remington Schneider, Nick Menster	10/17/20			X	
ILC Session 4 – General	37 – V	Javana Joyce, Issiah Taylor@	10/29/20			X	
ILC Session 4 – Cheer and Dance	37 – IP	Remington Schneider, Nick Menster	10/31/20			X	
ILC Session 5 – General	35 – V	Javana Joyce, Issiah Taylor@	11/5/20			X	
ILC Session 5 – Cheer and Dance	36 – IP	Remington Schneider, Nick Menster	11/7/20			X	
ILC Session 6 – General	35 – V	Javana Joyce, Issiah Taylor@	11/12/20			X	
ILC Session 6 – Cheer and Dance	37 – IP	Remington Schneider, Nick Menster	11/14/20			X	
ILC Session 7 – General	35 – V	Javana Joyce, Issiah Taylor@	11/12/20			X	
ILC Session 7 – Cheer and Dance	38 – IP	Remington Schneider, Nick Menster	11/14/20			X	
Spring Semester 2021							
ILC Session 1	21 – V	Nick Menster, Sophia Stockham@	2/11/21			X	
ILC Session 2	20 – V	Nick Menster, Sophia Stockham@	2/18/21			X	
ILC Session 3	19 – V	Nick Menster, Sophia Stockham@	2/25/21			X	
ILC Session 4	17 – V	Nick Menster, Sophia Stockham@	3/4/21			X	
ILC Session 5	18 – V	Nick Menster, Sophia Stockham@	3/11/21			X	
ILC Session 6	17 – V	Nick Menster, Sophia Stockham@	3/18/21			X	
ILC Session 7	18 – V	Nick Menster, Sophia Stockham@	3/25/21			X	

@ - Facilitator within DDB but not Marvin Center staff/paraprofessional

The following table outlines the number of participants and the number completed for the 2020-2021 academic year.

Fall 2020 General Session Participants	57
Fall 2020 General Session Earned	37
Fall 2020 Cheer and Dance Participants	39
Fall 2020 Cheer and Dance Earned	31
Spring 2021 General Session Participants	23
Spring 2021 General Session Earned	16
TOTAL Participants	119
TOTAL Earned	84

Inclusive Leadership Certificate testimonial:

“I am advertising for this certificate in our PhD newsletter. I'm hoping more GA instructors will want to take this course with me to improve our instruction practices.”

Global Leadership Certificate (GLC):

The global leadership certificate this year was offered in a virtual, self-paced format. The following section breaks down each semester's numbers in terms of enrollment and completion. The GLC was converted to a virtual experience for the Spring 2021 semester.

Spring 2021 Enrollees	14
Earned Spring 2021	5

Global Leadership Certificate testimonial:

“Thank you so much for hosting these certificates. I have completed all four as an undergraduate, inclusive and social justice in-person and ethical and global virtually, and definitely recommend all of them for future BGSU students to complete.”

Life Design Leadership Certificate (LDLC):

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Spring Semester 2021							
LDLC Session 1	30 – V	Javana Joyce, Remington Schneider	3/2/21			X	
LDLC Session 2	35 – V	Javana Joyce, Remington Schneider	3/9/21			X	
LDLC Session 3	30 – V	Javana Joyce, Remington Schneider	3/16/21			X	
LDLC Session 4	26 – V	Javana Joyce, Remington Schneider	3/30/21			X	
LDLC Session 5	26 – V	Javana Joyce, Remington Schneider	4/6/21			X	
LDLC Session 6	27 – V	Javana Joyce, Remington Schneider	4/13/21			X	

Spring 2021 Participants	28
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Spring 2021 Earned	28
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Fall Leadership Conference:

The Fall Leadership Conference was the temporary rebranding of Leadership Academy. This event was a virtual, one-day leadership development conference. The following section outlines the different individual sessions and participation for each session.

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Fall Semester 2020							
Officer Transitions: Setting Your Successors up for Success	12 – V	Shelby Turner! Bridget Summit!	11/7/20			X	
I Want Better: Advocating for your Organization	26 – V	Courtney Taylor!	11/7/20			X	
Collaborative Leadership for Social Change: Building Relationships	15 – V	Joanna Line!, Kathryn Evans!	11/7/20			X	
Inclusive Zoom Practices!	15 – V	Javana Joyce, Joshua Auten	11/7/20			X	
Understanding Privilege in Leadership Positions	15 – V	Oscar Celis!, Emma Leader!	11/7/20			X	
Leadership Theory and the BGSU Leadership Achievement Award	10 – V	Clare Sunderman, Joshua Auten	11/7/20			X	
Critical Hope as Leaders	28 – V	Kaitlyn Burg!	11/7/20			X	
Leadership Styles	19 – V	Alexis Lankford!	11/7/20			X	
Leadership Studies	23 – V	Dalia Huansi	11/7/20			X	
Lead with You	14 – V	Darwins Olcima!, Conor McLaughlin!	11/7/20			X	
Is there an Imposter Among Us? Navigating & Overcoming Imposter Syndrome	22 – V	Dae'lyn Do!	11/7/20			X	
Stronger Together than We are Apart: Power of Intersectional Feminism	19 – V	Rachel Jarvis@, Courtney Chambers@, Zachary Noesen	11/7/20			X	
Moroccan Gnawa: A Cultural Awakening Experience	26 – V	Olivia Oh!	11/7/20			X	
Womxn In Leadership, Why Kneecapping is a Problem	15 – V	Stacey Allan!	11/7/20			X	
Who's In the Room? Invisible Identities & Effective Campus Engagement	13 – V	Adriana Italiano!, Anastashia Blesi!	11/7/20			X	
Leading Away from Burnout and Towards Self-Care	29 – V	Megan McDonnell@	11/7/20			X	
Theory and Practice: How to Use Mindfulness to Enhance Leadership	9 – V	Kelsey Dietrich!	11/7/20			X	
Be a Goal-Getter: How Goal-Setting Can Improve Your Leadership Skills	17 – V	Natalie Kindler, Dae'lyn Do!	11/7/20			X	
Dealing with Stress, Self-Care, Substance Abuse, and the Pandemic	12 - V	Tavala Luciw!, Morgan Alexander-Coster	11/7/20			X	
Treat yo Self: Self Care Strategies for Better Leadership	17 - V	Mikayla Russ, Remington Schneider	11/7/20			X	

Alumni Panel	53 - V	Angel Staten!, Darrell E. White II!, Jessee Hankins!, Amanda Lynch!, Ashley Hartman!	11/7/20			X	
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@ - Facilitator within DDB but not Marvin Center staff/paraprofessional

! - facilitator outside of DDB

Leadership Strategies in a Pandemic:

In the Fall 2020 semester, the Student Leadership Assistants under the guidance of Natalie Kindler, created a program to help support student leaders and student organizations. The sessions were offered twice virtually, and most were posted later on YouTube.

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Fall Semester 2020							
Meeting In-Person in Our New Normal	0 – V	Mikayla Russ	9/21/20 – 10AM			X	
Meeting In-Person in Our New Normal	0 – V	Nick Menster	9/21/20 – 4PM			X	
Making the Most of Virtual Meetings	0 – V	Clare Sunderman	9/22/20 – 10AM			X	
Making the Most of Virtual Meetings	0 – V	Joshua Auten	9/22/20 – 4PM			X	
Meeting In-Person in Our New Normal	0 – V	Mikayla Russ	9/23/20 – 10AM			X	
Meeting In-Person in Our New Normal	0 - V	Joshua Auten, Bridget Summit!	9/23/20 – 4PM			X	
Making the Most of Virtual Meetings	2 – V	Joshua Auten	9/24/20 – 10AM			X	
Making the Most of Virtual Meetings	0 – V	Clare Sunderman	9/24/20 – 4PM			X	
Inclusive Zoom Practices	1 – V	Mikayla Russ	9/28/20 – 10AM			X	
Inclusive Zoom Practices	0 – V	Javana Joyce	9/28/20 – 4PM			X	
Recruiting and Engaging New Members	0 – V	Remington Schneider, Nick Menster	9/29/20 – 10AM			X	
Recruiting and Engaging New Members	2 – V	Clare Sunderman	9/29/20 – 4PM			X	
Inclusive Zoom Practices	1 – V	Mikayla Russ	9/30/20 – 10AM			X	
Inclusive Zoom Practices	1 – V	Javana Joyce	9/30/20 – 4PM			X	
Recruiting and Engaging New Members	0 – V	Nick Menster	10/1/20 – 10AM			X	
Recruiting and Engaging New Members	1 – V	Nick Menster	10/1/20 – 4PM			X	
Leadership in Action	2 – V	Mikayla Russ	10/5/20 – 10AM			X	
Leadership in Action	1 – V	Joshua Auten	10/5/20 – 4PM			X	
Virtual Engagement	1 - V	Remington Schneider, Oscar Celis!	10/6/20 – 10AM			X	

Virtual Engagement	1 – V	Javana Joyce, Clare Sunderman	10/6/20 – 4PM			X	
Leadership in Action	0 – V	Mikayla Russ	10/7/20 – 10AM			X	
Leadership in Action	0 – V	Joshua Auten	10/7/20 – 4PM			X	
Virtual Engagement	0 – V	Nick Menster	10/8/20 – 10AM			X	
Virtual Engagement	0 – V	Javana Joyce, Clare Sunderman	10/8/20 – 4PM				
Office Hours	0 – V	Mikayla Russ, Clare Sunderman	9/25/20 – 9-11AM			X	
Office Hours	0 – V	Javana Joyce	9/25/20 – 1-3PM			X	
Office Hours	0 – V	Mikayla Russ, Clare Sunderman	10/2/20 – 9-11AM			X	
Office Hours	0 – V	Nick Menster	10/2/20 – 1-3PM			X	
Office Hours	0 – V	Mikayla Russ, Clare Sunderman	10/9/20 – 9-11 AM			X	
Office Hours	0 – V	Clare Sunderman	10/9/20 – 1-3PM			X	

! - Facilitator outside of DDB

YouTube Channel Views:

Session Title	Fall 2020 (Ending 12/11/20)	Spring 2021 (Includes Winter Break) (Ending 5/25/21)
Meeting In-Person in our New Normal (Leadership Strategies in a Pandemic)	26	8
Making the Most of Virtual Meetings (Leadership Strategies in a Pandemic)	7	1
Inclusive Zoom Practices (Leadership Strategies in a Pandemic)	9	9
Recruiting and Engaging New Members (Leadership Strategies in a Pandemic)	8	1
Virtual Engagement (Leadership Strategies in a Pandemic)	6	4
Officer Transitions: Setting Your Successors up for Success (Fall Leadership Conference)	8	3
Social Justice Leadership for Beginners (Fall Leadership Conference)	2	2
Leading Away from Burnout and Towards Self-Care (Fall Leadership Conference)	3	3
Leadership Styles (Fall Leadership Conference)	2	5
Stronger Together than We are Apart: Power of Intersectional Feminism (Fall Leadership Conference)	3	2
Who's In the Room? Invisible Identities & Effective Campus Engagement (Fall Leadership Conference)	2	7

Treat yo Self: Self Care Strategies for Better Leadership (Fall Leadership Conference)	1	2
Understanding Privilege in Leadership Positions (Fall Leadership Conference)	4	0
Lead With You (Fall Leadership Conference)	1	0
Womxn In Leadership, Why Kneecapping is a Problem (Fall Leadership Conference)	2	3
Collaborative Leadership for Social Change: Building Relationships (Fall Leadership Conference)	6	1
Critical Hope as Leaders (Fall Leadership Conference)	3	7
Dealing with Stress, Self-Care, Substance Abuse, and the Pandemic (Fall Leadership Conference)	2	1
I Want Better: Advocating for your Organization (Fall Leadership Conference)	1	0
Emotional Intelligence and Vulnerability in Leadership (Fall Leadership Conference)	2	0
Leadership Theory and the BGSU Leadership Achievement Award (Fall Leadership Conference)	2	7
Theory and Practice: How to Use Mindfulness to Enhance Leadership	4	1
Is there an Imposter Among Us? Navigating & Overcoming Imposter Syndrome (Fall Leadership Conference)	1	0
Inclusive Zoom Practices! (Fall Leadership Conference)	2	2
Be a Goal-Getter: How Goal-Setting Can Improve Your Skills (Fall Leadership Conference)	2	3
BGSU Alumni Panel (Fall Leadership Conference)	1	0
Leading Public Good: Antonio Smith	N/A	145
Leading Public Good: Betty Montgomery	N/A	414
Lessons Learned: Fireside Chats with SLAs Episode 1	N/A	14
Lessons Learned: Fireside Chats with SLAs Episode 2	N/A	31
Lessons Learned: Fireside Chats with SLAs Episode 3	N/A	2
Lessons Learned: Fireside Chats with SLAs Episode 4	N/A	1
Mini Leadership Lesson with BGSU Chief Diversity Officer	N/A	21
TOTALS	110	700

Center for Violence Prevention and Education

Notes/Key:

- *Highlighted text = happened in the 2019-2020 year but logging on 2020-2021 year because they were students and that is how we do Green Dot *these are still considered new numbers for event tracking.*
- *CANCELLED – the asterisk indicated that this program was cancelled due to COVID-19

Passive/Tabling Programming

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Green Dot Week – Cover the Halls	11	Jamie Wlosowicz & FAB	9/21/20			X	
Green Dot Week – Cover the Halls	15	Jamie Wlosowicz & FAB	9/21/20			X	
Green Dot Week – Photo Booth	8	Jamie Wlosowicz & FAB	9/22/20		X	X	
Green Dot Week – Mask Making	13	Jamie Wlosowicz & FAB	9/23/20		X	X	
Green Dot IG Polls	96	Jamie Wlosowicz & Seth Campbell	10/7/20	X	X	X	X
Green Dot Live	5	Jamie Wlosowicz & Seth Campbell	10/8/20			X	
These Hands Don't Hurt	8	Jamie Wlosowicz & FAB	10/13/20			X	
Spring Semester 2021							
Denim Day	500	Jamie Wlosowicz	4/21/21	X	X	X	X

Passive programming continues to be more intentional to grab the attention of students, faculty, and staff on campus. The aim is to engage in conversation casually about topics that are not always part of daily conversation. Since these programs are typically student lead the BGSU community is introduced to the work out of CVPE in a non-threatening way.

