

DSU DEI Survey - FY 2020

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity Advisory Committee	Coordinator Stipend	Stipend provided to Arlene Sanders to coordinate DEI activities.	0.25	Campus Diversity	\$10,070.92	\$10,070.92 - State Expenses: \$10,070.92 - stipend	\$10,070.92	\$10,070.92
Diversity Advisory Committee	Hispanic Heritage Day	<i>Afro-Mexican Constructs of Diaspora, Gender, Identity and Nation</i> by guest speaker Dr. Paulette Ramsay, University of the West Indies. Dr. Paulette Ramsay's research into the little known, but significant literature and culture of Afro-Hispanic societies in general, and Afro-Mexico in particular, has made an important contribution to the agenda to debunk the myths about race and class in Latin America, to bring the Afro-Latin American experience to the fore and to expand the debate about issues of migration, ethnicity, identity, nation, belonging, agency and self-definition in Latin America and the hispanophone Caribbean	0.25	Diversity Committee Chair	\$3,966.45	\$3,966.45 - State Expenses: \$2,490 - honorarium \$6.80 - printing \$4.00 - printing \$40.00 - printing \$3.80 - printing \$0.08 - printing \$293.77 - food \$200.00 - food \$800 - UMB \$128.00 - UMB	\$3,966.45	\$3,966.45
Diversity Advisory Committee	Guest Recital	Dr. JoAnne Stephenson, Associate Professor of Music at University of Central Florida, will present a lecture recital on the life and works of African-American composer Florence Price, the first African-American woman to have a composition played by a major orchestra. Dr. Stephenson will sing art songs by Florence Price, with Dr. Karen Fosheim on the piano.	0.25	Diversity Committee Chair	\$600.00	\$600 - State Expenses: \$600 Honorarium	\$600.00	\$600.00

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Diversity Advisory Committee	Black History Month	In honor of Dr. Martin Luther King, Jr. Day, the Diversity Committee presents Jesse J. Holland. Holland is an award-winning journalist and novelist and the author of the first novel featuring comics' most popular black superhero, "The Black Panther." In "Black Panther: Who Is The Black Panther?" Holland retells the classic origin of T'Challa, the original Black Panther, and updates it for the new century, giving new fans and longtime die-hard aficionados a good platform and some inside information for the new "Black Panther" movie from Marvel Studios debuting in 2018. Holland is also the author of the award-winning book, "The Invisibles: African American Slavery Inside the White House" and of "Black Men Built The Capitol: Discovering African American History In and Around Washington, D.C." He is a Race & Ethnicity reporter for The Associated Press, responsible for coverage and analysis of this nation's minority and ethnic groups for the world's largest news organization.	0.25	Diversity Committee Chair	\$4,027.14	\$4,027.14 - State Expenses: \$4000.00 - honorarium \$3.50 - printing \$21.00 - printing \$2.64 - printing	\$4,027.14	\$4,027.14
Diversity Advisory Committee	Black History Month	Spoken Word by Alexandria Gurley	0.25	Diversity Committee Chair	\$993.00	\$993.00	\$993.00	\$993.00
					\$19,657.51	\$19,657.51	\$19,657.51	\$19,657.51

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DEI	Coordinator Stipend	Stipend provided to Michelle Johansen to coordinate DEI activities.	0.5	Campus Diversity	\$19,359.25	\$19,359.25 - State Expenses: \$19,359.25 - Stipend	\$19,359.25	\$19,359.25
DEI	DEI Professional Development Summer Book Club (Virtual) - Summer 2021	<p>Goals: Optional professional development for faculty and staff through shared reading experience</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 Promote a safer and more supportive campus environment</p> <p>Expected Outcome(s): Increased knowledge of issues, including systemic racism, mental health, gender identity, police violence, and socio-economic inequality</p> <p>Target Audience: Faculty and staff</p> <p>Method(s) Used: Participating staff and faculty were polled about possible books. The majority chose <i>When They Call You a Terrorist: A Black Lives Matter Memoir</i> by Patrice Khan-Cullors and Asha Bandele. Participating faculty and staff were provided a copy of the book. Facilitated book discussions were held by Zoom during summer 2021.</p>	0.75	DEI Coordinator	\$129.51	\$129.51 - State Expenses: \$119.20 - Books \$10.31 - Books	\$129.51	\$129.51

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DEI	Sexual Assault Awareness Month - April 2021	<p>Goals: Participate in national Sexual Assault Awareness Month (SAAM)</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of sexual assault and gender-based violence and available resources on campus</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: The Clothesline Project, an interactive, public display of unique shirts created by participants to show support for survivors of sexual assault and gender-based violence, and a series of webinars featuring DSU faculty, staff, and students, including Title IX Coordinator</p>	0.75	DEI Coordinator	\$65.72	<p>\$65.72 - State</p> <p>Expenses: \$14.39 - Supplies \$45.73 - Supplies \$5.60 - Printing</p>	\$65.72	\$65.72
DEI	Ramadan (Virtual) - April 2021	<p>Goals: Increase knowledge and awareness of Ramadan</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of and expanded attitudes toward Muslims and Ramadan</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Virtual (Zoom/Facebook Live) webinar with Hassan Irshad, a DSU student from Pakistan</p>	0.75	DEI Coordinator	\$0.28	<p>\$0.28 - State</p> <p>Expenses: \$0.28 - Printing</p>	\$0.28	\$0.28

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DEI	Winning the Race - March 2021	<p>Goals: Support annual Winning the Race Conference through organizing student research competition. Support keynote address by Lawrence C. Ross.</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 -Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased student participation in student research competition and increased public participation in conference</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Co-sponsored keynote address by Lawrence C. Ross. Virtual student research presentations with public voting for "People's Choice Award"</p>	0.75	DEI Coordinator	\$2,486.48	<p>\$486.48 - State</p> <p>\$2,000.00 - Mississippi Humanities Council</p> <p>Expenses:</p> <p>\$18.00 - Printing</p> <p>\$120.00 - Plaque WTR Racial Equity Champion Award</p> <p>\$30.98 - Supplies</p> <p>\$17.50 - Printing</p> <p>\$300.00 - Awards for faculty mentors for student research</p>	\$486.48	\$486.48
DEI	La Tertulia and Exchanges - Spring Semester 2021	<p>Goals: Improving Spanish language skills at Delta State and learning about Hispanic and Latinx cultures; Increase cross-cultural exchanges between American students and international students while improving English language skills</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Improved Spanish language skills of students and other participants; increased knowledge of Hispanic and Latinx cultures, especially locally in the Mississippi Delta; increased connection between campus and community</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Series of virtual (Zoom) meetings</p>	0.75	DEI Coordinator	\$18.00	<p>\$18.00 - State</p> <p>Expenses:</p> <p>\$18.00 - Printing</p>	\$18.00	\$18.00

