

**Department/Unit: Equity and Inclusion**  
**Contact Name: Lindsay Wight**  
**Contact Title: Director, Title IX Coordinator**

**Year: 2018**

**Unit Overview/Mission/Purpose**

The Office of Equity and Inclusion (OEI) exists to provide an inclusive, equitable, working, living, and learning environment for members of the Wright State University (WSU) community, including students, staff and faculty. OEI primary services include –

- Information, consultation, training and resources to the WSU Community regarding: discrimination and harassment, including sexual harassment, sexual misconduct, and relationship violence; affirmative action, equity, equal opportunity and inclusion;
- Consultation to managers, supervisors, staff, faculty, students, and administrators on the subjects listed above;
- A mechanism for investigating reports of harassment and discrimination, including sexual misconduct and relationship violence;
- The oversight of and support for the university’s compliance with federal and state laws in equal opportunity, affirmative action, harassment and discrimination; and
- Assistance with disability accommodations for staff and faculty

**Staffing**

	FY16	FY17*	FY18	FY19
# Full Time Staff	4	2	2	2
# Student Employee FTE	0	0	0	0

\* OEI had to eliminate the Title IX Investigative and Training Officer Position within three months of the Director of OEI position being vacated due to a promotion to Chief Diversity Officer. The only plan that would work for the Priority Based Budget goals approaching Fiscal Year 2018 was for a new Director and the existing Assistant Director of OEI at the time to do the work that had previously been done by three people. However, the Assistant Director (Kristie Rezanka) went on Maternity Leave on July 3, 2017 and chose to resign as of September 1, 2017. Lindsay Wight filled the Director position and the Assistant Director position has remained vacant since that time.

**Success Outcome 1:**

Continue to invest time and resources to ensure that the campus centers itself around diversity, inclusion and accessibility.

**KPI 1.1**

**Data:** Data in this category compares other IUC schools to Wright State to determine the average of staff in the office handling the same work

**Result:** Institutions of comparable size tend to have more staff

**Response/Action Plan:** If we are serious in our efforts of diversity, inclusion and accessibility, we need to invest more time and resources in this area. The second position in the OEI needs to be filled immediately, and the prior investigator/educator position needs to be reinstated.

School	Office Location	List of Staff	Student/Employee Population
Bowling Green State University	Not a stand alone office; Duties split between Dean of Students and human resources for Title IX; EEO and Diversity handled by HR	<ul style="list-style-type: none"> <li>• AVP for Student Affairs/Title IX Coordinator</li> <li>• 14 Designated deputies campus wide who serve as investigators for Title IX</li> <li>• HR: Equity Officer; Director of EEO</li> </ul>	19,000/2,643
Central State University	Not a stand alone office; Duties split between Student Affairs and HR	<ul style="list-style-type: none"> <li>• Title IX Coordinator</li> <li>• Deputy/ Director of HR</li> </ul>	1,784/~350
Cleveland State University	Office for Institutional Equity	<ul style="list-style-type: none"> <li>• Director/Title IX Coordinator</li> </ul>	16,000/1,500
Kent State University	Office of Compliance, Equal Opportunity and Affirmative Action	<ul style="list-style-type: none"> <li>• Gender Equity Compliance Director</li> <li>• Director, EOAA/ADA/504</li> <li>• Compliance Investigator</li> <li>• Secretary</li> <li>• Deputy in athletics</li> </ul>	38,000/6,776
Miami University	Office of Equity and Equal Opportunity	<ul style="list-style-type: none"> <li>• Director of the office/Title IX Coordinator</li> <li>• Associate director for investigations</li> <li>• Assistant director employment compliance</li> <li>• Assistant director employment compliance</li> <li>• Assistant director investigations</li> <li>• Administrative assistant</li> </ul>	19,452/~3000
Northeast Ohio Medical University	Responsibilities shared between student affairs, human resources	<ul style="list-style-type: none"> <li>• Executive director</li> <li>• Associate director/Title IX Coordinator</li> </ul>	950/