Educational Presentations

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Green Dot – Listening Post	15	Jamie Wlosowicz & Steve Burns	11/13/20			X	
Green Dot – Counseling Center	11	Jamie Wlosowicz	5/29/20	X	X		
Green Dot – DSA & some	6	Jamie Wlosowicz	7/9/20	X	X		
Green Dot – GSO flwu	17	Jamie Wlosowicz & Seth Campbell	8/5/20			X	
Green Dot – TRIO	4	Jamie Wlosowicz	8/18/20			X	

Green Dot – Team Leader Training	13	Jamie Wlosowicz	8/14/20			X	
Green Dot – GSO flwu	64	Jamie Wlosowicz & Seth Campbell	8/20/20			X	
Student Leaders Retreat	37	Jamie Wlosowicz & Nick Rybak	8/21/20			X	
Green Dot – GSO RECORDING	541	Jamie Wlosowicz & Seth Campbell	August			X	
Green Dot – Library	8	Jamie Wlosowicz & Seth Campbell	9/1/20			X	
Green Dot – Library	11	Jamie Wlosowicz & Nick Rybak	9/3/20			X	
Green Dot – Library	8	Seth Campbell & Nick Rybak	9/3/20			X	
Green Dot – SOWK	27	Jamie Wlosowicz & Kacee Ferrell Snyder	9/8/20			X	
Green Dot – FSL	0	Jamie Wlosowicz	9/24/20			X	
Green Dot (big Discussions) – Honors College	4	Jamie Wlosowicz	9/24/20			X	
Green Dot (big Discussions) – Honors College	3	Jamie Wlosowicz	9/30/20			X	
Green Dot – Library	0	Jamie Wlosowicz & Seth Campbell	10/6/20			X	
Green Dot – Dr. Ford's Class	6	Jamie Wlosowicz & Seth Campbell	10/7/20			X	
Green Dot – SAAC	30	Jamie Wlosowicz	10/8/20			X	
Green Dot – Library	2	Kacee Ferrell Snyder & Toni Gordon	10/12/20			X	
Green Dot – HLC (Sean)	1	Jamie Wlosowicz & Elle Fullenkamp	10/13/20			X	
Green Dot – HLC (Tiffany)	21	Jamie Wlosowicz	10/27/20			X	
Green Dot – Firelands	1	Jamie Wlosowicz & Seth Campbell	11/4/20			X	
Green Dot – HESA	12	Jamie Wlosowicz	11/12/20			X	
The Mask You Live In	0	FAB & Courtney Chambers	11/19/20	X	X	X	X
Green Dot – Firelands	6	Jamie Wlosowicz & Seth Campbell	12/3/20			X	
Spring Semester 2021							
Green Dot – HDFS Class	23	Toni Gordon & Nick Rybak	2/28/20			X	
Green Dot – Undergrad Teach-Assistants	12	Jamie Wlosowicz	3/3/20			X	
Green Dot – Football Team		Jamie Wlosowicz					

Green Dot – Football Team		Faith DeNardo & Phil Hughes					
Green Dot – Football Team		Kacee Snyder & Nick Rybak					
Green Dot – Library Staff		Jamie Wlosowicz & Seth Campbell	4/9/20			X	
CVPE Informational – Coaches Meeting	36	Jamie Wlosowicz	1/6/21	X	X		
Green Dot – Firelands Orientation	0	Jamie Wlosowicz & Seth Campbell	1/26/21			X	
Green Dot – Res Life	13	Jamie Wlosowicz	1/27/21			X	
Green Dot – GSO	4	Jamie Wlosowicz	1/28/21			X	
Green Dot – Peer Eds	5	Jamie Wlosowicz	1/31/21			X	
Green Dot – Student Emp	9	Jamie Wlosowicz	2/3/21			X	
Healthy Relationships – Gymnastics Team	19	Jamie Wlosowicz	2/18/21		X	X	
Green Dot – Hillel	0	Jamie Wlosowicz & Phil Hughes	2/23/21				
Green Dot – SOWK	14	Jamie Wlosowicz & Kacee Ferrell Snyder	2/24/21			X	
Green Dot	18	Jamie Wlosowicz	2/25/21			X	
Green Dot – Firelands F/S	23	Jamie Wlosowicz & Seth Campbell	2/26/21	X	X		
Healthy Relationships with Alpha Kappa Alpha	-	Jamie Wlosowicz & Tonya Rider	3/17/21			X	
Green Dot – Firelands	14	Jamie Wlosowicz & Seth Campbell	3/24/21	X		X	
Green Dot	12	Seth Campbell & Toni Gordon	3/30/21			X	
Healthy Relationships w/ Women’s Cross Country	14	Jamie Wlosowicz	4/21/21		X		

Green Dot trainers at BGSU shifted to a virtual training for engage with the campus community in Green Dot, Bystander intervention. With virtual engagement and only eight BGSU staff trained to facilitate this conversation there had to be an adjustment made in training goals.



“As a student attending Bowling Green State University studying to be a social worker my experiences with the Center of Violence Prevention and Education have only provided a positive influence. Jamie Wlosowicz especially has been someone I look up to in the programs she is involved in. She alone has helped and guided me onto a great path here at Bowling Green State University and has always been an accessible and beneficial outlet. Without her I am not sure where or what I would be doing during my college experience as a student. She has provided a great image of someone who wants to better society as a whole and prioritizes her position as a social worker. I have had the honor to experience a couple presentations about healthy relationships and Green Dot. These are the type of conversations that I really value and am passionate about myself and being provided these positive opportunities is helping shape the social worker I will once be in my future.”

Libbie Gleason, second year student at BGSU



“The BGSU Women's Gymnastics program worked with Jamie Wlosowicz during the 2021 academic year to create an educational session focused on healthy relationships. Within the first discussion with Jamie about this concept, her immediate enthusiasm and willingness to provide a virtual session to our team made the process easy and accessible.

The reaction of our team was outstanding. They quickly related to Jamie and the content she was providing. From the coach's lens, the information and discussion on that session was packed-full of value. Healthy relationships play an important role in the overall wellness of our student-athletes. Jamie was able to really dig in to issues that they experience and how to handle various situations.

With any programming for our team, the hope is that we are able to see growth within our student-athletes. The feedback from the team was immediate, commenting that it was one of the best pieces of programming they had experienced all year. The session was engaging and really allowed the team to reflect and grow from the discussion and the tools they learned. I couldn't be happier with the experience and I feel Jamie went above and beyond to meet our request to tackle this very important

subject. I have no doubt we will continue request the services provided by Jamie and the Center for Women and Gender Equity and the Center for Violence Prevention and Education.”

Kerrie Turner, Head Gymnastics Coach

Sexual Assault Awareness Month Programming

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Spring Semester 2021							
D9/MGC Healing Circle	(cxd)	Jamie Wlosowicz & Shevonne Nelson-Dillingham	April			X	
Teal Ribbon Tabling	11	Rachel Jarvis & Zach Noessen	4/5/21			X	
“What Were You Wearing?”	8	Jamie Wlosowicz & The Cocoon	4/6/21	X	X	X	X
“What Were You Wearing?”	16	Jamie Wlosowicz & The Cocoon	4/7/21	X	X	X	X
“What Were You Wearing?” Facebook Live	6,900	Jamie Wlosowicz & The Cocoon	4/7/21	X	X	X	X
“What Were You Wearing?”	16	Jamie Wlosowicz & The Cocoon	4/8/21	X	X	X	X
SAAM 5k & Dog Walk	194	Wellness Connection	4/10/21	X	X	X	X
It's On Us Teach In	46	Megan McDonnell, Jessica Patton, & Morgan Alexander-Coster	4/12/21	X	X	X	X
The Clothesline Project	UNK	Jamie Wlosowicz & The Cocoon	4/15/21	X	X	X	X
Denim Day Tabling – Wellness Day	57	Jamie Wlosowicz	4/21/21	X	X	X	X
WRIT Infographics	30	Kacee Ferrell Snyder & Jamie Wlosowicz	April	X	X	X	X

The CVPE has continued to collaborate across campus to build further partnerships and create a greater sense of community and support. With support from The Office of Residence Life, Administrative Staff Council created an amendment for Denim Day supporting that staff wear jeans on campus to support the world-wide initiative.



“Learning and focusing on women's protection and sexual assault that women experience was eye-opening. What was eye-opening was having a clearer picture of how African-American women experience that assault more often and the lack of attention they get. It made me fear for my safety seeing those statistics and communicating them in the infographics we made. Then, it brought light to a bigger issue at hand, where marginalized groups are often invisible to the

public and the problems plaguing them in society. It challenged me to think differently about what's portrayed in media and think differently about my position in continuing that portrayal. From this, I want to be a helping hand in my community, working to help women and girls feel protected and safe and teaching men and boys to correct their problematic behaviors and create a comfortable environment for everyone.”

Amaya Quaker, First Year WRIT Student

Masculinities Programs

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2020								
Masculinities Round Tables (IG Live)	25	Courtney Chambers	11/17/20	Complete	X	X	X	X
Masculinities Round Table (IG Live)	35	Courtney Chambers	11/18/20	Complete	X	X	X	X
Nobody's Butter Than You	6	Courtney Chambers	November	Complete	X	X	X	

Masculinities programming proved to be more difficult during the COVID-19 global pandemic. Courtney Chambers, CVPE's Bachelor of Social Work field placement student lead conversations around healthy masculinities and aimed to empower students to dig deeper.

Testimonial: “I absolutely loved my experience working at the Center for Women and Gender Equity and Violence Prevention and Education. I especially enjoyed participating in events like Empty Place at the Table with BGSU dining services, the red flag campaign and the clothesline project with the Cocoon Shelter raising awareness for Domestic Violence Awareness month in October. I loved having healthy masculinity conversations with members from Phi Beta Sigma Fraternity Inc. and Beta Theta Pi via Instagram live for Masculinity Month in November. I also had the pleasure of co-hosting Drop-in Dismantling which provided a virtual safe space for all students, faculty, and staff to talk about strategies for challenging racism and colonization in our day to day lives. I am forever grateful for my experience, CWGE/CVPE, and all the staff for planting my seed to pursue a career in higher education.”

Courtney Chambers, Bachelor of Social Work Student Field Placement Intern

Domestic Violence Awareness Month

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2020								
Empty Place at the Table	81,897*	Jamie Wlosowicz	October	Complete		X	X	X
Red Flag Campaign	UNK	Jamie Wlosowicz	October	Complete	X	X	X	X
The Clothesline Project	25	Jamie Wlosowicz, FAB, Courtney Chambers, & The Cocoon	10/14/20	Complete	X	X	X	X
Drop In Debrief – DVAM	0	Jamie Wlosowicz & The Cocoon	10/26/20	Complete	X	X	X	X
Drop in Debrief – DVAM	0	Jamie Wlosowicz	10/28/20	Complete	X	X	X	X
The Invisible Man Debrief	0	Jamie Wlosowicz	10/30/20	complete	X	X	X	X

*not included in programming total for programming summary

CVPE was able to bring new passive programming to campus that created a big impact. The Empty Place at the Table campaign was displayed in three dining halls where there were stories of local (Northwest Ohio) women who lost their lives due to domestic/dating violence. This exhibit was up for the full month of October. The Red Flag Campaign was also debuted at BGSU in October of 2020. 669 red flags were placed on display for a week – each flag representing a call/complaint filed in Wood County about domestic/dating violence in 2018.

Through these programs, there were local and campus resources provided, information for bystander intervention, information on dating/domestic violence, and tips on supporting friends and family member.

Testimonial:



“At The Cocoon, it is our mission to provide advocacy, education, and prevention services to the Wood County community. The Center for Violence Prevention and Education is an invaluable partner in bringing this programming to BGSU. I have had the pleasure of seeing the CVPE grow from an idea to a genuine force for advocacy and change in our community. As a BGSU alumnus and a CVPE partner I am proud that BGSU invests in the important work that the CVPE does for survivors and for the greater community.”