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DEI	Movie Night - April 2021	<p>Goals: Support African American Student Council's event</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Black history and women's history</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with African American History Council to show movie, <i>Hidden Figures</i>, about the real Black women scientists and mathematicians instrumental to the successful launch of NASA's Friendship 7 with John Glenn in 1962.</p>	0.75	DEI Coordinator	\$8.40	<p>\$8.40 - State</p> <p>Expenses: \$8.40 - Printing posters</p>	\$8.40	\$8.40
DEI	DEI Logo Student Competition - March and April 2021	<p>Goals: Create DSU diversity, equity, and inclusion logo for branding</p> <p>Objective(s): #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Creation of a logo representing campus DEI values</p> <p>Target Audience: DSU campus and community</p> <p>Method(s) Used: A logo committee was created from faculty and staff, including Department of Art and Communications and Marketing Department. Students invited to participate. Winner selected by committee.</p>	0.75	DEI Coordinator	\$202.80	<p>\$202.80 - State</p> <p>Expenses: \$200.00 - check for winner \$1.40 - Printing certificates \$1.40 - Printing certificates</p>	\$202.80	\$202.80

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DEI	Book Talk: <i>A Lesbian Belle Tells: OUtageous Southern Stories of Family, Loss, and Love</i> - March 2021	<p>Goals: Celebrate Women's History Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of women's, LGBTQ+, and religious history and issues</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Canterbury Episcopal campus organization to have Elizabeth McCain, a Mississippian and award-winning playwright, storyteller, counselor, and interfaith minister, read from her memoir and participate in Q&A with online audience through a Zoom/Facebook Live.</p>	0.75	DEI Coordinator	\$217.50	\$217.50 - State Expenses: \$200.00 - Speaker honorarium \$17.50 - Printing	\$217.50	\$217.50
DEI	Black History at Delta State - February 2021	<p>Goals: Celebrate Black History Month with spotlight on Black history makers at Delta State</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and understanding of Black history at Delta State</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Series of virtual (Zoom/ Facebook Live) webinars with 1969 sit-in students, first full-time, tenure-track Black faculty, first and notable Black administrators and administrative support staff, and Winning the Race student ambassadors</p>	0.75	DEI Coordinator	\$520.00	\$520.00 - State Expenses: \$100.00 - Speaker Honorarium \$100.00 - Speaker Honorarium \$100.00 - Speaker Honorarium \$100.00 - Speaker Honorarium \$100.00 - Speaker Honorarium \$20.00 - Printing	\$520.00	\$520.00

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DEI	United in Green Campus Conversations - October and November 2020	<p>Goals: Engage students, faculty, and staff in non-partisan conversations about 2020 elections and campus, local, state, and national issues</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and dialogue about Delta State's students' campus and election concerns</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: DEI partnered with Campus Counseling Center and Division of Social Sciences and History for a series of virtual (Zoom) campus conversations.</p>	0.75	DEI Coordinator	\$30.00	<p>\$30.00 - State</p> <p>Expenses: \$30.00 - Printing</p>	\$30.00	\$30.00
DEI	Okra Talk with Chris Smith - November 2020	<p>Goals: Participate in DSU Homecoming Activities with a book talk about okra</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge about the history of okra, including its origins in west Africa and its legacy in American Southern culture and food</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with DSU Alumni Association during Homecoming Week to sponsor James Beard Award-winning author, Chris Smith, to talk about history okra and significance in U.S. history and culture, particularly in the American South.</p>	0.75	DEI Coordinator	\$514.00	<p>\$514.00 - State</p> <p>Expenses: \$500.00 - Speaker honorarium (QEP) \$14.00 - Printing</p>	\$514.00	\$514.00

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DEI	Okra OUT - October 2020	<p>Goals: Celebrate LGBTQ+ History Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of LGBTQ+ history and issues</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with DSU Roberts-LaForge Library, Office of Student Affairs, Division of Languages and Literature, Division of Social Sciences and History, Department of Music, Canterbury Episcopal Ministry, and Oxford Film Festival for online storytelling and film screening and Q&A, in-person Pride Walk and Pride Yoga, and <i>OQRA Zine</i>, a campus publication of artwork and writing.</p>	0.75	DEI Coordinator	\$297.60	297.60 - State	\$297.60	\$297.60
DEI	Movie Night - October 2021	<p>Goals: Opportunity to learn more about recently deceased Supreme Court Justice Ruth Bader Ginsburg</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities</p> <p>Expected Outcome(s): Increased knowledge of the life of Supreme Court Justice Ruth Bader Ginsburg and the obstacles facing women during her career</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Office of Student Life for a screening of <i>RBG</i>, a documentary about Supreme Court Justice Ruth Bader Ginsburg</p>	0.75	DEI Coordinator	\$21.00	\$21.00 - State	\$21.00	\$21.00
DEI	Summer Orientation - Summer 2021	<p>Goals: Increase awareness of DEI Office on campus</p> <p>Objective(s): #3 - Improve retention of underrepresented students, faculty, and staff</p> <p>Expected Outcome(s): New students at Delta State have knowledge of DEI Office</p> <p>Target Audience: New DSU students</p> <p>Method(s) Used: Creation of insert with information about DEI and signature programs</p>	0.75	DEI Coordinator	\$71.00	\$71.00 - State	\$71.00	\$71.00

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DEI	DEI Committee and DEI Upstander Recognition Program - Year-round	<p>Goals: Increase recognition of employees and their contributions to DEI initiatives</p> <p>Objective(s): #3 - Improve retention of underrepresented students, faculty, and staff</p> <p>Expected Outcome(s): Increased awareness of employees and their contributions to DEI initiatives</p> <p>Target Audience: DSU employees</p> <p>Method(s) Used: Monthly nominations for DEI Upstanders and public recognition through posters, social media, and email; recognition of DEI Committee members through certificates for annual tenure and promotion portfolios and/or performance reviews</p>	0.75	DEI Coordinator	\$61.60	<p>\$61.60 - State</p> <p>Expenses: \$0.35 - Printing \$21.00 - Printing \$4.90 - Printing \$8.05 - Printing \$3.85 - Printing \$21.00 - Printing \$2.45 - Printing</p>	\$61.60	\$61.60
DEI	International Education - Fall 2020	<p>Goals: Recognition of employees participating in international education activities</p> <p>Objective(s): #3 - Improve retention of underrepresented students, faculty, and staff; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts</p> <p>Expected Outcome(s): Increased participation of employees in international initiatives and international student activities</p> <p>Target Audience: DSU employees</p> <p>Method(s) Used: Certificates of recognition for annual tenure and promotion portfolios and/or performance reviews</p>	0.75	DEI Coordinator	\$2.80	<p>\$2.80 - State</p> <p>Expenses: \$2.80 - Printing</p>	\$2.80	\$2.80