	and campus security		
Ohio State University	Office of Compliance and Integrity	<ul style="list-style-type: none"> <li>Title IX/Clery Act Coordinator</li> <li>Asst Compliance Director/Deputy Clery Act Coordinator</li> <li>Asst Compliance Director and Deputy Title IX Coordinator</li> <li>2 Title IX Intake and Outreach Coordinator</li> <li>ADA Coordinator</li> </ul>	68,000/30,000
Ohio University	Office of University Equity and Civil Rights Compliance	<ul style="list-style-type: none"> <li>Director/Title IX Coordinator</li> <li>Assistant director</li> <li>2 Investigators</li> <li>Associate director and Deputy Title IX Coordinator</li> <li>SMP Intake Coordinator</li> </ul>	36,000/ 1,000-5,000
Shawnee State University	Responsibilities shared across campus		3,800/600
University of Akron	Office of Inclusion and Equity	<ul style="list-style-type: none"> <li>Title IX Coordinator</li> <li>Director of accessibility</li> <li>Deputies in major areas across campus</li> <li>Director EEO/AA</li> <li>CDO</li> </ul>	16,800/~3,000
University of Cincinnati	Office of Equal opportunity and access  Office of equity and inclusion	<ul style="list-style-type: none"> <li>Title IX Coordinator/Executive Director</li> <li>Executive director, equal opportunity and access</li> <li>2 assistant directors</li> <li>Analyst</li> <li>Coordinator</li> </ul>	36,500/10,000
University of Toledo		<ul style="list-style-type: none"> <li>Director, Title IX and Compliance</li> <li>2 deputies</li> <li>Assistant director</li> </ul>	23,000/2,200
Wright State University	Office of Equity and Inclusion	<ul style="list-style-type: none"> <li>Director/Title IX Coordinator</li> <li>Analyst (vacant)</li> </ul>	17,000/3,000

		Admin	
Youngstown State University	Office of Equal Opportunity and Policy Development	<ul style="list-style-type: none"> <li>• Director/Title IX Coordinator</li> <li>• Equal opportunity officer</li> <li>• Admin</li> <li>• Legal secretary</li> </ul>	12,000/1,000

**KPI 1.2**

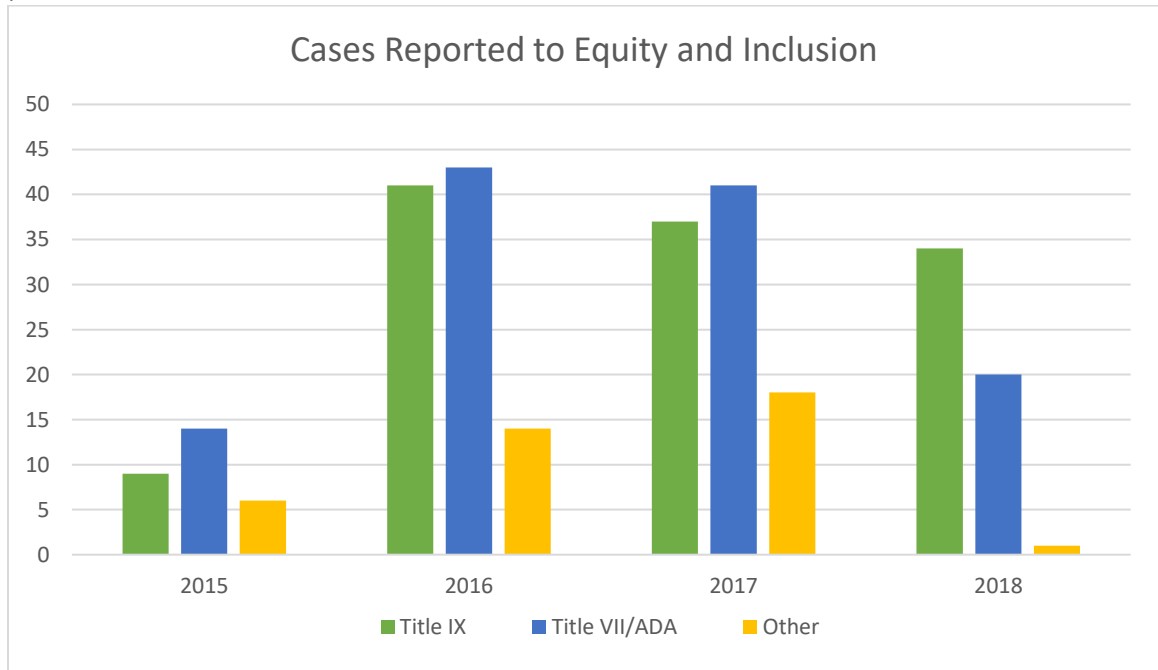
**Data:** The amount of reports handled by the office year to year. Reports included are anything that was brought to the attention of OEI that needed resolved – this may have been a formal investigation, an informal resolution, guidance to whoever contacted our office etc.