Elle Fullenkamp, Education and Outreach Coordinator at The Cocoon

Center for Women and Gender Equity

Educational Presentations:

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Drop-in Dismantling – Social Media and Social Justice	5	Gina Davidson & Courtney Chambers	9/10/20	X	X	X	X
Panel: “Rest In Peace. Why Can’t We Live In Peace?”	71	Jamie Wlosowicz	9/16/20	X	X	X	X
Book Club: Hood Feminism	23	Jamie Wlosowicz & Kacee Ferrell Snyder	9/21/20	X	X	X	X
Drop-in Dismantling – Allyship	6	Gina Davidson & Courtney Chambers	9/24/20	X	X	X	X
PBS The Vote movie and discussion with Public Impact	11	Megan McDonnell	9/25/20	X		X	
Book Club: Hood Feminism	23	Jamie Wlosowicz & Kacee Ferrell Snyder	9/28/20	X	X	X	X
LEAD 1000 (PLA): Using MBTI for Communication	17	Kacee Ferrell Snyder	9/28/20		X		
Allyship – NIOT	12	Courtney Chambers	10/1/20				X
Book Club: Hood Feminism	18	Jamie Wlosowicz & Kacee Ferrell Snyder	10/5/20	X	X	X	X
LEAD 1000 (PLA): Using MBTI for Communication	17	Kacee Ferrell Snyder	10/5/20		X		
Drop-in Dismantling – Indigenous People Day	7	Gina Davidson & Courtney Chambers	10/8//20	X	X	X	X
Book Club: Hood Feminism	12	Jamie Wlosowicz & Kacee Ferrell Snyder	10/19/20	X	X	X	X
Drop-in Dismantling – Cultural Appropriation vs Appreciation	7	Gina Davidson & Courtney Chambers	10/22/20	X	X	X	X
Book Club: Hood Feminism	16	Jamie Wlosowicz & Kacee Ferrell Snyder	10/26//20	X	X	X	X
Allyship with Alumni Relations	13	Jamie Wlosowicz	10/28/20		X	X	X
Pumpkins, Pronouns, Periods, and Protection	36	FORGE, Megan McDonnell, & Courtney Chambers	10/29/20			X	
Drop-in Dismantling – Election Processing	4	Gina Davidson & Courtney Chambers	11/5/20	X		X	
Fall Leadership Retreat: “Stronger Together than We are Apart: Power of Intersectional Feminism”	18	Courtney Chambers & FAB	11/7/20			X	
Fall Leadership Retreat: “Leading Away from Burnout and Towards Self-Care”	13	Megan McDonnell	11/7/20			X	

Hillel Instagram Live	11	Kacee Ferrell Snyder	11/10/20		X		
Women in STEM Alumni Panel	23	Gina Davidson	11/12/20	X	X	X	
CTAAE Diversity Inclusion & Belonging Event Panelist	50	Kacee Ferrell Snyder	11/16/20	X	X	X	
Drop-in Dismantling	4	Gina Davidson & Courtney Chambers	11/19/20	X	X	X	X
MIGGS Presentation	5	Kacee Ferrell Snyder	11/20/20	X	X		
Undergraduate Student Government Invited Speaker	63	Kacee Ferrell Snyder	11/30/20		X		
Drop-in Dismantling	5	Gina Davidson & Courtney Chambers	12/5/20	X	X	X	X
Crochet and Connect	10	Kacee Ferrell Snyder & Jamie Wlosowicz	12/11/20	X	X	X	
Spring Semester 2021							
Crochet and Connect	5	Kacee Ferrell Snyder & Jamie Wlosowicz	12/18/20	X	X	X	
Intro to CVPE and CWGE: Power and Privilege (WRIT Class)	27	Kacee Ferrell Snyder & Jamie Wlosowicz	1/20/21	X		X	
Inauguration Program	214 views	Kacee Ferrell Snyder	1/20/21	X	X	X	X
Book Club: Vanishing Half	6	Kacee Ferrell Snyder	1/25/21	X	X	X	
Being the First but Not the Last Instagram Live Follow-up	52 views	Kacee Ferrell Snyder	1/27/21	X	X	X	X
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	2/1/21	X	X	X	
Drop In Dismantling	4	Megan McDonnell & Shay Newsome	2/4/21			X	
Introduction to Identity, Social Justice, and Anti-Racism w/ The Mirnavator	38 (58 registered)	Jamie Wlosowicz	2/6/21	X	X	X	X
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	2/8/21	X	X	X	
Passion Forward with The Mirnavator	20 (31 registered)	Jamie Wlosowicz	2/9/21		X	X	X
Wiki-Edit-Thon (WRIT Class)	21	Kacee Ferrell Snyder & Jamie Wlosowicz	2/10/21			X	
Passion Forward with TRIO	41	Jamie Wlosowicz	2/10/21		X	X	X
Keynote: Your Body is a Beautiful Work In Progress	74 (100 reg.)	Jamie Wlosowicz	2/10/21	X	X	X	X
Kiwanis Presentation on Diversity & Belonging Efforts at BGSU	17	Kacee Ferrell Snyder	2/11/21				X
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	2/15/21	X	X	X	
Yoga – Move for Your Mood	5	IOU, Graduate Women’s Caucus, NAMI BGSU	2/21/21			X	
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	2/22/21	X	X	X	

SA impacting Black Folks (WRIT)	23	Kacee Ferrell Snyder & Jamie Wlosowicz	2/26/21	X		X	
Gender Equity and Policy – SOWK Class	31	Jamie Wlosowicz	3/1/21	X		X	
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	3/1/21	X	X	X	
Drop In Dismantling	7	Megan McDonnell & Shay Newsome	3/4/21			X	
International Womxn's Day	2 (22 registered)	Megan McDonnell	3/5/21			X	
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	3/8/21				
WoCLS: Kirby Overton	21	Kacee Ferrell Snyder & Jamie Wlosowicz	3/9/21	X	X	X	X
WoCLS: Ashley Futrell	19	Kacee Ferrell Snyder & Jamie Wlosowicz	3/10/21	X	X	X	X
Book Club: The Body Is Not An Apology	9	Jamie Wlosowicz & Shevonne Nelson Dillingham	3/12/21	X	X	X	X
Book Club: Vanishing Half	5	Kacee Ferrell Snyder	3/15/21	X	X	X	
Drop In Dismantling	6	Megan McDonnell & Shay Newsome	3/18/21			X	
Book Club: The Body Is Not An Apology	8	Jamie Wlosowicz & Shevonne Nelson Dillingham	3/19/21	X	X	X	X
Book Club: The Body Is Not An Apology	6	Jamie Wlosowicz & Shevonne Nelson Dillingham	3/26/21	X	X	X	X
Amplifying Voices Amidst a Global Pandemic and Complex Political Climate - BG Leadership Academy	25	Kacee Ferrell Snyder & Jamie Wlosowicz	3/26/21	X	X		
Drop In Dismantling	8	Megan McDonnell & Shay Newsome	4/1/21			X	
Book Club: The Body Is Not An Apology	7	Jamie Wlosowicz & Shevonne Nelson Dillingham	4/2/21	X	X	X	X
Book Club: The Body Is Not An Apology	9	Jamie Wlosowicz & Shevonne Nelson Dillingham	4/9/21	X	X	X	X
Book Club: The Body Is Not An Apology	9	Jamie Wlosowicz & Shevonne Nelson Dillingham	4/16/21	X	X	X	X
Drop-in Dismantling	5	Megan McDonnell & Shay Newsome	4/22/21			X	

CWGE seeks to provide vast educational programming to the campus community addressing intersectional feminism and intersectional identities. The CWGE provides insight to institutionalized and systematic oppression for folks to continue to further the understanding that community members have. By utilizing staff, student workers, and practicum students the CWGE has a broad reach of engagement with educational trainings and programs.



“The Mirna programming encouraged me how to respect the boundaries I have for myself. It hasn’t always been easy putting my needs first; however, after going to the Mirna programming, I found it more comfortable advocating for myself. I learned my core values, what I stand for, and being okay with my body. I knew that my body is powerful. My body was made not to disappoint me. Instead, it was created to serve me as I help others. The Mirna event was also one of the first virtual events I attended. I appreciate all the work Jamie and the team provided to make this happen!”

Rachel Coleman, Graduate Advisor for Thompson Scholarships



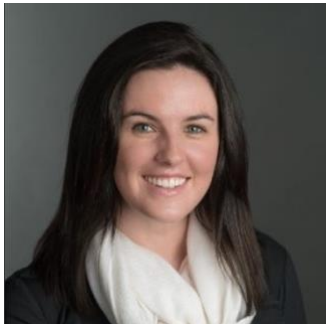
“Entering Grad school amidst a pandemic created a unique experience for me and CWGE helped make that experience one that felt worthwhile, even in a virtual setting. I joined CWGE's team in the spring as a practicum student and immediately felt welcomed by the team. The staff meetings were filled with strategic planning and professional development that I fully believe benefitted my growth throughout the semester. As an aspiring student affairs professional, it is vital that I have professionals to look to and aspire to emulate and on this small team there is *no* shortage of quality. The opportunities afforded to me were crucial to further developing and committing myself to diversity and belonging. The co-facilitation of Drop-In Dismantling and co-facilitation of the Book Club for The Vanishing Half allowed me to grow whilst simultaneously providing something for me to look forward to. CWGE has attributed to shaping what I believe this profession should be and look like. This office is talk and action and that has left a lasting impact on me and my perception. I am forever grateful for this experience.”

Shay Newsom, first year Graduate Student in College Student Personnel Program



“Working with the Center for Women and Gender Equity and the Center for Violence Prevention and Education to create a themed WRIT 1120 course on gender equity was an extremely rewarding collaboration for both me and my students. Kacee's vision and leadership to develop a connection between the Centers, university library, and my research writing course provided a unique learning experience for me and my students. Working together to develop writing projects where students created content for real world applications like editing Wikipedia and developing infographics to inform campus about inequities for African American victims of sexual assault provided us all with opportunities for learning that we would not have experienced otherwise. I am so thankful for this partnership with Kacee, Jamie, and the Centers and look forward to our continued relationship.”

Mike Schulz, Teaching Professor, University Writing Program



“Participating in multiple book clubs through the Center for Women and Gender Equity has benefitted me in multiple ways. The books chosen by the Center helped to broaden my view and consider many topics in a new light and from new perspectives. It also helped me to meet new students, faculty and staff across the university who are also challenging their own perspectives and helped to build my network personally and professionally. These book clubs have become something that I look forward to and have fundamentally changed the way I operate as a person and a professional.”

Katrina Heilmeier, Design Your Life Coach

Passive Programming

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Build the Best BG	30	Jamie Wlosowicz & FAB	9/8/20	X	X	X	X
Cart Rides	34	Courtney Chambers & FAB	10/26/20			X	
Trunk or Treat	38	Jamie Wlosowicz	10/31/20		X	X	X
Paint and Politics	35	Jamie Wlosowicz & Kacee Ferrell Snyder	11/5/20	X	X	X	X

Spring Semester 2021							
FORGE Menstrual Drive	12	Megan McDonnell	March	X	X	X	X
ABC's of LGBTQ+ IG	6	Megan McDonnell	3/24/21			X	X

Passive programming provides a unique opportunity for CWGE to reach individuals within the community that may not have attended programming in the past or be familiar with the Center. This form of engagement allows the Center to address concerns of the community and provide and creatively be involved. For example, the CWGE used the program “Paint and Politics” as an indirect way to allow BGSU community to reflect and relieve stress in a safe and harmless way.



One of my favorite parts about passive programming is that it allows us to interact with folks who would not ordinarily attend CWGE/CVPE events. I have always enjoyed seeing someone truly contemplate a new issue or point that they had not yet been introduced to. In conjunction with that, I have really valued the opportunities that passive programming has given me to expand my own knowledge and contemplate new points or issues that I had not yet been introduced to. I believe that the FAB passive programming is truly valuable to my own personal development as well as the development of other students on campus. **Zach Noesen, first year student**

Faculty Geared Programming:

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Research Seminar: Dr. Elizabeth Holman	22	Kacee Ferrell Snyder	10/7/2020	X	X	X	
Spring 2021							
Research Seminar: Jackie Barco	8	Kacee Ferrell Snyder	3/29/21	X	X	X	
Research Seminar: Dr. Subhalaskmi Nagarajan	11 + 15 views	Jamie Wlosowicz	4/14/21	X	X	X	

The CWGE offered a virtual platform for members of the community to share their research. This year, CWGE was able to capture the work of three scholars within the BGSU community, Dr. Elizabeth Holman, Jacqueline Barco, and Dr. Subhalaskmi Nagarajan. While research seminars are typically in person, the virtual space allowed the members of the BGSU Firelands community and BGSU affiliated professionals across Ohio to engage in participation as well.