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DEI	Hispanic Heritage Month - September to October 2020	<p>Goals: Celebrate Hispanic/Latinx Heritage Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Hispanic and Latinx history and cultures; Increased campus participation in Hispanic/Latinx activities</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partner with Division of Languages and Literature and community members for recorded video presentations on Mississippi Delta Hispanic family traditions and cooking traditional Hispanic food</p>	0.75	DEI Coordinator	\$33.00	\$33.00 - State Expenses: \$12.00 - Printing \$21.00 - Printing (QEP)	\$33.00	\$33.00
DEI	<i>Voices from the Sit-In</i> film and oral history project - Year-Round	<p>Goals: Complete creation of <i>Voices from the Sit-In</i>, a short documentary film by DSU, primarily grant-funded by the Mississippi Delta National Heritage Area (MDNHA); enter completed film into film festival competitions</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of 1969 student sit-in at Delta State College</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Purchase needed supplies for film completion; entry fees for film festivals</p>	0.75	DEI Coordinator	\$2,691.83	\$255.25 - State \$2,436.00 - MDNHA Grant Expenses: \$255.25 - Reimburse Ted Fisher for film fest entries \$599.50 - Supplies \$1,518.88 - Supplies \$318.20 - Supplies	\$255.25	\$255.25

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DEI	Student Surveys - Year-Round	<p>Goals: Increase student feedback for campus initiatives around diversity, equity, and inclusion</p> <p>Objective(s): #3 - Improve retention of underrepresented students, faculty, and staff; #5 - Promote a safer and more supportive campus environment</p> <p>Expected Outcome(s): Increased participation in student feedback surveys</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Surveys administered with student prizes for participation</p>	0.75	DEI Coordinator	\$146.73	<p>\$146.73 - State</p> <p>Expenses: \$59.88 - Supplies \$86.85 - Supplies</p>	\$146.73	\$146.73
DEI	Office and Organization - Year-Round	<p>Goals: Increase diversity in selection of books available in the Instructional Resources Center for DSU education students; Recognize outstanding campus participants in diversity, equity, and inclusion initiatives; Increase communication with stakeholders</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased student knowledge of diversity, equity, and inclusion; Increased employee participation in DEI initiatives; Increased partnerships with community stakeholders</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Purchase of supplies and materials to achieve goals</p>	0.75	DEI Coordinator	\$465.10	<p>\$465.10 - State</p> <p>Expenses: \$11.17 - Supplies (envelopes) \$125.00 - Plaque for Georgene Clark Diversity Award \$328.93 - Books for QEP/DEI collection in Library</p>	\$465.10	\$465.10
					\$27,342.60	\$27,342.60	\$22,906.02	\$22,906.02

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DEI	Coordinator Stipend	Stipend provided to Michelle Johansen to coordinate DEI activities.	0.5	Campus Diversity	\$31,931.11	\$31,931.11 - State Expenses: \$31,931.11 - Stipend	\$31,931.11	\$31,931.11

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DEI	Sexual Assault Awareness Month - April 2022	<p>Goals: Participate in national Sexual Assault Awareness Month (SAAM)</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of sexual assault and gender-based violence and available resources on campus</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Office of Student Affairs, Campus Counseling Center, and Title IX Coordinator for events including The Clothesline Project, an interactive, public display of unique shirts created by participants to show support for survivors of sexual assault and gender-based violence. Other events included a film screening and discussion of <i>The Hunting Ground</i>, a gathering titled "Light Up the Quad," and a "Lunch and Learn: Healing and Supporting Survivors" event.</p>	0.75	DEI Coordinator	\$459.79	<p>\$459.79 - State</p> <p>Expenses: \$350.69 - Food \$109.10 - Supplies</p>	\$459.79	\$459.79

DSU DEI Survey - FY 2022

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DEI	Summer Professional Development DEI Book Club - May and June 2022	<p>Goals: Optional professional development for faculty and staff through shared reading experience</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 Promote a safer and more supportive campus environment</p> <p>Expected Outcome(s): Increased knowledge of issues, including systemic racism, Asian American history, mental health, gender identity, and socio-economic inequality</p> <p>Target Audience: Faculty and staff</p> <p>Method(s) Used: Participating staff and faculty were polled about possible books. Participating faculty and staff were provided a copy of each book. Facilitated book discussions were held in-person during May and June 2022. May 2022 book - <i>Minor Feelings</i> by Cathy Park Hong June 2022 book - <i>You'll Never Believe What Happened to Lacey: Crazy Stories About Racism</i> by Amber Ruffin and Lacey Lamar</p>	0.75	DEI Coordinator	\$974.14	<p>\$974.14 - State</p> <p>Expenses: \$7.70 - Printing \$57.19 - Food \$253.00 - Food \$656.25 - Books</p>	\$974.14	\$974.14

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Film Screening: <i>The Queen of Basketball</i> - September 2021, January 2022, and March 2022	<p>Goal(s): Increase awareness of significance of Lusia "Lucy" Harris, a Delta State alumna and premier basketball player for Delta State and the U.S. Olympic team</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and awareness of Delta State history, Title IX relating to sports equity, U.S. history, and civil rights history.</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Activities included three public film screenings, including one before the film won an Academy Award, t-shirts and pins designed by a DSU student celebrating Lucy Harris and DSU legendary coach Margaret Wade, and information handouts shared at events and home basketball games.</p>	0.75	DEI Coordinator	\$2,270.12	<p>\$165.63 - State DEI Acct \$2,104.00 - State 108 Acct</p> <p>Expenses: \$31.50 - Printing \$1.40 - Printing \$1,850.00 - T-shirts (108) \$165.00 - Pins (108) \$89.49 - Food (108) \$132.73 - Food</p>	\$2,270.12	\$2,270.12

DSU DEI Survey - FY 2022

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DEI	"State Control Over Women's Bodies and Choices: What Mississippi Means for Abortion Access in America" Event - February 2022	<p>Goal(s): Support and supplement Department of Art's exhibition "In Control: Embroidered Work" by artist Katrina Majkut</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increase knowledge about climate and political implications of recent court cases involving abortion</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Collaborated with Department of Art for virtual (Zoom) event with Dr. Kimberly Kelly, associate professor of sociology and director of the gender studies program at Mississippi State University</p>	0.75	DEI Coordinator	\$300.00	<p>\$300.00 - State</p> <p>Expenses: \$300.00 - Speaker honorarium</p>	\$300.00	\$300.00

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Black History Month - February 2022	<p>Goal(s): Celebrate Black History Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge about Black history</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Department of Music to host Dr. Joe W. Moore III's in-person performance of "Being Black," a five movement multi-percussion solo written as a "memorial of Black lives that have been lost to police brutality and other senseless killings." Virtually (Zoom) hosted Rev. Canon Jayne J. Oasin, former Program Officer for Anti-Racism and Gender Equality for the Episcopalian Church. Partnered for a movie night with the African American Student Council.</p>	0.75	DEI Coordinator	\$1,261.97	<p>\$1,261.97 - State</p> <p>Expenses:</p> <p>\$12.00 - Printing</p> <p>\$19.40 - Social media ad</p> <p>\$14.00 - Printing</p> <p>\$14.00 - Printing</p> <p>\$4.11 - Social media ad</p> <p>\$90.22 - Food</p> <p>\$67.24 - Food</p> <p>\$500.00 - Rev. Jayne Oasin honorarium</p> <p>\$500.00 - Dr. Joe Moore III honorarium</p> <p>\$41.00 - Dr. Joe Moore III per diem</p>	\$1,261.97	\$1,261.97