“As a Psychology Intern at the Counseling Center (CC) of BGSU for the 2020-2021 academic year, I was honored to be the liaison to the Center for Women and Gender Equity (CWGE). The purpose of our liaison was to strengthen the relationship between the CC and CWGE, share information and opportunity for BGSU students, and to support my professional development in campus community partnerships and in leadership. Despite the unique challenges faced this year due to the impact of the COVID-19 pandemic, Kacee, Jamie, and Kelly have all been very warm, welcoming, compassionate, and supportive. Attending their events and meetings, I have always felt valued, listened to, and heard. I also recognized their efforts in making the space and relationship at CWGE more inclusive and diverse. I was also very honored that the CWGE invited me to present my research, *Women of Color Healing Trauma through Martial Arts*, at their Research Seminar Series during Women’s History Month. Being still a Doctoral Candidate and not yet a faculty member, I voiced my initial fears and

self-doubt about presenting for the series given that presenters have often been faculty members in the past. However, Kacee and Jamie were very encouraging and confident in my ability to present an engaging topic at a high level and supported me through the presentation through coaching and accommodating my needs for time. I appreciate the CWGE a great deal and am honored to have had this liaison experience.” **Jackie Barco, Psychology Intern and CWGE Liaison for the BGSU Counseling Center**

Recognition and Celebratory Events

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Rosie the Riveter Mask Campaign	38	Rachel Jarvis		X	X	X	X
New and Recently Promoted Women and Non-Binary Faculty Welcome (Video and Marketing)	229 views	Jamie Wlosowicz & Kacee Ferrell Snyder	10/28/20	X	X	X	X

Each year the Center recognizes women and non-binary faculty who are new or recently promoted – this program (like the rest) took a virtual platform to honor and celebrate this accomplishment. While this gathering has always been in person, a virtual event allowed family and friends to celebrate and commemorate this achievement.

LGBTQ+ Programs

Safe Zone Workshops:

Organization	Attendance	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Multicultural Summer Link student staff Safe Zone	15	Katie	8/17/20			X	
Firelands Fac/Staff Safe Zone	14	Katie and Seth	10/12/20	X	X		
EDHD student ambassadors SZ	9	Gray and Shay	10/18/20			X	
Nov SZ	Cancelled – low registration	Gray and Shay					
Dec SZ	Cancelled	Gray and Shay					
Dec CFE Fac/Staff Safe Zone	Cancelled – low registration	Katie					
Spring Semester 2021							
CFE Fac/Staff Safe Zone	7	Katie	2/1		X	X	
Feb SZ	Cancelled – low registration	Gray and Shay					
ECCO Safe Zone	45	Katie	2/23, 3/2, 3/9	X		X	
Admissions Staff Safe Zone	13	Katie	5/6		X		
CFE Safe Zone	5	Katie	April 6	X	X	X	
First Presbyterian Safe Zone	9	Gray, Shay, Seth	4/24				X

BGSU Safe Zone Project

The Safe Zone Project at Bowling Green State University promotes awareness of Lesbian, Gay, Bisexual, and Transgender, and Queer (LGBTQ+) people. This workshop series provides education concerning LGBTQ+ issues and seeks to improve the environment for LGBTQ+ people. The project's main goal is to build a support network of allies for BGSU's LGBTQ+ Community.

Safe Zone Goals

- To increase awareness of LGBTQ+ people and issues.
- To create gender inclusive change on our campus and in our society.
- To form an awareness of the impact intersectionality has in influencing our understanding of identities and systems.
- To improve the climate for LGBTQ+ people at BGSU.
- To make allies visible to and involved with LGBTQ+ students, faculty, and staff.

Testimonial: “‘Safe Zone Training for Faculty’ made me truly reflect on how to make my classroom a more welcoming and inclusive space. . . . ‘The Safe Zone for Faculty’ training gave me a new understanding and compassion for students who are questioning their gender identity. I learned that some students may not feel comfortable immediately sharing their preferred name and pronouns in front of their peers on the first day of class. From now on, I will be more considerate of this and have the students write down their preferred name and pronouns. Additionally, I will ask for the students’ consent to use their preferred name and pronouns in email communication, as they may not be ‘out’ to everyone in their lives and may not feel safe having their parents see their preferred name in an email from their professor. I am enthusiastic to try these new strategies and tools and I strongly believe they will positively improve my teaching and my students’ learning experience.” – Christine Milgie, Adjunct Instructor

Staff-Led Diversity Workshops/Panels/Presentations/Programs:

Topic (Organization)	Attendance	Facilitator(s)	Date	EDI / TIX?	Faculty	Staff	Students	Community
Summer and Fall Semester 2020								
(V) White Allyship	YouTube views: 207	Katie Stygles, Kacee Ferrell Snyder	N/A	EDI	X	X	X	X
(V) Black Queer Lives Matter	Live: 14 YouTube views: 20	Shevonne, Katie, Bea, Coniya, Bryce, Ky	6/30	EDI	X	X	X	X
(V) White Allyship, Part 2	60	Katie Stygles, Kacee Ferrell Snyder	7/16	EDI	X	X	X	X
Student Employment Services – Implicit Bias and White Allyship	5	Katie Stygles	8/3	EDI		X		
(V) HDFS 2080	75	Katie Stygles	8/5 (recorded for fall class)				X	
RAs/CAs – Gender and Sexuality	146	Katie Stygles	8/12	EDI		X	X	
OMAA training Queer 101	6	Katie Stygles	8/17	EDI			X	
Student leader retreat	40(ish)	Katie Stygles	8/22				X	
Diversity and Belonging Fall Retreat: Cultivating Belonging	50	Katie Stygles and Kacee Ferrell Snyder	9/4	EDI		X		
HESA Social Justice Retreat: Intersectionality	25	Katie and Shevonne	9/11	EDI		X	X	
Day of Dialogue panel		DDB	9/18	EDI	X	X	X	X
(V) Human Sexuality (Gordon) LGBTQ+ 101	125	Gray	10/7 (pre-recorded)	EDI			X	
HDFS Queer 101	20	Shay & Sophia	10/22	EDI				
Ohio School Resource Officers – Supporting LGBTQ+ Students	12	Katie	10/26	EDI				X
PHC LGBTQ+/Multicultural 101	45	Gray, Shay, Toni	10/27	EDI			X	
Cultural and Linguistic Diversity Class – k-5pre service ed class - Trisha Prunty's class	24	Katie	11/2	EDI			X	
N4A SAWB Subcommittee: Student Athlete Support	17	Katie	11/19	EDI	X	X		X
LGBTQ+ 101 – Wood County Suicide Prevention Coalition	16	Gray	12/10	EDI				X
Spring 2021								
Cultivating Belonging in the Classroom	Cancelled, low registration	Katie and Kacee	2/9	EDI				
(H) Human Sexuality (Gordon) LGBTQ+ 101	5 in-person. 115 virtual	Gray	3/3	EDI			X	
(V) Cultivating Belonging in the Classroom	10	Katie and Kacee	3/11	EDI	X	X	X	
LGBTQ+ 101 & Sex Education	Elizabeth Holman's Class ~30 (V)	Shevonne Nelson Dillingham, OMAAs	3/11			X		
(V) LGBTQ+ Inclusive Education	22	Katie	4/12	EDI			X	
Cultivating Belonging in the Classroom	10	Katie and Kacee	4/19	EDI	X	X	X	

(**Safe Zone Related Customized – these are not double counted in the summary chart)

LGBTQ+ Programs staff facilitate a variety of workshops around issues of identity and inclusion according to departmental and organizational requests. We tailor the workshops to meet the individual needs of the requestor (e.g., doing athletics-related research for athletics presentations, k-12 research for pre-service teachers, etc.).

LGBTQ+ History Month:

				Faculty	Staff	Students	Community
Programs/Events	Attendance	Date	Facilitators/Planners				
(IP)Queer Meet and Greet	60	10/1	Shevonne, Shay			X	
(V)LGBTQ+ Hx Trivia	10	10/6	QTSU/OMAA's			X	
(V)HUE Info session	4	10/7	Shayauna			X	
(IP)National Coming Out Day Door	70	10/12	Shevonne, Shay	X	X	X	
(V)Advocacy Project (QTSU)	8	10/13	QTSU			X	
(V)Drag Bingo (Firelands)	25	10/14	Seth				
(IP)Pride Bracelets	16 IP (46 bracelet requests)	10/16	Shevonne, OMAA's			X	
(V)Documentary Screening w/ QTSU	8	10/20	QTSU			X	
(IP)International Pronoun Day	50 IP (156 button requests)	10/21	Shevonne, Shay	X	X	X	X
(V)Inclusive Faiths Panel	11 live, 96FB views	10/22	Gray	X	X	X	X
(V)Inclusive Sex Ed (OMA)	4	10/26	Nina, Shevonne		X		
(IP)Pride Mask Making	35	10/27	Shevonne, OCA			X	
(V)Pumpkin Painting w/ QTSU	10	10/27	QTSU			X	
(V)Self-Care event w/ Counseling Center	4	10/28	Gray, Kelly (CC)		X		

LGBTQ+ Programs honors LGBTQ+ History Month in October with a variety of programming, which celebrates identity, history, and culture within the LGBTQ+ community.

Gender Awareness Days:

				Faculty	Staff	Students	Community
Programs/Events	Attendance	Date	Facilitators/Planners				
(V)Trans Day of Remembrance passive vigil	NA						
(IP) TDOR display	NA						

Gender Awareness Days honors Trans Day of Remembrance each year. At BGSU, we hold a vigil for TDOR annually. This year because of the timing of TDOR and Thanksgiving break, everything was done as passive programming.

Rainbow Days:

				Faculty	Staff	Students	Community
Programs/Events	Attendance	Date	Facilitators/Planners				
(V) ABCs of LGBTQ+ Identities w/Shayauna Newsom	7 live (68 IG views)	3/17	Tavala, Gray	X	X	X	X
(V) Jalessah Jackson seminar (Black Queer Feminist Worldmaking)	35 live (3YT views)	3/18	Gray	X	X	X	X
(V) ABCs of LGBTQ+ Identities w/Megan McDonnell (CWGE)	5 live (35 IG views)	3/24	Tavala, Gray	X	X	X	X
(IP) Art Project Pop-up for SAAM w/CVPE	0	3/24	Shevonne, Gray, Jamie (CVPE)	X	X	X	X
(V) WGSS Symposium Keynote (Dr. Lady J)	71	3/25	Gray, Sarah (WGSS)	X	X	X	X
(V) LGBTQ+ Speed Friending	Cancelled, low registration	4/1	Shay, Gray			X	
(V) ABCs of LGBTQ+ Identities w/Phil Hughes (Counseling Center)	6 live (81 IG views)	4/7	Tavala, Gray	X	X	X	X
(V) LGBTQ+ Possibility Models Panel (non-profit work)	15 live	4/7	Gray	X	X	X	X
(IP) Drag Bingo w/ Falcons After Dark	60	4/9	Shay, Gray, Kaitlin & Morgan (OCA)			X	X
(V) LGBTQ+ Survivors of IPV w/ Elle Fullenkamp (The Cocoon)	5 live (94 IG views)	4/12	Gray, Jamie (CVPE)	X	X	X	X
(IP) Make Your Own Pride Flag	12	4/12	Shevonne			X	
Pride Flag Display (BTSU)	Passive	4/12	Shevonne	X	X	X	X
(IP) Lavender Graduation	50 guests, 20 registered graduates	4/14	Shay, Katie	X	X	X	X

Rainbow Days is our spring programming umbrella to celebrate LGBTQ+ accomplishments (e.g., Lavender Graduation, art show) and to hold space for self-care (e.g., mindful minutes, virtual teaching kitchen).

Spring Miscellany:

				Faculty	Staff	Students	Community
Programs/Events	Attendance	Date	Facilitators/Planners				
(V) LGBTQ+ Possibility Model Panel (higher ed)	31 live (7 YT views)	2/9	Gray	X	X	X	X
(V) LGBTQ+ Possibility Model Panel (mental/behavioral healthcare)	19 live (8 YT views)	3/4	Gray	X	X	X	X
(V) ABCs of LGBTQ+ Identities w/Seth Campbell	12 live (97 IG views)	3/10	Tavala, Gray	X	X	X	X
(V) Grad Pride mixer	8	3/5	Katie, Chloe, Emma			X	
(V) Grad Pride mixer		4/23	Katie, Chloe, Emma			X	

Welcome Events:

Programs/Events	Attendance	Date	Facilitators/Planners	Faculty	Staff	Students	Community
(V) Big Gay Welcome	65	9/10/20	Katie, Shevonne, Seth	X	X	X	X
(V) Name & Gender Change Legal Clinic	N/A	9/23	Katie, Equitas Health				
(V) Big Gay Welcome Back	33	1/20/21	Gray, Shay	X	X	X	X
(V) LGBTQ at BGSU	35/40	President's Day	all			X	



“As new faculty this year, it has been of great support to participate in LGBTQ+ programs this year. Though the in-person element of them was minimal, seeing how BGSU invests in and commits to LGBTQ+ equity and inclusion has certainly made me, as a queer professor, feel welcome. Safe Zone trainings, and seeing Safe Zone logos around campus, have helped me identify allies, and no doubt helps students identify those with whom they can be themselves as well. As I get better established on campus, and as we move beyond this pandemic, I look forward to participating more fully in these offerings.” – Dr. Remy Attig, Assistant Professor, World Languages and Cultures

Campus Pride Index – Action progress: 2020 Recommendations:

- ✓ Work directly with admissions to determine feasibility/desirability of adding LGBTQ+ specific information to recruitment, application, and post-enrollment materials
- ✓ Work with Residence Life to determine feasibility/desirability of adding LGBTQ+ specific information to housing matching process for roommates
- ✓ Continue to work with Registrar, HR et al. on chosen name and pronoun practices (ID card, continued integration with various IT processes) for the benefit of students, faculty, and staff

For continued action:

11. Determine feasibility/desirability of adding campus policy re: gender-inclusive restrooms in newly constructed/significantly renovated buildings (as this is already a campus practice, this should be feasible)
12. Continue to improve the Safe Zone Program and its offerings to various campus stakeholders (consider making this available to new faculty/staff/administrators during their orientation process) as well as further developing the Safe Zone Network for folx who have gone through Safe Zone training in prior 2-3 years
13. Continue to support the LGBTQ+ AURG with at least twice per semester gatherings
14. Work to develop more activities and events at the intersections of LGBTQ+ and faith, disability, cultural, race, etc. identities
15. Consider somehow specifying and communicating about bias reporting system to more directly include LGBTQ+ people
16. Work with the Counseling Center to develop training, education programs about LGBTQ+ people and mental health
17. Investigate feasibility/desirability of LGBTQ+ mentoring programs for students/faculty/staff/administrators

Office of Multicultural Affairs

The Office of Multicultural Affairs was deeply impacted by COVID-19. Students, burned out by virtual attendance in classes, organization meetings, etc. were loath to attend programs virtually, and our attendance numbers reflect that. Programming was categorized slightly differently, with Dialogue Series programming listed either among Heritage Months or General Programs, and some of the Resource Center Programming separated into its own category. (Some programs are cross-listed among categories, which is denoted by a shaded row.) Also, because of the virtual nature of programming this year, attendance at some events was not recorded, even though it may have been well attended.

Multicultural Summer Link Program:

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Fall Semester 2020							
Multicultural Summer Link/UNIV1510 Class	54/40 (H)	Toni Gordon, Nina Barudzic, Shevonne Nelson Dillingham, Student Staff	8/18-8/22			x	

The Multicultural Summer Link (MSL) Program is a retention program that helps to aid in the retention of our first-year students of color. This year due to COVID-19, we had a significant decline in the number of students that signed up for this program. However, many of the students shared that they valued this as their first introduction to BGSU. While they wished that there were more in-person components, the Community Leaders and the Team Leaders still provided a well-rounded peer experience. Although the programming component suffered this year, the one-on-one mentoring experience increased significantly (to improve students' connectedness and belonging on campus. Additionally, Designing Your Life (DYL) concepts were successfully integrated into the UNIV 1510 course. Though DYL is still being fleshed out, MSL students are grappling with the concepts; this could be observed as students naturally brought up topics throughout the course and in their final projects.

MSL Participant Testimonials:

"MSL has set the tone for a great first year of college. Through MSL I was able to meet amazing people that helped make the transition into college go smoothly. It introduced me to many ideas and terms that I am able to apply throughout my college life." – Lamareia Mack (MSL Participant, 2020-2021)

"OMA has allowed me to grow as a young woman of color and a student. Both Toni Gordon and Ana Brown have done many things to empower me and connect me with people and resources that have helped to align me with my purpose and a steady and clear career path." – Chloe E. Cox (MSL Participant, 2019-2020, MSL Community Leader 2020, 2021)

OMA General Programming:

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Our Place	225 (V)	Shevonne Nelson Dillingham	Each month (Listserv ongoing)	X	X		
Book Club— "White Fragility"	13 (V)	Shevonne Nelson Dillingham	5/4-8/4	X	X	X	X

OMA Ambassador Training	13 (V)	Shevonne Nelson Dillingham	8/17-21			X	
Spring Semester 2021							
Afro-Futurism	65 (IP)	Shevonne Nelson Dillingham, Toni Gordon, Shayauna Newsom	2/5			X	
Black Expo	20 (V)	Shevonne Nelson Dillingham, Toni Gordon, Nina Barudzic	2/13	X	X		
Critical Drag/Divas, Drag Queens, Aunties, and Other Academic Personas	Attendance not available (V)	Dr. Kareem Khubchandani, Department of Theatre and Film, GuSTO, OMA (sponsorship)	3/10-11	X	X	X	X
Book Club—“The Body is not an Apology”	13 (V)	Shevonne Nelson Dillingham	3/12-4/16	X	X	X	X
Jalessah Jackson—Activism Beyond the Classroom: Identity, Ideology, and Black Feminist Worldmaking	50 (V)	CWGE, OMA (sponsorship), Cultural and Critical Studies	3/18	X	X	X	X
OMA Wellness (Passive Programming)- Social Media Stories	Attendance not available (V)	Toni Gordon, Shayauna Newsom, Jayeeta Chowdhury-Woodstrup	3/22			X	
OMA Wellness- Yoga and Relaxation	0 (V)	Toni Gordon, Shayauna Newsom, Jayeeta Chowdhury-Woodstrup, Rec Well Staff	3/23			X	
Women's, Gender, and Sexuality Studies 2021 Symposium Keynote: Dr. Lady J	71 (V)	Women's, Gender, and Sexuality Studies, CWGE, OMA (sponsorship)	3/25	X	X	X	X
Latino/a/x Graduation	35 (IP)	Gray Strain, Connie Weaver, Ana Brown	4/17	X	X	X	X
OMA Black Graduation	250 (IP)	Black Student Union, Toni Gordon, Nina Barudzic, Shayauna Newsom	4/18	X	X	X	X

The Black Expo program was a unique enthusiastically received opportunity for faculty and staff to participate in Black History Month programming designed just for them. With sessions centered around health (mental, physical, and financial) in the Black community, the Expo is an event that needs to be repeated. The Falcons After Dark collaborations were also highly successful and very well attended (as students looked for ways to interact in person.) The graduation ceremonies, though hampered by the weather, were also greatly appreciated and well supported.

Heritage Month Programming:

Program	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
(LHM) Diamante Awards Program (virtual program) collaboration BGSU, University of Toledo, Owens Community College, Lourdes University	55 (V)	Latino Alliance of Northwest Ohio, Connie Weaver	09/17	X	X	X	X
(LLHM) Multicultural Dialogue Series: Latinx intersections, history and cultural identities	5 (V)	Nina Barudzic	9/21		X	X	
(LHM) OMA, BGSU Diamante Scholarship, Financial Aid Scholarship	5 (V)	Connie Weaver	9/23		X	X	X
(LHM) The Teaching Kitchen Cooking Demonstration	20 (V)	Connie Weaver	9/23		X	X	X
(LHM) Charlas: La Conexion and the ICS Latin American and Latino/a/x Studies Cluster	30 (V)	La Conexion and the ICS Latin American and Latino/a/x Studies Cluster, Connie Weaver	9/15 – 10/15	X	X	X	X
(NAIHM) Multicultural Dialogue: The Importance of Decolonization	6 (V)	Nina Barudzic	11/09	X	X		
(NAIHM) Multicultural Dialogue: Ethnic Majority v. Ethnic Minority	5 (V)	Nina Barudzic	11/16			X	
(NAIHM) Reflections on BGSU's Navajo Trip	5 (V)	Chris Frey, Gordon Ricketts, Connie Weaver	11/16	X	X	X	
(NAIHM) Ohio's Racist Indigenous School Mascot Problem: Enduring Challenges and New Opportunities for Change	7 (V)	Chris Frey, Connie Weaver	11/18	X	X	X	
Spring Semester 2021							
(BHM) Afro-Futurism (Falcons After Dark)	65 (IP)	Shevonne Nelson Dillingham, Toni Gordon, Shayauna Newsom	2/5			X	
(BHM) BLM Self-Care: Take Your Power	30 (V)	Black Student Union and SMART	2/11			X	
(BHM) Black Expo	20 (V)	Shevonne Nelson Dillingham, Toni Gordon, Nina Barudzic	2/13	X	X		
(BHM) Black Issues Conference	50 (V)	Ana Brown	2/25	X	X	X	X
(APIDAHM) Vigil for Victims of Atlanta	80 (H)	Asian Student Union	3/31	X	X	X	X
(APIDAHM) Multicultural Dialogue: Asian Diaspora	5 (V)	Nina Barudzic	4/19			X	
(APIDAHM) Traditional Asian Boxed Lunch for members of Asian Student Union	20 (V)	Connie Weaver	4/20		X	X	

Due to the virtual nature of programming due to COVID-19, Heritage Month programming was extremely limited. We look forward to returning to a robust calendar in 2021-2022.

OMA Ambassador Programming:

Program	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Inclusive Leadership Certificate	5 (V)	OMAAAs	10/8-11/19			X	X
Spring Semester 2021							
Inclusive Leadership Certificate	5 (V)	OMAAAs	2/11-3/25			X	X
Falcons After Dark—Women's History Month Event	41 (IP)	OMAAAs	3/12			X	
LGBTQ+ 101 & Sex Education	Elizabeth Holman's Class ~30 (V)	Shevonne Nelson Dillingham, OMAAAs	3/11			X	
Implicit Bias	David Denison's Class ~30 (V)	Shevonne Nelson Dillingham, OMAAAs	3/24			X	
Implicit Bias	Dr. Lara Lengel's Class ~30 (V)	Shevonne Nelson Dillingham, OMAAAs	3/24			X	
Study, Snacks, and Coloring (Drop-in Programming)	Attendance not available (IP)	Shevonne Nelson Dillingham, OMAAAs	4/26-29			X	

Our one returning OMA Ambassador created and facilitated programs and workshops throughout the course of the year, and Shevonne developed innovative, supportive programming that was highly functional and compatible in virtual/individual settings.

Student Highlight:



Sophia Stockham is an OMA Ambassador. She developed a collaborative program with Campus Activities and University Activities Organization for Women's History Month that focused on art, trivia, and self-care. She has been an invaluable part of the OMA staff, performing student-facing workshops and programs. Sophia is a 4.0 student double-majoring in political science and communication whose idea for inexpensive, durable, eco-friendly hearing aids for children was funded through The Hatch.

Staff-Led Diversity Education Programming:

Organization	Attendance V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Title	Faculty	Staff	Students	Community
Summer and Fall Semester 2020								
Not In Our Town	150 (V)	Ana Brown, Moderator	6/4	Community Conversation on Race and Equity	X	X	X	X
Fraternity and Sorority Life	17 (V)	Toni Gordon	6/11	Black Lives Matter Fireside Chat		X	X	
BGSU Career Center	10 (V)	Ana Brown	6/16	Implicit Bias		X		

BGSU Honors	25 (V)	Ana Brown	6/18	Conversation on Race and Equity	X	X	X	
Not In Our Town	100 (V)	Toni Gordon, Panelist, Ana Brown, Moderator	6/24	Law Enforcement Practices and Policies	X	X	X	X
Black Student Union and Democratic Socialists	Attendance not available (V)	Toni Gordon	7/16	Panel Moderation			X	
Division of Diversity and Belonging	75 (V)	Ana Brown, Moderator	7/17	Just Mercy (Film Discussion)	X	X	X	X
Residence Life (Hall Directors/Grad Hall Directors)	20 (V)	Ana Brown	7/28	Engaging in Dialogue: Facilitating Conversations around Diversity and Inclusion		X	X	
Center for Faculty Excellence	10 (V)	Katie Stygles, Ana Brown	7/28	Cultivating Belonging	X	X		
Residence Life (Resident Advisors and Community Assistants)	120 (V)	Toni Gordon	8/10	Diversity and Inclusion Training			X	
Residence Life (Resident Advisors and Community Assistants)	120 (V)	Ana Brown	8/12	Understanding Race			X	
AIMS Summer Bridge Program	31 (V)	Toni Gordon	8/14	Diversity Dialogue		X	X	
MSL Team Leaders and Community Leaders	20 (IP)	Ana Brown	8/15	Understanding Inclusion			X	
OMA Ambassadors	5 (V)	Ana Brown	8/18	Implicit Bias			X	
Residence Life (SMART Staff)	25 (V)	Ana Brown	8/20	Creative Inclusive Communities			X	
Department of English	30 (V)	Ana Brown	8/20	Inclusive Teaching Strategies	X			
Generation Falcon	62 (V)	Toni Gordon	8/21	Inclusive Conversations		X	X	
MSL Students	50 (V)	Ana Brown	8/21	Faculty and Staff of Color Panel			X	
Center for Leadership New Student Leader Retreat	50 (V)	Ana Brown, Jennifer McCary	8/22	Understanding Black Lives Matter and Antiracism		X	X	
ACS 6010 Class	15 (V)	Ana Brown	9/3	Inclusive Teaching Strategies	X		X	
CWGE	15 (V)	Ana Brown, Moderator	9/16	Rest in Peace. Why Can't We Live in Peace?	X	X	X	X
College of Musical Arts	35 (V)	Ana Brown	9/18	Diversity Education/Unconscious Bias I	X	X		
Day of Dialogue	Attendance not available (V)	Toni Gordon, Shevonne Nelson Dillingham, Shayauna Newsom	9/18	The Personal is the Political	X	X	X	X
Day of Dialogue	Attendance not available (V)	Toni Gordon, Center for Public Impact	9/18	How Can I Affect Change?	X	X	X	X
Day of Dialogue	Attendance not available (V)	All OMA Staff	9/18	Diversity Terminology	X	X	X	X
Office of Admissions	25 (V)	Ana Brown	9/24	Cultural Competence		X		