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	"Women of the Movement" Viewing - January 2022	<p>Goal(s): Increase knowledge of the lynching of Emmett Till and the actions and legacy of Till's mother Mamie Till.</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula</p> <p>Expected Outcome(s): Increased knowledge and awareness of Mamie Till-Mobley, U.S. and Mississippi Delta history, and civil rights era</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Public screenings of the six episodes of "Women of the Movement" and post-screening discussions</p>	0.75	DEI Coordinator	\$116.98	<p>\$116.98 - State</p> <p>Expenses: \$58.49 - Food (108) \$58.49 - Food (108)</p>	\$116.98	\$116.98

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Dr. Martin Luther King Jr. Day and National Day of Racial Healing - January 2022	<p>Goal(s): Celebration Dr. Martin Luther King Jr. Day and Participate in National Day of Racial Healing</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Black history, legacy of Dr. King, and civil rights era; Increased communication and dialogue around racial reconciliation</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with DSU Archives and Museums and Winning the Race initiative. The day's activities included: free lunch for students, come-and-go, self-guided activities about the legacy of Dr. King, an exhibition of Delta State's Emmett Till traveling exhibit, voter registration information, and Winning the Race conference information</p>	0.75	DEI Coordinator	\$855.62	<p>\$96.27 - State DEI Acct \$759.35 - State 108 Acct</p> <p>Expenses: \$75.00 - Printing (IRC) \$0.27 - Printing \$21.00 - Printing \$759.35 - Food</p>	\$855.62	\$855.62

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Lunch and Learn with Ephrat Asherie - November 2021	<p>Goal(s): Interact with Ephrat Asherie's ensemble of dancers and musicians and learn about Afro-Brazilian rhythms and movements</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts</p> <p>Expected Outcome(s): Increased knowledge of Afro-Brazilian culture, history, and arts</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Bologna Performing Arts Center to host the lunch event and promote the performance</p>	0.75	DEI Coordinator	\$29.57	<p>\$29.57 - State</p> <p>Expenses: \$29.57 - Food</p>	\$29.57	\$29.57

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Okra OUT, Safe Space, and Pride Alliance - Year-Round	<p>Goals: Celebrate LGBTQ+ History Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of LGBTQ+ history and issues</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Office of Student Life, Roberts-LaForge Library, Division of Languages and Literature, University of Memphis, and LGBTQ Fund of Mississippi to host Okra OUT events in October 2022, as well as optional Safe Space workshops and Pride Alliance events. Activities included: participating in DSU Homecoming parade, Pride Alliance Coffee Break for all; virtual webinar "Teaching, Learning, and Living in the Queer South" with University of Arkansas-Little Rock scholar Dr. David Baylis, in-person "Gay Faulkner and the Importance of Acknowledging the Queer South" with University of Wisconsin-Platteville scholar Dr. Phillip Gordon, Mississippi Votes/LGBTQ event, Rainbow Fun Run, Drag Show and Q&A, OQRA Zine, Oxford Pride field trip, Pride Alliance Brunch, and three optional</p>	0.75	DEI Coordinator	\$6,397.61	<p>\$3,500.00 - LGBTQ Fund of Mississippi</p> <p>\$750.00 - State Library</p> <p>\$1,147.61 - State DEI</p> <p>Expenses:</p> <p>\$128.25 - Printing (LGBTQ Fund Grant)</p> <p>\$205.69 - Food (LGBTQ Fund Grant)</p> <p>\$111.43 - Supplies (LGBTQ Fund Grant)</p> <p>\$103.50 - Printing (LGBTQ Fund Grant)</p> <p>\$60.00 - Printing (LGBTQ Fund Grant)</p> <p>\$8.40 - Printing (LGBTQ Fund Grant)</p> <p>\$14.00 - Printing (LGBTQ Fund Grant)</p> <p>\$24.00 - Printing (LGBTQ Fund Grant)</p> <p>\$1,010.75 - Supplies (LGBTQ Fund Grant)</p> <p>\$117.94 - Tickets (LGBTQ Fund Grant)</p> <p>\$89.49 - Supplies (LGBTQ</p>	\$1,897.61	\$1,897.61

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	<i>Voices from the Sit-In Film Premiere</i> - October 2022	<p>Goal(s): Host first Delta screening of <i>Voices from the Sit-In</i> short documentary about the 1969 Delta State Black student sit-in.</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Delta State history, civil rights era, student activism, and social justice</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with President's Office, Department of Art, Alumni Association, Delta Proud Fellows, and Delta Center for Culture and Learning to host film screening and panel discussion at Bologna Performing Arts Center</p>	0.75	\$	\$2,297.56	<p>\$2,000 - Mississippi Humanities Council Grant \$44.50 - Alumni Association \$253.06 - Delta State University</p> <p>Expenses: \$4.48 - Printing \$1.68 - Printing \$602.00 - Printing (MHC Grant) \$140.00 - Printing (MHC Grant) \$46.81 - Printing (MHC Grant) \$44.50 - Printing (Alumni Agency Fund) \$95.00 - Printing (MHC Grant) \$24.00 - Printing \$0.40 - Printing \$222.50 - Food \$80.00 - Social media ad (MHC Grant) \$100.00 - Social media ad (MHC Grant) \$45.21 - Supplies (MHC grant) \$368.00 - Printing (MHC grant)</p>	\$253.06	\$253.06

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Hispanic Heritage Month - September to October 2021	<p>Goal(s): Celebrate Hispanic and Latinx Heritage Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Hispanic and Latinx history cultures in the United States and Mississippi Delta</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Division of Languages and Literature for activities. Events included: Gallery of Latinx and Hispanic American Icons; three <i>Cine Club</i> film screenings; student art installation inspired by Frida Khalo; and <i>La Cocina Latina</i> , virtual demonstrations of Latinx and Hispanic foods</p>	0.75	DEI Coordinator	\$94.99	<p>\$94.99 - State</p> <p>Expenses</p> <p>\$29.90 - Supplies</p> <p>\$25.09 - Food</p> <p>\$40.00 - Supplies</p>	\$94.99	\$94.99

DSU DEI Survey - FY 2022

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DEI	Civil Rights Field Trip - Jackson, MS - September 2021	<p>Goal(s): Provide off-campus enrichment in history and culture of Mississippi, particularly in civil rights in Jackson, Mississippi</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of and appreciation for civil rights history in Mississippi</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Partnered with Office of Student Affairs, Office of Student Life, and Division of Social Sciences and History to take students to Mississippi Civil Rights Museum and Jackson State University</p>	0.75	DEI Coordinator	\$242.40	<p>\$8.40 - State</p> <p>\$234.00 - Ticket Sales</p> <p>Expenses:</p> <p>\$234.00 - Travel</p> <p>\$8.40 - Printing</p>	\$8.40	\$8.40

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	World Afro Day - September 2021	<p>Goal(s): Support student-led initiative to raise awareness and increase knowledge of World Afro Day and issues around hair and identity</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of issues around hair and identity, especially for African Americans</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with World Afro Day organization and student organizer, Phiandrea Pruitt, for activities including pop-up shops, panel discussions, a social hour, and painting party</p>	0.75	DEI Coordinator	\$63.00	<p>\$63.00 - State</p> <p>Expenses: \$12.00 - Printing \$30.00 - Printing at IRC \$21.00 - Printing</p>	\$63.00	\$63.00