Not In Our Town	75 (V)	Ana Brown, Moderator	9/28	Free Speech vs Hate Speech	X	X	X	X
Career Center	5 (V)	Ana Brown	10/5	Belonging in Your Career I			X	
ENG 3420	35 (V)	Ana Brown	10/6	Creating a More Inclusive Classroom Environment	X	X	X	
Green Dot	4 (V)	Toni Gordon, Kacee Ferrell Snyder	10/12	Green Dot Violence Prevention			X	
University Writing Program	50+ (V)	Toni Gordon	10/16	Diversity and Inclusion Workshop	X			
College of Musical Arts	35 (V)	Ana Brown	10/16	Diversity Education/ Unconscious Bias II	X	X		
Findlay Community Foundation—Nonprofits Meeting	25 (V)	Ana Brown	10/20	A Critical Look at Racism and Systemic Privilege in America				X
Career Center	5 (V)	Ana Brown	10/20	Belonging in Your Career II			X	
Residence Life SMART Staff	25 (V)	Ana Brown	10/21	True Colors			X	
Athletics	40 (V)	Ana Brown	10/22	Implicit Bias		X	X	
National Transfer Student Week (TriC)	0 (V—was recorded for later viewing)	Ana Brown	10/23	Belonging at BGSU			X	
BGSU Cross Country Team	40 (V)	Ana Brown	10/25	Inclusion Conversations		X	X	
College Panhellenic Council	Attendance not available (V)	Toni Gordon	10/27	Diversity and LGBTQ+ Training			X	
First Generation Day	Attendance not available (V)	Toni Gordon	11/10	Panel Moderation			X	
BRAVE and SAFER	Attendance not available (IP)	Ana Brown	11/13	Panel, The Importance of Diversity (Broadcast live and recorded)	X	X	X	X
BGSU 1910 (Tony Fox's Class)	15 (V)	Ana Brown	11/18	Intro to Diversity			X	
BGSU Cross Country Team	40 (V)	Ana Brown	11/22	Inclusion Conversations		X	X	
Spring Semester 2021								
Center for Leadership and USG	15 (V)	Ana Brown, Moderator	1/19	Discussion on National and Local Concerns (Political Unrest)			X	
Sidra Lawrence's Class	25 (V)	Ana Brown	2/9	Discussions about the Power of Language			X	
Admissions—Presidents' Day	35 (V)	Ana Brown	2/15	Belonging at BGSU			X	X
BGSU Panhellenic Council	40 (V)	Ana Brown	2/16	Black History Month, Greek Life, and Black Lives Matter			X	
Hall Council Members	21 (V)	Toni Gordon, Seth Campbell	3/3	Green Dot Violence Prevention		X	X	

Delta Tau Delta Fraternity	40 (V)	Ana Brown	3/14	The Power of Language and Building a More Diverse Fraternity			X	
BG Falcon Media	20 (V)	Ana Brown	3/26	Creating a More Inclusive Environment	X	X	X	
CDIS Department	20 (V)	Ana Brown	4/23	Microaggressions, Anti-Discrimination, and Social Justice	X	X	X	
BGSU Board of Trustees	15 (IP)	Ana Brown	5/21	Closing the Graduation Gap for Students of Color				X

n.b. Attendance numbers are largely approximated. Grey indicates cross-listing

The murder of George Floyd in Summer 2020 raised awareness about systemic racial injustice in a way unseen in the decades since the Civil Rights movement. People were eager to talk and to learn. The result was a very full slate of presentations, workshops, and panel moderations by members of the OMA staff.

Staff Testimonials:

“As a staff member, I have felt extremely supported as I learn more to better create a safe space for each student on BGSU’s campus. I know when I send students to OMA for programming or to work with a staff member they will be treated with respect, will be supported, and will learn something new. I am so thankful to partner with OMA in Life Design.” – Katrina Heilmeier

“My relationship with the Office of Multicultural Affairs began fairly recently; even though I have been a faculty member at BGSU for four years, I only began participating in OMA programming one year ago. In that short span of time, however, the OMA has provided me multiple opportunities to grow and develop as a teacher, researcher, and as a colleague. Through book clubs, the Day of Dialogue series, and working with members of the OMA on additional initiatives, I feel more invested in and connected to our BGSU community. The connections I’ve formed with faculty and staff colleagues across campus through the OMA reinvigorate me in the work I want to do as a teacher, scholar, and community member. I am also grateful to the OMA for being a space and resource that supports students and to which I can direct students for support that I may not be able to provide. This service to students is vital to the mission and values of the university and fosters the type of community to which one wants to belong.” - Heidi Nees, PhD, Theatre and Film

“I have attended many programs sponsored by the OMA. The guest speakers, student representatives, and staff at the OMA provide high-quality thoughtful programming that has enriched my teaching and thinking around equity, inclusion, social justice, and racial justice. We often promote OMA events in our department because their programming often helps students and faculty to gain a better understanding of how to navigate spaces in a way that preserves human dignity, and celebrates and respects various social identities that may have been historically marginalized. Ana Brown presented a Workshop for our CDIS faculty on Microaggressions and Antiracism, which was received with much enthusiasm and has to lead to deeper discussions on how to be better citizens of our department.” - Jason Whitfield, PhD, Communication Sciences and Disorders

“The Office of Multicultural Affairs serves an important dual role. First, to provide specific programming to promote values of diversity, inclusion, social justice, and related issues across campus. The second is to serve as a resource and partner on projects that we are working on in the College of Musical Arts. In both instances, the CMA and OMA complement each other’s efforts in promoting diversity programming at BGSU.” - Bill Mathis, PhD, Dean, College of Musical Arts

Sidney A. Ribeau President's Leadership Academy

Academic Success:

Semester GPA		
Cohort	Fall 2020	Spring 2021
2017	3.29	3.44
Thompson	2.98	3.07
Traditional	3.48	3.67
2018	3.55	3.45
Thompson	3.32	2.97
Traditional	3.76	3.88
2019	3.36	3.56
Thompson	3.11	3.41
Traditional	3.42	3.60
2020	3.79	3.21
Thompson	3.69	2.34
Traditional	3.82	3.50
All PLA	3.49	3.41
Thompson	3.23	2.96
Traditional	3.62	3.66

Cumulative GPA		
Cohort	Fall 2020	Spring 2021
2017	3.51	3.51
Thompson	3.30	3.31
Traditional	3.64	3.64
2018	3.49	3.48
Thompson	3.25	3.21
Traditional	3.71	3.74
2019	3.50	3.52
Thompson	3.10	3.18
Traditional	3.61	3.61
2020	3.79	3.60
Thompson	3.69	3.40
Traditional	3.82	3.67

All PLA	3.56	3.52
Thompson	3.32	3.27
Traditional	3.70	3.66

Graduation and Retention:

2017 Cohort Graduation Rate*	96%
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* - graduated or on track to graduate in four years

2018 Cohort Retention Rate	100%
2019 Cohort Retention Rate	100%
2020 Cohort Retention Rate	94%

Service:

	Fall 2020	Spring 2021	Total
Service Hours	903.5	806.5	1710

PLA Staff Support:

	Fall 2020	Spring 2021	Total
1:1 Meetings	220	218	438
Cohort Meetings	31	32	63
Forums	5	4	9
Study Hours	1208.3	136.3	1344.6

Scholar Recruitment:

	Total
PLA applications	193
PLA applicants matriculated to BGSU in Fall 2021	99
UPrep applicants	10

Scholar Demographics:

	2017	2018	2019	2020	All PLA
Race	Black: 43% White: 43% Hisp/LatinX: 9% American Ind: 4%	Black: 57% White: 38% American Ind: 4%	Black: 43% White: 57%	Black: 53% White: 47%	Black: 49% White: 45% American Ind: 3% Hisp/LatinX: 3%
Gender	Female: 60% Male: 40%	Female: 61% Male: 38%	Female: 64% Male: 36%	Female – 47% Male – 53%	Female: 59% Male: 41%
State	OH: 57% MI: 43%	OH: 43% MI: 52% IN: 5%	OH: 57% MI: 36% WY: 7%	OH: 53% MI: 41% NY: 6%	OH: 52% MI: 44% NY: 1% IN: 1% WY: 1%
Major	Aviation 1 Business 3 Comm 3 CJ 1 Econ 1 Enviro Policy 1 Health Science 1 History 1 Journalism 1 Info Sys 1 Math 1 Nursing 3 Pol Sci 1 Pre-Comm. Dis 1 Pre-Med 2 Pre-PT – 1 VCT 1	Business 3 Computer Eng. 1 Education 2 Enviro Policy. 1 Ethnic Studies 1 HDFS 4 Music/Art 1 Pre-Med 4 Psych 1 Social Work 1 Sport Mgmt. 1 VCT 1	Aviation 1 Biology 2 Business 1 CJ 1 Const. Mgmt. 1 Education 6 Exercise Science 1 Hospitality 1	Aviation 1 Biology 1 Business 2 CJ 2 Deciding Student 2 Forensic Chem 1 Finance 1 HDFS 1 Journalism 1 Info Sys 1 Marketing 1 Music 1 Nursing 1 Theater 1	Aviation 3 Biology 3 Business 9 Comm 3 Computer Eng. 1 Const. Mgmt. 1 CJ 4 Deciding Student 2 Econ 2 Education 8 Enviro Policy. 2 Ethnic Studies 1 Exercise Sci 1 Forensic Chem 1 Finance 1 Health Science 1 History 1 HDFS 5 Hospitality 1 Info Sys 2 Journalism 2 Marketing 1 Math 1 Music/Art 2 Nursing 4 Pol Sci 1 Pre-Comm. Dis 1 Pre-Med 6 Pre-PT 1 Psych 1 Social Work 1 Sport Mgmt. 1 Theater 1 VCT 2

Title IX

Talking Title IX Forums:

Organization	Attendance & V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Talking Title IX	7V	Lakeshia Dowlen and Breion Hawkins	9/10/20	X	X	X	
Talking Title IX	30V	Lakeshia Dowlen	10/27/20			X	
Talking Title IX	13V	Lakeshia Dowlen and Breion Hawkins	10/22/20	X	X	X	

The Talking Title IX Forum was created to help educate the campus community about the changes to Title IX legislation. It was a way for the campus community to better understand how BGSU would handle any incoming reports and how people could report any alleged misconduct. These were not heavily attended and therefore we decided to not schedule any for the spring 2021 semester. With more anticipated changes to legislation, this initiative will likely be re-launched or modified and reintroduced.

Mandatory Reporter Training:

Organization	Attendance & V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Mandatory Reporter Training	1646-V	Bridge Training Portal	varies	X	X		
Intercollegiate Athletics Staff	70-V	Lakeshia Dowlen, Chet Hesson, Stacey Kosciak	9/29/20		X		
Football Coaching Staff	19-IP	Lakeshia Dowlen	9/30/20		X		
Board of Trustees – New	3 –IP	Lakeshia Dowlen and Jennifer McCary	9/24/20		X		

Yearly mandatory reporter training is required for all faculty and several key staff. This year the Title IX Coordinator created online content through the Bridge Training Portal to reach most of the faculty. Additionally, the Coordinator identified the importance of athletics having more one-on-one training to discuss topics specific to athletic culture. The missed opportunity this year was for staff members who are mandatory reporters- In the past, most of these staff members were from the Division of Student Affairs, so it was easy to share information related to reporting. In the future, we will need to include staff in the Bridge Training Portal to ensure people are trained.

Student and Staff Training:

Organization	Attendance & V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall Semester 2020							
Residence Life – Resident Advisors & CA's	144 – V	Lakeshia Dowlen	8/14/20			X	
Residence Life- Hall Directors	23 – V	Lakeshia Dowlen	7/23/20		X		
BGSU Football Team	150 – V	Lakeshia Dowlen	9/30/20			X	
Spring Semester 2021							
Residence Life- Summer Assistant Staff	25 –IP	Lakeshia Dowlen	5/19/21			X	

There are key groups of students that need to know more specifics around Title IX due to the nature of their group affiliation. Residence Life and orientation staff students will always get this information and this year we included football team members. The goal moving forward will be to create training and education opportunities for more athletic students.

Community and Course Training and Workshops:

Organization or Workshop title	Attendance & V [virtual], IP [in person], or H [hybrid]	Facilitator(s)	Date	Faculty	Staff	Students	Community
Summer and Fall 20							
Cocoon	12 – V	Lakeshia Dowlen	9/24/20				X
Just Mercy panel, DDB Summer programming	17 participants, 31 views - V	Tonya Rider	July 2020	X	X	X	X
Title IX Regulations training for OMA MSL staff	8 - V	Tonya Rider	August 2020		X	X	
Sexual Assault Seminar (panelist)	50 - V	Tonya Rider	September 2020			X	X

The Cocoon is an organization we work closely with when our students need advocates. The cultivation of the relationship with Cocoon is usually the responsibility of the Center for Violence Prevention and Education. With many changes to the Cocoon staff and federal Title IX regulation changes, we deemed it important to meet with the Cocoon staff. This is something that will be repeated yearly.

Staff Highlight



The Office of Title IX would like to highlight Jeremy Zilmer, Associate Dean of Students. Jeremy Zilmer has been an integral part of assisting with the transition of the newest Title IX Coordinator, Lakeshia Dowlen. Jeremy has helped in translating new Title IX federal regulations and has assisted in the formulation of the new Title IX and Sexual Harassment Policy. Jeremy is extremely knowledgeable about Student Conduct, Crisis, Case Management, and Title IX and has become an extension of the Title IX office when the Coordinator is not available. Jeremy is the epitome of a team member and never hesitates to assist this area outside of his job responsibilities. Jeremy is a great colleague and his contributions to the Title IX office have been greatly appreciated.