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DEI	International Juke Joint Festival Field Trip - April 2022	<p>Goal(s): Introduce international students to Mississippi Delta blues</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula</p> <p>Expected Outcome(s): Increased knowledge and appreciation of Mississippi Delta blues history and culture</p> <p>Target Audience: DSU international students</p> <p>Method(s) Used: Field trip to Juke Joint Festival in Clarksdale, Mississippi</p>	0.75	DEI Coordinator	\$307.70	<p>\$300 - Ticket Sales \$7.70 - State</p> <p>Expenses: \$300.00 - Travel \$7.70 - Printing</p>	\$7.70	\$7.70

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DEI	<i>Never Say Die: The Story of East Side High</i> Film Premiere - March 2022	<p>Goal(s): Support film premiere of <i>Never Say Die: The Story of East Side High</i></p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and awareness of the history of segregation in Cleveland, Mississippi's public school system</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Division of Languages and Literature and Mississippi Humanities Council to host film premiere and panel discussion at Bologna Performing Arts Center.</p>	0.75	DEI Coordinator	\$1,294.65	<p>\$1,294.65 - Mississippi Humanities Council Grant</p> <p>Expenses: \$52.50 - Printing \$1000.00 - Dr. Kishki Hall honorarium \$32.15 - Printing \$210.00 - Printing at IRC</p>	\$0.00	\$0.00

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DEI	Study Abroad Outreach	<p>Goal(s): Support International Education efforts to recruit under-represented students in study abroad</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of international education programs and opportunities</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Printing posters and fliers for campus about international education opportunities and resources</p>	0.75	DEI Coordinator	\$45.40	<p>\$45.40 - State</p> <p>Expenses: \$8.40 - Printing \$30.00 - Printing \$5.60 - Printing \$1.40 - Printing</p>	\$45.40	\$45.40

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DEI	DEI Upstanders Recognition Program and DEI Committee	<p>Goals: Increase recognition of employees and their contributions to DEI initiatives</p> <p>Objective(s): #3 - Improve retention of underrepresented students, faculty, and staff</p> <p>Expected Outcome(s): Increased awareness of employees and their contributions to DEI initiatives</p> <p>Target Audience: DSU employees</p> <p>Method(s) Used: Monthly nominations for DEI Upstanders and public recognition through posters, social media, and email; recognition of DEI Committee members through certificates for annual tenure and promotion portfolios and/or performance reviews; Selection for annual Georgene Clark Diversity Award</p>	0.75	DEI Coordinator	\$174.60	<p>\$174.60 - State</p> <p>Expenses:</p> <p>\$4.55 - Printing</p> <p>\$17.00 - Printing</p> <p>\$0.35 - Printing</p> <p>\$0.65 - Printing</p> <p>\$10.50 - Printing</p> <p>\$11.55 - Printing</p> <p>\$130.00 - Plaque for annual Georgene Clark Diversity Award</p>	\$174.60	\$174.60

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DEI	Professional Development for Administration, Faculty, Staff, and Students	<p>Goal(s): Provide DEI-related professional development opportunities for administration, faculty, staff, and students</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge, skills, and awareness of issues in diversity, equity, and inclusion</p> <p>Target Audience: DSU campus</p> <p>Method(s) Used: Provided funding and resources for professional development. Included activities: Printing NADOHE Anti-Racism Framework and Shared Equity Leadership for DSU senior administration and DEI Committee members; facilitating an online Association of College and University Educators (ACUE) mini-credential course "Inclusive Teaching for Equitable Learning," workshop fees for faculty, staff, and students attending DEI workshop for Health, Physical Education, and Recreation program, facilitated Fall 2021 Professional Development Book Club with Their Eyes Were Watching God novel, and provided funding for two faculty to attend Japan Studies Institute through American Association of State Colleges and</p>	0.75	DEI Coordinator	\$3,872.62	<p>\$3,872.62 - State</p> <p>Expenses:</p> <p>\$262.50 - Printing</p> <p>\$338.00 - Printing</p> <p>\$1,000.00 - Professional Development Course Fee</p> <p>\$0.35 - Printing</p> <p>\$0.35 - Printing</p> <p>\$0.35 - Printing</p> <p>\$3.50 - Printing</p> <p>\$146.00 - Books</p> <p>\$7.30 - Books</p> <p>\$42.64 - Books for Library</p> <p>\$900.00 - Dr. Leslie Stewart for Japan Studies Institute</p> <p>\$87.30 - Melanie Robyn Wall for Japan Studies Institute</p> <p>\$132.21 - Melanie Robyn Wall for Japan Studies Institute</p> <p>\$760.12 - Melanie Robyn Wall for Japan Studies Institute</p> <p>\$2.00 - Melanie Robyn Wall for Japan Studies Institute</p> <p>\$90.00 - Liza Bondurant for Conference</p> <p>\$100.00 - Todd Davis for</p>	\$3,872.62	\$3,872.62

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DEI	African American Student Council Prom - Spring 2022	<p>Goal(s): Support African American Student Council initiative to host a spring social gathering for DSU students</p> <p>Objective(s): #3 - Improve retention of underrepresented students, faculty, and staff; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts</p> <p>Expected Outcome(s): Increased social engagement and sense of belonging by DSU students</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Printed promotional flyers for the event, which was ultimately postponed</p>	0.75	DEI Coordinator	\$35.00	<p>\$35 - State</p> <p>Expenses: \$35.00 - Printing</p>	\$35.00	\$35.00

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Lunar New Year - February 2022	<p>Goal(s): Create inclusive campus Lunar New Year celebration</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and awareness of Asian American history and culture, particularly cultures celebrating Lunar New Year</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Mississippi Delta Chinese Heritage Museum Board and University Archives and Museums to create interactive Lunar New Year celebration appropriate for all ages</p>	0.75	DEI Coordinator	\$558.90	<p>\$117.55 - Gifted Food \$19.00 - State DEI Acct \$422.35 - State 108 Acct</p> <p>Expenses: \$19.00 - Printing \$62.10 - Supplies \$34.90 - Supplies \$6.99 - Supplies \$19.98 - Supplies \$13.96 - Supplies \$6.98 - Supplies \$198.74 - Supplies \$78.70 - Supplies</p>	\$441.35	\$441.35

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Annual Sammy O. Cranford History Lecture - April 2022	<p>Goal(s): Support annual Sammy O. Cranford Memorial History Lecture</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge about incarceration camps imprisoning Japanese Americans in the U.S. during World War II, including two camps in Arkansas</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Division of Social Sciences and History to host Dr. Stephanie Hinnershitz, Senior Historian with the Institute for the Study of War and Democracy at The National WWII Museum in New Orleans.</p>	0.75	DEI Coordinator	\$402.78	<p>\$402.78 - State</p> <p>Expenses: \$402.78 - Food</p>	\$402.78	\$402.78

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Outreach and Organization Year-Round	<p>Goal(s): Increase professional knowledge and organization capacity</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff</p> <p>Expected Outcome(s): Increased and improved organizational support for campus</p> <p>Target Audience: DSU Campus</p> <p>Method(s) Used: Purchases of items used for events and initiatives; Membership in national organization and attendance of national conference for continued professional development</p>	0.75	DEI Coordinator	\$2,303.04	<p>\$397.36 - State DEI Acct \$1905.68 - State 108 Acct</p> <p>Expenses: \$194.42 - Supplies (wagon) \$505.68 - Poster frames and easel stands \$900.00 - Annual Institutional Membership to National Association of Diversity Officers in Higher Education \$500.00 NADOHE Conference Registration fee \$42.95 - Button supplies \$159.99 - Pop-up tent</p>	\$2,303.04	\$2,303.04

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	La Tertulia and Exchanges - Year-Round	<p>Goals: Improving Spanish language skills at Delta State and learning about Hispanic and Latinx cultures; Increase cross-cultural exchanges between American students and international students while improving English language skills</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Improved Spanish language skills of students and other participants; increased knowledge of Hispanic and Latinx cultures, especially locally in the Mississippi Delta; increased connection between campus and community</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Series of virtual (Zoom) meetings for Exchanges and in-person meetings for La Tertulia</p>	0.75	DEI Coordinator	\$50.53	<p>\$50.53 - State</p> <p>Expenses: \$50.53 - Food</p>	\$50.53	\$50.53

DSU DEI Survey - FY 2022

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	International Students Social	<p>Goal(s): Social for international students to create greater sense of belonging</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula</p> <p>Expected Outcome(s): Increased sense of belonging and support for and among international students, faculty, and staff</p> <p>Target Audience: DSU international students, faculty, and staff</p> <p>Method(s) Used: Sunday afternoon snowcone social with DSU domestic and international faculty and staff</p>	0.75	DEI Coordinator	\$92.50	<p>\$92.50 - State</p> <p>Expenses: 92.50 - Food</p>	\$92.50	\$92.50
					\$56,432.58	\$56,432.58	\$47,941.88	\$47,941.88

DSU DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Coordinator Stipend	Stipend provided to Arlene Sanders to coordinate DEI activities.	0.57	Campus Diversity	\$36,603.22	<p>\$36,603.22 - State</p> <p>Expenses: \$36,603.22 - Stipend</p>	\$36,603.22	\$36,603.22
DEI	NEA Big Read: Bolivar County	<p>Goals: Participate in National Endowment for the Arts (NEA) Big Read project, bringing together campus and community. From NEA Big Read website: "The National Endowment for the Arts Big Read—a partnership with Arts Midwest—broadens our understanding of our world, our neighbors, and ourselves through the power of a shared reading experience. Showcasing a diverse range of themes, voices, and perspectives, the NEA Big Read aims to inspire meaningful conversations, artistic responses, and new discoveries and connections in each community."</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 -Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Campus and community engagement with novel <i>Homegoing</i> and related programming, including book discussions, guest lectures, workshops, and arts performances.</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Bolivar County Library System, DSU academic and administrative support departments, local non-profit organizations, and schools to distribute 350 copies of <i>Homegoing</i> and create four months of programming for campus and community. Delta State was one of 62 non-profits selected across the United States and the only one in Mississippi in 2022-2023.</p>	0.75	DEI Coordinator	\$6,758.87	<p>\$289.97 - State DEI Acct \$587.05 - State 108 Acct \$2,481.60 - National Endowment for the Arts \$3,400.25 - Friends of the Bolivar County Library System</p> <p>Expenses: \$57.62 - Printing bookmarks \$62.00 - Printing half-sheets \$35.00 - Printing posters \$62.00 - Printing half-sheets \$35.00 - Printing posters \$14.00 - Printing posters \$6.40 - Printing \$24.50 - Printing posters \$48.00 - Printing JSU programs \$254.00 - Printing stickers \$278.50 - Printing stickers (108) \$308.55 - Food (108) \$2,071.00 - Books (Grant) \$1,001.00 - Books (Grant) \$196.00 - Printing stickers (Grant) \$2,261.25 - Books (Grant) \$18.05 - Book (Grant) \$26.00 - Printing stickers (Grant)</p>	\$877.02	\$877.02
DEI	Civil Rights Field Trip - Jackson, MS	<p>Goal(s): Provide off-campus enrichment in history and culture of Mississippi, particularly in civil rights in Jackson, Mississippi</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of and appreciation for civil rights history in Mississippi</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Partnered with Office of Student Affairs, Office of Student Life, and Division of Social Sciences and History to take students to Mississippi Civil Rights Museum and Mississippi Valley State University</p>	0.75	DEI Coordinator	\$1,014.66	<p>\$87.66 - State DEI Acct \$277.00 - State 108 Acct \$650.00 - MS Department of Archives</p> <p>Expenses: \$8.40 - Printing posters \$606.00 - Nissan Café by Nick Wallace \$90.74 - Food \$32.42 - Supplies \$108.00 - Bus parking at MVSU \$169.00 - Civil Rights Museum Tickets</p>	\$1,014.66	\$1,014.66

DSU DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	World Afro Day	<p>Goal(s): Support student-led initiative to raise awareness and increase knowledge of World Afro Day and issues around hair and identity</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of issues around hair and identity, especially for African Americans</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with World Afro Day organization and student organizer, Eboni Jones, for activities including pop-up shops, panel discussions, a social hour, and painting party</p>	0.75	DEI Coordinator	\$2,467.84	<p>\$1,215.65 - State DEI Acct \$1,252.19 - State 108 Acct</p> <p>Expenses: \$500.00 - Speakers \$29.50 - Printing cards \$24.00 - Printing Posters \$560.60 - Supplies \$101.55 - Supplies \$137.19 - Supplies \$1,115.00 - T-shirts</p>	\$2,467.84	\$2,467.84
DEI	Civil Rights Field Trip - Drew, MS - August 2022	<p>Goal(s): Increase knowledge of important historic sites in the Mississippi Delta relating to the lynching of Emmett Till</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of U.S. and Mississippi Delta history, civil rights era, social justice movements, and Black history</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Partnered with Division of Social Sciences and History to attend community program in Drew, Mississippi, for the 67th anniversary of the lynching of Emmett Till</p>	0.75	DEI Coordinator	\$182.98	<p>\$182.98 - State</p> <p>Expenses: \$9.80 - Printing \$23.18 - Food \$150.00 - Food</p>	\$182.98	\$182.98
DEI	"Day of Dialogue for Racial Healing and Relationship Building" - September 2022	<p>Goal(s): Participate in Day of Dialogue for Racial Healing and Relationship Building</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased dialogue among DSU campus and community stakeholders around racial reconciliation and community connections and networking</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with the Racial Reconciliation Taskforce Episcopal Diocese of Mississippi and Calvary Episcopal Church to bring together DSU students, faculty, and staff and community members for a workshop</p>	0.75	DEI Coordinator	\$11.20	<p>\$11.20 - State</p> <p>Expenses: \$11.20 - Printing</p>	\$11.20	\$11.20