TRIO Programs

Integration of Academic and Career Advising

Organization	Attendance	Number of Events	Facilitator(s)
DYL incorporated into Summer Bridge		1	
BGSU 1910 Courses	4	16	Vicki
Intentional programming with career center into career advising	2	2	Xidan
TRIO SSS Career/Academic Advising	66		Xidan, Adrienna, Ian, Delaine Alexis

All the TRIO Summer Bridge students were included in the Designing Your Life course for Fall 2020 semester. The Career Center provided an introduction of students to the FIG program through the Summer Bridge program and engaged 4 students in individual appointments scheduled to explore information about their careers and resumes. Although BGSU has not moved to fully integrate academic advising and careers as a practice, we continued these conversations with students in advising sessions encouraging and challenging students to explore careers and the educational background and experiences available to them at BGSU and in their broader communities.

Aligning Programs with Supporting Student Success

Organization	Attendance	# Events	Facilitator(s)
Summer and Fall Semester 2020			
TRIO Connection/Campus incorporation to foster student campus engagement	40	7	Adrienna
Math Workshops	22	10	Jennifer Twu
Financial Literacy & Scholarship Workshops	65	10	Adrienna, Xidan, Ian
Writing Workshops	8		Sue Zwyer
Reading/Study Skills	10	10	Jennifer Twu
Math Workshops	29	6	Jennifer Twu
Virtual TRIO Connections/Academic Support		9	Xidan, Adrienna
1. Crafting Your Mindset	1. 3		
2. Yoga	2. 9		
3. Movie Night "SOUL"	3. 7		
4. Rock Climbing (Rec Well ctr.)	4. 1		
5. Mental Health Richard Taylor	5. 7		
6. Self-Care	6. 8		
7. Paint with a Twist	7. 5		

TRIO had a variety of initiatives to support student success this year. We continue to provide academic support and outreach to students who may have placed at the developmental level in math, writing or courses requiring college level reading were through a variety of workshops on reading and study skills, open and targeted math workshops and study groups and individual tutoring to meet their needs both virtually and in person. Students were also provided with financial literacy, scholarship search assistance and Grant Aid to be sure to include program impact, success stories, student/faculty/staff testimonies, etc. where appropriate.

Enhance Culture to Support Diversity and Inclusion:

Organization	Attendance	Facilitator(s)	Date	Status	Faculty	Staff	Students	Community
Summer and Fall Semester 2020								
SSS TRIO Student Awards Recognition Day	40	Delaine Adams		completed		X	X	X
Spring Semester 2021								
Collaboration with OMA, CWGE and Career center	40	Shelley Wilbert		Completed			X	
Alignment of Student Recruitment into SSS and Summer Link with Admissions Department	25	Vicki Ampiauw		current		X	X	X
SSS TRIO Student Awards Recognition Day	40	Jennifer Twu		completed		X	X	X

TRIO collaborated with the Career Center to provide opportunities for Summer link students to visit and go over their resumes and to discuss ways to prepare for their careers during college. The Career Center also provided a workshop for TRIO students in BGSU 1910 discussing how to engage with employers and prepared for internships. Two resume writing workshops were also held in spring for juniors and seniors on developing their resumes. There was also a collaboration schedule with CWGE to engage middle and high school students with the Mirnavator during early spring.

Comprehensive Strategic Marketing and Communication Plan:

Organization	Number	Facilitator(s)
Marketing through admissions to Incoming Freshmen	3	Vicki
Hire BGSU Students for Marketing	5	Vicki
Share Student Success Stories	4	Vicki
Social Media Campaigns	92	Vicki
Website Updates	6	Vicki
Navigate email/text campaigns	5	SSS Staff

TRIO continued to employ students to serve as peer mentors to incoming students and student workers to assist with marketing and communication efforts in TRIO Programs. We had one student to complete a coop for her VCT program who managed social media. There were a total of 4 students who worked in TRIO from the four programs to help develop advertising materials, updates to TRIO Website, TRIO Videos and coordinate and monitor TRIO Social Media sites. These students were hired and received training in TRIO for employment development as well as from the Marketing and Communication Office at BGSU to ensure that they were informed about BGSU marketing criteria and practices. Two students also received training on the website platform and met with TRIO staff to discuss and implement website updates. These students were instrumental in helping TRIO with outreach campaigns to students via social media and quality marketing materials.

TRIO Success Story



Ashley Wallace graduated this spring from the College of Education and Human Development with a Bachelor of Science in Individualized Studies with an emphasis on Science Education. Ashley came to BGSU as a transfer student from a community college initially. When she came to BGSU, she connected with Ian at SOAR where she became a participant with the Student Support Services program in the Summer Bridge program and remained involved every year since. Her involvement in TRIO and other campus organizations has had an impact on not only her development as a leader, but those she has mentored and tutored. Ashley was known by most for always showing a lot of compassion, patience and support for students in the Student Support Services, Educational Talent Search and McNair Scholars programs, all three TRIO programs that she regularly engaged with. Personally, she attributed much of her success in college to the many services she used such as tutoring, SSS advising and attended many programs and activities. She also participated in various other programs and organizations outside of TRIO and maintained stellar academic performance. She truly understands the positive impact that developing relationships with staff and her peers in TRIO has on

student's success. Ashley has already secured a position as a teacher with the Baltimore County School District for fall and plans to attend graduate school after a year.

Faculty Support



Dr. Dale Klopfer - The TRIO McNair Scholars program was greatly enriched by Dale's willingness to teach research methods for the past two spring semesters. Dales agreed to serve as a co-teacher in the course to ensure that the course could continue to prepare McNair scholars for their research projects in the Summer Research Institute when the McNair Assistant Director position became vacant leaving the program without person in the Psychology Department to teach. McNair scholars have truly benefitted from his guidance as a faculty member and a mentor. He not only introduced them to research and methods for conducting research, but also served as a mentor to students, consulting with them on their interest, research projects, understanding faculty relationship development from a faculty members perspective and his overarching welcoming and supportive nature.

20-21 Divisional Staff Professional Development, Service, and Accomplishments

Divisional Staff Training/Professional Development Participation

Adrienna Hutchins

- COE Mentoring virtual training

Ana Brown

- BGSU Bridge Learn Manager Online Training
- Stand Against Racism (Virtual Conference)
- How Traditional Design Thinking Protects White Supremacy (Virtual Conference)

Angelo Singleton

- COE Legislation and Regulation Training
- COE Virtual Programming Training
- Toledo Public School Community Partner training series
- COE UB Grant Writing Workshop

Colleen Yarger

- Blumen Database Training (Virtual)

Connie Weaver

- Trauma Informed Care, Cocoon Shelter, October 2020
- Title IX training, October 2020
- YWCA Stand Against Racism Conference, October 2020
- Green Dot Training, September 2020

Dan Powell

- American Association for Access, Equity and Diversity (AAAED) Complaint Processing, Counseling and Resolution
- American Association for Access, Equity and Diversity (AAAED) Developing and Implementing an Affirmative Action Program
- American Association for Access, Equity and Diversity (AAAED) Equal Employment Opportunity and Affirmative Action Law
- Earned Certified Affirmative Action Professional (CAAP)
- Title IX Coordinator and Investigator Training: D. Stafford & Associates
- Mandatory Reporter training
- Society for Human Resources Management – SPHR Recertification credit eligible:
 - How to Improve Employee Mental Health: Guidance from the Center for Disease Control and Prevention
 - HR's Guide to Making the Workplace Safer for Transgender and Gender Nonconforming Employees
- Northwest Ohio Human Resource Association – SPHR Recertification credit eligible:
 - The Future of Work: Designing an Equitable Workplace in a Post-Pandemic World: Dialogue of Diversity
- Steptoe & Johnson: TIX Continuing Education
- HR.COM – SPHR Recertification credit eligible:
 - Overcoming Common Pitfalls in Diversity Initiatives
- BGSU:
 - Positive Conflict Resolution
 - Disability Etiquette Training
- Maxient:
 - Maxient Bootcamp
 - MaxFest
- US Department of Labor:
 - Vietnam Era Veterans' Readjustment Assistance Act Focused Review
- Inevitable: The Future of Work – SPHR Recertification credit eligible:
 - Dialogue of Diversity

- Inclusivity in the Workplace
- Empowering Inclusion in the Workplace
- Leading in a Multi-Generational Workplace
- Turning Adversity into Opportunity
- Empathy in a Digital Workplace
- Prioritizing People in a Remote Workplace
- Diversity, Inclusion, and Equity to Drive Success
- Giving Rise to Equal Opportunity
- Change Management: Managing and Accepting Change in the Midst of Chaos
- The Human Side of Change Management
- Practical Approaches to Improving Engagement
- Leading with Kindness
- People Analytics to Support a Changing Workforce
- Leveraging DEI Initiatives to Build Inclusive Workplaces
- Inspiring Workplace Equality
- Affirmity (PeopleFluent):
 - Fundamentals of Affirmative Action Planning
 - OFCCP Updates and How to Prepare for the Unknown
 - 10 of the Most Important Actions to Take When Hiring
- Ohio Industry Liaison Group – SPHR Recertification credit eligible:
 - Quarterly meeting attendance

Professional Memberships:

- Society for Human Resources Management (SHRM)
- Northwest Ohio Human Resource Association (NOHRA)
- Ohio Industry Liaison Group (Ohio ILG)

E. Mickens

- Blumen Database Training (Virtual)
- COE Virtual Programming Training
- Toledo Public School Community Partner training series

Gabriel Skibinski

- Blumen Database Training (Virtual)
- COE Virtual Programming Training
- Toledo Public School Community Partner training series

Jamie Wlosowicz

- Black Issues Conference
- Latino/a/x Issues Conference
- Green Dot Conference: Building Positive Associations with Prevention
- Green Dot Conference: Mobilizing Community Members to Action
- Highly Effective Teams: 7 Emotional and Social Intelligence Components
- The New Title IX Regulations: Understanding The Changes & Requirements For Compliance × 1
- LGBTQ+ Possibility Models Panel

Jennifer McCary

- International Society for Organization Development and Change (ISODC) Annual Conference
- American Association for Access, Equity and Diversity (AAAED) Complaint Processing, Counseling and Resolution
- American Association for Access, Equity and Diversity (AAAED) Developing and Implementing an Affirmative Action Program
- American Association for Access, Equity and Diversity (AAAED) Equal Employment Opportunity and Affirmative Action Law
- Earned Certified Affirmative Action Professional (CAAP)
- Bricker & Eckler LLC Level 2: Higher education Title IX appeals officer training
- ACPA Virtual Convention
- Northwest Ohio Human Resources Association (NOHRA) Inclusion Conference
- Toledo Human Resources' Association Conference (THRAC)

Kacee Ferrell Snyder

- 2021 National Student Parent Support Symposium
- Southwestern Ohio Council for Higher Education: Title IX Regulations Q&A
- Latino/a/x Issues Conference
- Sexual-Misconduct Prevention and Response: Where Do Institutions Stand in 2020?
- Black Issues Conference Keynote
- Public and Allied Health Symposium
- EAB Rising Higher Education Leaders Fellowship Program (kickoff)

Katie Stygles

- Bricker and Eckler – Title IX Investigator Level 2 training (8/11/20)
- Race Relations, Student Activism, and Community Policing on College & University Campuses, June 2020
- Possibility Conversation: DEI Student Leader Training in a Virtual Environment, June 2020
- Anti-Racism Training, June 2020
- Fostering LGBTQ2S+ Inclusion in Online Learning, June 2020
- Engaging Students on Campus in the Current Racial Climate, July 2020
- Day of Dialogue, September 2020
- Interrogating the Etic Perspective in the “New” Focus on Race: What’s a Researcher to Do?, October 2020
- Taking MACtion Summit - DEI Session, October 2020
- YWCA Stand Against Racism Conference, October 2020
- So You Want to Talk About Race book club, Nov 2020 – February 2021
- Open Discussion on Executive Order 13950 - Combating Race and Sex Stereotyping, November 2020
- Reinventing Higher Education in the Shadow of Covid-19, November 2020
- Steptoe and Johnson Title IX Investigator training, January 2021
- ACPA virtual convention, March 2021
 - Exploring the Shifting Nature of LGBTQ+ Student Affairs Work
 - Transforming Racial Dialogues: Building Affinity Courses in Graduate Preparation Programs
 - Woke White Women: Developing Antiracist Consciousness in White Women Students
 - Building Meaningful Campus Engagement around Diversity, Equity, and Inclusion
 - Moving Beyond Words: Land Acknowledgments as Professional Practice
 - Identity Interconnections: Facilitating Empathy and Connectivity Across/Between Identity Experiences
 - What Money Can't Buy: Better Support For Economically Poor/Working-Class LGBTQ Students
 - Challenging Race-Evasiveness in LGBTQ+ Research: Implications for Student Affairs Practitioners
 - The Pedagogy of the Student Affairs Professional Faculty Member
 - Speakers: Shaun Harper, Janet Mock, Nancy Evans
- The Body is Not an Apology book club, Spring 2021
- Founding Femmes: Reclaiming Cis and Trans Women's Place in Drag History, March 2021
- Trans Day of Visibility Keynote – Twisted, Trickster, Titan: Trans* Visibility, March 2021