DSU DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Moon Festival - September 2022	<p>Goal(s): Increase knowledge and appreciation of three cultural holidays in Korea, Japan, and China. Increase knowledge of NASA's Artemis moon missions and DSU's planetarium.</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Mid-Autumn Festival (China), Chuseok (Korea), and Otsukimi (Japan) and NASA's Artemis moon missions</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Mississippi Delta Chinese Heritage Museum, Japan Outreach Initiative, Division of Mathematics and Sciences, DSU Wiley Planetarium, and DSU international faculty, staff, and students to have an educational evening with activities including a NASA Artemis moon show at the planetarium, origami, and eating Chinese moon cakes, Korean rice cakes, and Japanese sticky rice cakes.</p>	0.75	DEI Coordinator	\$241.88	<p>\$109.00 - State \$132.88 - MDCHM In Kind Donation</p> <p>Expenses: \$132.88 - MDCHM \$24.50 - Printing posters \$20.00 - Printing handouts \$64.50 - Supplies</p>	\$109	\$109
	Study Abroad and International Outreach	<p>Goal(s): Increase knowledge among DSU students about the process to receive a U.S. passport and study abroad opportunities</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of how to apply for a U.S. passport, study abroad opportunities, and international students from 40+ countries</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Partnered with International Student Services to create t-shirts to increase visibility of international students. Created and printed posters for campus distribution. Held public information table in the Union to talk with students and distribute passport applications and instructions. Information tables with Critical Language Scholarship information.</p>	0.75	DEI Coordinator	\$88.72	<p>\$88.72 - State 108 Acct</p> <p>Expenses: \$7.00 - Printing \$22.80 - Printing Critical Language Scholarship \$1.92 - Printing \$57.00 - Printing</p>	\$88.72	\$88.72

DSU DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	Japan Outreach Initiative - Year-Round	<p>Goal(s): Increase knowledge and appreciate of Japanese history and culture through support of Japan Outreach Initiative</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and appreciation of Japanese history and culture</p> <p>Target Audience: DSU campus</p> <p>Method(s) Used: Applied to Laurasian Institution and Japan Foundation to be selected as a two-year host site for a Japan Outreach Initiative (JOI) Coordinator. Campus activities include monthly Japan Club meetings and workshops, Japanese Language Club, public presentations, field trip to Memphis Japan Festival, and new language collaboration with Kochi University in Japan.</p>	0.75	DEI Coordinator	\$342.18	<p>\$145.77 - State DEI Acct \$196.41 - State 108 Acct</p> <p>Expenses: \$7.00 - Printing Memphis Japan festival posters \$10.00 - Printing Kochi University exchange \$20.39 - Supplies \$16.92 - Supplies \$6.14 - Food \$75.38 - Food (108) \$20.03 - Food (108) \$37.40 - Food \$101.00 - Memphis Japan Festival Tickets (108) \$47.92 - Food</p>	\$342.18	\$342.18
DEI	Hispanic Heritage Month, Dia de los Muertos, and <i>La Guernica</i> - October and November 2022 and March 2023	<p>Goal(s): Celebrate Hispanic and Latinx heritage and cultures</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Hispanic and Latinx history cultures in the United States and Mississippi Delta</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Division of Languages and Literature for activities. Events included: Hispanic Heritage Day featuring local Mexican and Mexican-American community members' performances of traditional dances and singing; Sampling of locally made Hispanic and Latinx foods; Dia de los Muertos class project and public presentation; Presentation about Picasso's <i>La Guernica</i></p>	0.75	DEI Coordinator	\$1,241.09	<p>\$79.00 - State DEI Acct \$1,162.00 - State 108 Acct</p> <p>Expenses: \$35.00 - Printing \$350.00 - Tamales (108) \$34.25 - Plaque \$0.06 - Supplies \$9.78 - Food \$600.00 - Food (108) \$12.00 - Supplies (108) \$200.00 - Audio services (108)</p>	\$1,241.09	\$1,241.09

DSU DEI Survey - FY 2023 (YTD)

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DEI	Okra OUT, Safe Space, and Pride Alliance - Year-Round	<p>Goals: Celebrate LGBTQ+ History Month. Provide optional training for DSU campus and community about LGBTQ+ issues. Support Pride Alliance campus organization.</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of LGBTQ+ history and issues. Increased support of LGBTQ+ campus members and allies.</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Roberts-LaForge Library, Division of Languages and Literature, and LGBTQ Fund of Mississippi. Activities included: Participating in DSU Homecoming Parade; Pride Alliance information tables at New Student Orientation and in Union; Lavender Graduation; public lecture "Brick by Brick: Censorship and the Policing of Queer Identity and Expression in 21st Century Libraries" with Kayla Martin-Grant; two movie nights and discussions "But I'm a Cheerleader" and "Mama Bears," annual Okra OUT drag show, and LGBTQ+ book display in Roberts-LaForge Library.</p>	0.75	DEI Coordinator	\$1,123.90	<p>\$579.40 - State 108 Acct \$119.50 - State DSU Library Accy \$425.00 - LGBTQ Fund of Mississippi grant</p> <p>Expenses: \$10.00 - Printing \$500 - Justin Holbrook honorarium \$10.00 - Printing poster \$250.00 - Kayla Martin-Gant honorarium (108) \$78.90 - Food (108) \$100.00 - Lighting services (108) \$83.50 - Pins (108) \$24.50 - Printing posters</p> <p>\$67.00 - Pins (108)</p>	\$698.90	\$698.90
DEI	First Generation College Celebration - November 2022	<p>Goals: Provide networking opportunities for DSU first-generation college students</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased connections between enrolled first-generation college students and on-campus first-generation faculty, staff, and administrators. Greater visibility of resources for first-generation students.</p> <p>Target Audience: DSU campus</p> <p>Method(s) Used: Partnered with McNair Research Scholars Program (TRIO); Delta Educational Opportunity Center (TRIO); Office of Student Affairs; Office of Academic Affairs; Ford Center for Teaching and Learning; Student Success Center; Faculty Senate; and Administrative Staff Council. Activities included: Networking Luncheon for enrolled first-generation college students and first-generation faculty, staff, and administrators; engagement tables with information in Union; creation of first-generation t-shirts; and screening of film <i>Personal Statement</i>.</p>	0.75	DEI Coordinator	\$1,272.51	<p>\$12.00 - State DEI Acct \$760.51 - State 108 Acct \$500.00 - External Grant</p> <p>Expenses: \$12.00 - Printing poster \$936.58 - Food for networking lunch (108) \$129.00 - Screening rights for Personal Statement (108) \$74.93 - Food (108) \$120.00 - Tablecloth rental (108)</p>	\$772.51	\$772.51

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DEI	"The Queen of Basketball" - November 2022	<p>Goal(s): Increase awareness of significance of Lusia "Lucy" Harris, a Delta State alumna and premier basketball player for Delta State and the U.S. Olympic team</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and awareness of Delta State history, Title IX relating to sports equity, U.S. history, and civil rights history.</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Activities included public film screening,, t-shirts and pins designed by a DSU student celebrating Lucy Harris and DSU legendary coach Margaret Wade, and information handouts shared at events and home basketball games.</p>	0.75	DEI Coordinator	\$303.58	<p>\$303.58 - State</p> <p>Expenses: \$45.00 - Printing handouts \$48.00 - Printing posters \$74.71 - Food \$135.87 - Food</p>	\$303.58	\$303.58
DEI	Dr. Martin Luther King, Jr. Day and National Day of Racial Reconciliation	<p>Goal(s): Celebration Dr. Martin Luther King Jr. Day and Participate in National Day of Racial Healing</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of Black history, legacy of Dr. King, and civil rights era; Increased communication and dialogue around racial reconciliation</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Mississippi Humanities Council and Division of Social Sciences and History to bring Hezekiah Watkins for a guest talk. Mr. Watkins was 13 years old in 1961 when he was arrested in Jackson, Mississippi, as a Freedom Rider. He spent five days in Parchman Penitentiary.</p>	0.75	DEI Coordinator	\$319.50	<p>\$69.50 - State \$250.00 - Mississippi Humanities Council</p> <p>Expenses: \$250.00 - Honorarium \$24.50 - Printing posters \$19.50 - Printing handout cards \$25.50 - Printing</p>	\$69.50	\$69.50
DEI	Lunar New Year - January 2023	<p>Goal(s): Create inclusive campus Lunar New Year celebration</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and awareness of Asian American history and culture, particularly cultures celebrating Lunar New Year</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Mississippi Delta Chinese Heritage Museum Board and University Archives and Museums to create interactive Lunar New Year celebration appropriate for all ages</p>	0.75	DEI Coordinator	\$576.07	<p>\$21.00 - State DEI Acct \$328.00 - State 108 Acct \$228.15 - MDCHM In-kind Donation</p> <p>Expenses: \$228.15 - MDCHM Provided Supplies \$21.00 - Printing posters \$88.72 - Supplies \$17.99 - Supplies \$20.95 - Supplies \$199.26 - Supplies</p>	\$349	\$349.00

DSU DEI Survey - FY 2023 (YTD)

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI	"Inaugural Ballers" - February 2023	<p>Goal(s): Increase knowledge of women's history and sports history, particularly Title IX sports equity and DSU women's basketball legacy</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge and awareness of women's sports history through the lens of learning about the 1976 U.S. women's Olympic basketball team</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Partnered with Mississippi Humanities Council, Division of Social Sciences and History, and Division of Health, Physical Education, and Recreation. Activities include: Hosting Andrew Maraniss, author of <i>Inaugural Ballers: The True Story of the First U.S. Women's Olympic Basketball Team</i>, for book talks at public elementary school and Delta State</p>	0.75	DEI Coordinator	\$2,897.47	<p>\$271.47 - State DEI Acct \$126.00 - State 108 Acct \$2,500.00 - Mississippi Humanities Council grant</p> <p>Expenses: \$2,500.00 - Honorarium and Travel Expenses \$64.00 - Printing posters \$11.75 - Printing postcards \$36.00 - Printing handouts \$16.00 - Printing inserts \$4.42 - Printing evaluations \$39.30 - Food \$126.00 - Food (108) \$100.00 - Social media ads</p>	\$397.47	\$397.47
DEI	Black History Month - February 2023	<p>Goal(s): Celebrate Black History Month</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge about Black history</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Film screening of <i>The Loyola Project</i>, a documentary about the 1963 Loyola Ramblers men's basketball team that broke racial barriers and changed college basketball forever. Partnered with Office of Student Life for daily Black History Month Trivia competition and social media posts. Partnered with African American Student Council for Black History Month spoken word and music event.</p>	0.75	DEI Coordinator	\$214.43	<p>\$9.80 - State DEI Acct \$204.63 - State 108 Acct</p> <p>\$9.80 - Printing posters for AASC \$97.59 - Books for Black History Month Trivia (108) \$107.04 - Shirts for Black History Month Trivia (108)</p>	\$214.43	\$214.43
DEI	Heart and Soles - Honors Project	<p>Goal(s): Increase awareness of heart health among campus constituents through service learning project by honors students</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge about disparities in health heart and increased engagement with students about heart health</p> <p>Target Audience: DSU campus</p> <p>Method(s) Used: Partnered with honors public service learning students to have heart health information distribution and daily steps challenge.</p>	0.75	DEI Coordinator	\$22	<p>\$22.00 - State</p> <p>Expenses: \$22.00 - Printing</p>	\$22	\$22

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DEI	Virtual Coffee Hour	<p>Goals: Create opportunities for non-traditional students to meet and find support</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Improved retention of non-traditional students. Increased completion rates of Complete2Compete program at Delta State.</p> <p>Target Audience: DSU students</p> <p>Method(s) Used: Partnered with Student Success Center and Complete2Compete coordinator for a series of virtual (Zoom) meetings.</p>	0.75	DEI Coordinator	\$0	<p>\$0.00 - State</p> <p>Expenses:</p>	\$0.00	\$0.00
DEI	Winning the Race	<p>Goals: Workshop for campus and community stakeholders about future of racial reconciliation dialogue and action</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 - Utilize and provide diverse perspectives, inclusive materials, and equitable pedagogy within formal and informal curricula; #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased stakeholder engagement</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: The Alluvial Collective facilitated small group "circle sessions" focused on connecting stakeholders, building community, and discussing equity.</p>	0.75	DEI Coordinator	\$6,580.78	<p>\$4,950.69 - State</p> <p>\$1,630.09 - Private Foundation</p> <p>Expenses:</p> <p>Delta Party Rental: \$403.20</p> <p>Lanyards: \$27.88</p> <p>Peter's Pottery: \$129.50</p> <p>Walmart: \$7.62 (dessert plates)</p> <p>Walmart: \$110.99 (supplies for event day/lunch needs/post its/more)</p> <p>\$3,950.00 - Alluvial Collective</p> <p>\$35.00 - Printing posters</p> <p>\$19.50 - Printing postcards</p> <p>\$0.70 - Printing certificates</p> <p>\$16.00 - Printing lunch programs</p> <p>\$8.40 - Printing Survey and QR Code</p> <p>\$22.00 - Printing Guideposts</p> <p>\$99.90 - Supplies from Wayfair</p> <p>\$120.00 - poster printing</p> <p>\$230.00 - plaques</p> <p>\$1,400.09 - Lunch catering</p>	\$4,950.69	\$4,950.69
DEI	Outreach and Organization	<p>Goal(s): Increase engagement with and awareness of DEI on campus</p> <p>Objective(s): #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p>Expected Outcome(s): Increased knowledge of and engagement with DEI activities</p> <p>Target Audience: DSU campus and general public</p> <p>Method(s) Used: Purchase of DEI branded items to bring to DEI and other campus activities</p>	0.75	DEI Coordinator	\$772.62	<p>\$132.86 - State DEI Acct</p> <p>\$639.76 - State 108 Acct</p> <p>Expenses:</p> <p>\$639.76 - Geiger (108)</p> <p>\$132.86 - Supplies from Walmart</p>	\$772.62	\$772.62
					\$63,035.50	\$63,035.50	\$51,488.61	\$51,488.61