Madeline Thomas

- Blumen Database Training (Virtual)
- COE Virtual Programming Training
- Toledo Public School Community Partner training series
- T3 Alliance Training

Robert Woodley

- COE Virtual Programming Training
- Toledo Public School Community Partner training series
- COE Annual Conference (Virtual)

Shelley Wilbert

- COE Annual Conference (Virtual)
- Blumen Database Training (Virtual)
- COE Virtual Programming Training
- Toledo Public School Community Partner training series
- T3Alliance Training

Shevonne Nelson Dillingham

- Science of Wellbeing Class- MOOC
- Gender & Sexuality in the Workplace Class- MOOC
- Stark County LGBTQ+ Inclusion- Consultation
- YOU Belong Here Project
- Possibility Conversation: DEI Student Leader Training in a Virtual Environment
- Anti-Racism Training
- Fostering LGBTQ2S+ Inclusion in Online Learning
- DYL Training
- Intro to Canvas
- Resting, Reckoning & Renewing
- Title IX Informal Resolution Training - Bricker and Eckler
- Brave Conversations Facilitator Master Class: 8 Steps SCCCALE Framework
- Taking MACTION
 - Leadership session
 - Social Justice through Race Relations
- INC 5000 Vision Conference
 - The Out Advantage: The Unique Benefits of Having LGBTQ+ Professionals on Your Leadership Team
 - Science-Backed Strategies to Better Manage Your Time, Energy, and Attention While Working from Home
 - How to Embrace and Adapt to Change (roundtable discussion)
 - Female Empowerment and Entrepreneurship: Building a Support Network (roundtable discussion)
- A Storied Centennial: Race and Racism In The Women's Suffrage Movement
- Stand Against Racism Virtual Conference
- NIOT- Book Group: So You Want To Talk About Race
- Toledo's Black Agenda
- BGSU Alumni Series- Success is Knocking
- Color of the Law Webinar
- ENTH6800: Black Womxn, Respectability and POPC Class
- Diversity, Equity and Inclusion in the Workplace certificate program
- Focusing on Equitable Treatment of Students webinar
- Assessment Strategies Webinar
- How to Approach Racism as a Public Health Crisis: Lessons in Healing from the Biology of Wound Repair
- Power of Diversity Lecture Series: Diversity in Academia: Challenges in the Era of COVID
- How Traditional Design Thinking Protects White Supremacy
- Racism is a Public Health Crisis: Impacts on Health, Healthcare Access, and Quality of Care
- Transgender Inclusion in Sport: Dispelling Myths, Building Allyship

Toni Gordon

- Stand Against Racism (Virtual Conference)
- Feb 24-26 Intercultural Development Inventory (training for cultural competence) Train the Trainer

Tonya Rider

- 4-day NAACOP Clery Training, July 2020
- Mosaic TIX Mandatory Reporting, July 2020
- D Stafford 5-day Investigator training, August 2020
- Bricker & Eckler Conducting an Effective Compliance Investigation, September 2020
- Maxient webinar, September 2020
- D. Stafford Best Practices for campuses, September 2020
- Webinar: Title IX advisors, October 2020
- ACPA: Critical Issues for Title IX Investigators, October 2020
- Maxient boot camp, November 2020
- Steptoe & Johnson training, January 2021
- OHDE Leadership Training, February 2021
- NAACOP Drugs, Liquor, and Weapons, February 2021
- Timely Warnings webinar, March 2021
- VAWA Webinar, April 2021

Vicki Ampia

- COE Annual Conference
- Blumen Database Training (Virtual)
- COE Virtual Programming Training
- Toledo Public School Community Partner training series
- COE ETS Grant workshop series
- COE Virtual Programming Training Series

Divisional Staff Service**Ana Brown***Internal*

- Diversity and Belonging Council
- Beyond the Dream Committee
- Student Success Council
- Students of Color Retention Committee (Co-Chair)
- Athletics DEI Task Force
- Land Acknowledgement Committee
- Institute for the Study of Culture & Society (ICS) Executive Board
- Public Safety Advisory Committee
- Latino/a/x Issues Conference Planning Committee
- Fall Welcome Planning Committee
- Homecoming Planning Committee
- Latino Student Union Advisor
- Commencement Volunteer (all six ceremonies)
- President's Award (ApEx) reviewer

External

- Not in Our Town (Steering Committee)
- BG Human Relations Commission
- BRAVE Advisory Board
- United Way (Grant Reviewer)

Connie Weaver*Internal*

- City of Bowling Green Transportation Advisory Committee campus representative
- Administrative Staff Council Member

Dominic Gattozzi (External only, BGSU committees not listed)

- Diversity, Equity, Inclusion, and Accessibility Committee member, Tau Beta Sigma National Band Service Sorority

Gray Strain*Internal*

- Queer/Trans Student Union – Co-advisor
- transcendence – Advisor
- OUT(?) Falcons – Co-facilitator

Jamie Wlosowicz*Internal*

- Administrative Staff Council Divisional Representative (Office of the President)
- Administrative Staff Council Executive Officer (Secretary)
- Administrative Staff Council Student Scholarships Committee
- Diversity, Equity, and Inclusion Athletics Task Force

External

- Domestic Violence Community Crisis Response Team

Jennifer McCary*Internal*

- Diversity and Belonging Council (Chair)
- Beyond the Dream Committee (Chair)
- Day of Dialogue Planning Committee (Chair)
- Board of Trustees Diversity and Belonging Committee (Executive Council lead)
- HLC accreditation steering committee – criteria 1 and 3
- Cabinet and Executive Council
- Student Success Council
- Students of Color Retention Committee (Ex-officio)
- Land Acknowledgement Committee
- Clery Committee
- BGSU Allies Internal Advisory Board
- Bias Response Team
- Cedar Fair Compliance Group
- DACODI (Ex-Officio)
- Felony Admission Committee
- Enterprise Risk Management
- Ex-Officio (Advisor)
- Mental Health Education and Awareness
- Life Design Steering Committee
- Public Art Committee
- SACODI (Advisor)
- Student Emergency Fund (Covid-19 Committee)
- Financial Ad Hoc (Covid-19 Committee)
- Student Technology Needs (Covid-19 Committee)

External

- American College Personnel Association (ACPA) Equity and Inclusion Advisory Board (2021-2023)
- American College Personnel Association (ACPA) Commission for Student Conduct and Legal Issues, Past-Chair, (2021-2022)
- Owens Community College Equity Consulting Team (Chair)
- Not In Our Town (NIOT), (Steering Committee Member)
- The Perrysburg Coalition for Inclusion and Social Justice
- Welcome BG (Steering Committee Member)

Kacee Ferrell Snyder*Internal*

- Administrative Staff Council Divisional Representative (Finance and Administration)
- ALLIES Internal Advisory Board member
- Diversity and Belonging Council member
- Mental Health Awareness and Education Committee member
- Title IX Advisory Board member
- BG Votes Coalition member
- President's Council on Sustainability
- BGSU Care Coalition
- Search Committee Chair for AA/EEO Position
- Ohio Transfer Module Representative for DDB
- Welcome Week Committee 2020
- Honors Project Advisor (Faculty of record: HNRS 4980)
- HNRS 2010 Working Group Member

External

- President of Bowling Green Community Foundation Board of Trustees
- The Cocoon Board of Directors member

Katie Stygles*Internal*

- Title IX Deputy Coordinator

- Opening Weekend/Fall Welcome Committee
- Diversity & Belonging Council
- Queer Literature Club – Advisor
- Dissertation committee, Brittany House, Higher Education Administration
- HLC accreditation steering committee
- Parent/Family Programs search committee
- Outstanding Service Award (ApEx) reviewer
- Commencement volunteer

External

- Chair, ACPA Coalition for Sexuality and Gender Identities (2020-2021)

Lakeshia Dowlen (External only, BGSU committees not listed)

- BG Community Foundation, board member and committee chair

Megan McDonnell

Internal

- Wood County Special Populations Committee
- Women in Business Conference Planning Committee
- Front Line Advisory Group (FLAG)
- FLAG Training and Educational Subcommittee

Shayauna Newsom

Internal

- Queer/Trans Student Union, Co-advisor
- H.U.E. QTPOC – Advisor
- HESA Social Justice and Inclusion Workshop chair

Shevonne Nelson Dillingham

Internal

- ASC- DEI Ad Hoc Committee
- Athletics DEI Task Force
- UNIV 1510 Instruction
- Student Org Diversity and Belonging Guidebook working group
- Advancement Search Committee

External

- Forum Act SB40 Working Group
- Owen's Community College Equity Committee

Toni Gordon

Internal

- Advisor for Black Student Union, Sigma Lambda Gamma Sorority, Inc., and Gospel Choir
- Beyond the Dream Committee
- Student Affairs Professional Development Committee
- Title IX Advisory Board
- 1st year Student Engagement Task Force
- Strong Start to Finish Committee
- University Conduct Committee
- Honors Coordinator Search Committee
- Counseling Center Res Life Liaison Search Committee
- Counseling Center Assistant Director Committee

External

- Perrysburg Coalition for Inclusion and Social Justice
- Advisory Board for Cornerstone Church in Maumee
- Hope College Alumni Board
- Hope College Alumni of Color Advisory Board/Council

Divisional Staff Presentations Off Campus

- Broido, E. B., Kunk-Czaplicki, J., & **Erwin, V.** (2021). Disabled Students' Involvement: Using Planning and Agency to Address Ableism. [Conference presentation]. College Student Educators International (ACPA) Annual Virtual Convention.
- Clemens, J., Hauser, A., Erwin, V., Do, H., Gattozzi, D., Kindler, N., & Watts, H.** (2021). Character Development in Leadership Education: Methods for Self-Awareness. NASPA Conference.
- Dial, S., Davenport, D., & **McCary, J.** (2021). Making unconscious bias conscious. [Consortium presentation]. Rhode Island Higher Education Training Consortium (RIHETC)
- Erwin, V.** (2021). British Learning Disability Tutors: Student Success through Individualization [Conference presentation]. College Student Educators International (ACPA) Annual Virtual Convention.
- McCary, J.** (2021). Bystander intervention in the workplace. [Conference presentation]. International Society for Organization Development and Change (ISODC) Conference.
- McCary, J.** (2021). DEI workplace assessments. [Conference presentation]. Northwest Ohio Human Resources Association (NOHRA) Inclusion Conference.
- McCary, J.** (2021). From theory to practice. [Keynote presentation]. Gettysburg College "Womxn of Distinction Celebration.
- McCary, J.** (2021). Bound by the unconscious [Conference presentation]. Session selected as a Presidential Spotlight. College Student Educators International (ACPA) Annual Virtual Convention.
- McCary, J.** (2021). Perhaps it's time. [Keynote presentation]. City of Bowling Green Human Relations Commission MLK Celebration.
- Hawkins, B., & **McCary, J.** (2020). Keeping the student voice centered in Title IX administration [Webinar]. College Student Educators International (ACPA).
- McCary, J.** (2020). Bystander intervention in the workplace [Conference presentation]. Toledo Human Resource Associations' Virtual Conference.
- Snyder, K. F.** (2020). Understanding Your Communication Style through MBTI. Presentation at Signature Bank, Toledo, Ohio.
- Snyder, K. F.** (2020). Understanding yourself and your team through the MBTI. Presentation at Bowling Green State University President's Leadership Academy, Bowling Green, Ohio.
- Stygles, K. N.** (2021). LGBTQIA+ in Student Affairs. Panel presentation for the Ohio College Personnel Association.
- Stygles, K. N.** (2020). About LGBTQ+ Identities. Presentation for Ohio School Resource Officers.
- Stygles, K. N.** (2020). Safe Zone. Facilitation for Tiffin University.
- Stygles, K. N.** (2020). Safe Zone Train-the-Trainer. Facilitation for Tiffin University.
- Stygles, K. N.** (2020). Supporting LGBTQ+ Athletes. Presentation for N4A (National Association of Academic Advisors of Athletics) Student-Athlete Well-Being Committee.

Divisional Staff Publications (including manuscripts submitted)

- Snyder, Kacee F., Trolan, T. L., and Creamer, E.** (Forthcoming, Spring 2022). Scholarly Writing Process. In C. McGill, S. Gizerian & P. Hagan (Eds.), *Scholarly Inquiry in Academic Advising (2nd ed.)*. NACADA: The Global Community for Academic Advising.
- Stygles, K.N., & Broido, E.B. (2021). *Queer faculty mothers' experiences of work-family enrichment*. Manuscript submitted for publication.

Divisional Staff Awards

Ana Brown

- Bowling Green Human Relations Committee Drum Major for Peace Award

Jamie Wlosowicz

- 2020 Administrative Staff Member of the Year within the Division of Diversity and Belonging
- NASW MSW Student of the Year Award

Megan McDonnell

- Election Champion for BGSU Votes

Kacee Ferrell Snyder

- 2020 BG Best Nominee
- Outstanding Leadership for the Year, Division of Diversity and Belonging

Katie Stygles

- Nominee, Administrative Staff Council Ferrari Award

Shayauna Newsom

- Division of Diversity and Belonging Graduate Assistant of the Year

Toni Gordon

- Division of Diversity and Belonging Administrative Staff of the Year



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and Belonging
BOWLING GREEN STATE UNIVERSITY