**Result:** Results are tracked through December 12, 2018. Title IX cases include anything covered in our Gender Based Harassment and Violence Policy (i.e. sexual harassment, sexual assault, stalking, dating violence, domestic violence, sexual misconduct, gender discrimination); Title VII/ADA cases include all cases relating to our Non-Discrimination Statement or a failure to provide appropriate accommodations. Other includes any issue that was reported to our office that was either related to another area we handle, was merely guidance or recommendations, or after initial investigation, needed to be referred to another area on campus.

Results are that reports to the office remain steady across the board. The office continues to be a resource that the campus community regularly utilizes.

**Response/Action Plan:**

Continue to resolve issues brought to our attention. Better tracking software should be put in place.

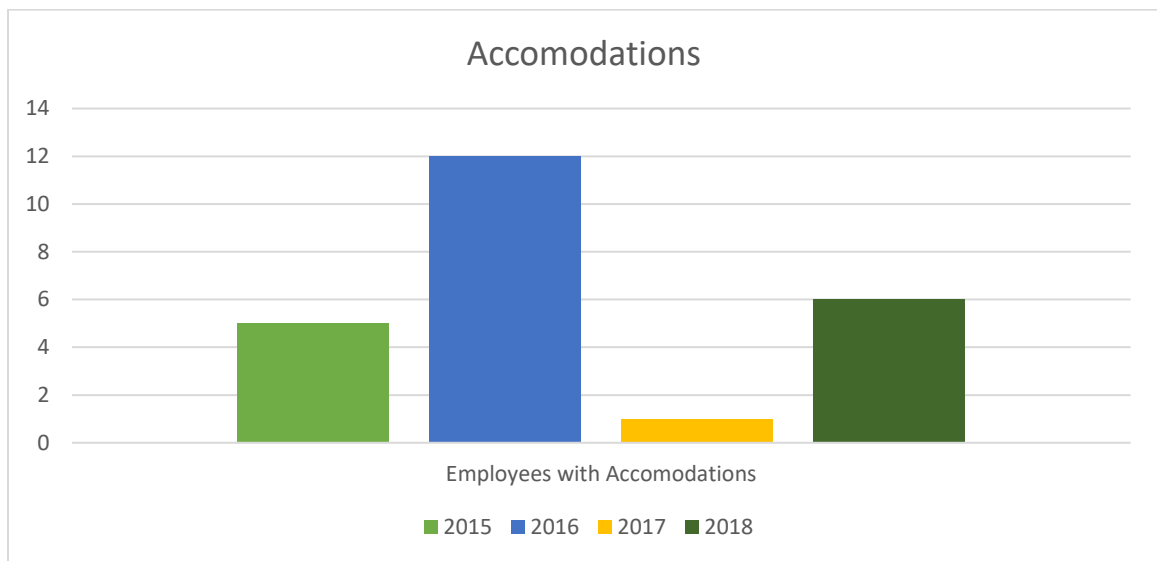


**KPI 1.3**

**Data:** Number of employees who have utilized the OEI formal process to request an ADA Accommodation.

**Result:** These numbers are alarmingly low, especially for an institution of our size.

**Response/Action Plan:** It is clear that our workforce either doesn't know that accommodations are available through OEI or they are being discouraged from seeking accommodations from our office. Action plan ideas would be to allow OEI and the ADA Coordinator/Office of Disability Services to provide an employment primer to employees in orientation. We should also be meeting with different unit supervisors to, again, make them aware that this process exists. Lastly, OEI and the ADA Coordinator continue to advocate for a university central fund, managed by our two office offices, to be able to finance accommodations so that the burden is not on each individual unit.



**KPI 1.4**

**Data:** Personnel transactions handled year to year by the OEI

**Result:** The Office will track time spent using People Admin system

**Response/Action Plan:** While data on this point was not able to be gathered before this date. It is clear given the amount of time spent processing these transactions, that the hiring process needs to be reengineered so that this process becomes more expedited.

**Success Outcome 2:**

The Wright State University Community will have a positive, equitable and accessible living, learning and working environment.

**KPI 2.1**

**Data:** Climate Survey disseminated to the campus population in February 2019

**Result:**

**Response/Action Plan:** Will use the results to guide diversity, inclusion and accessibility efforts moving forward.

**KPI 2.2**

**Data:** Heyward Campus-wide Accessibility Assessment from 2015. WSU anonymous reporting portal.

**Result:** Several areas were outlined in the Heyward Assessment. While some areas of concern have been addressed, a campus-wide effort needs to be explored to develop an accessibility remediation and monitoring plan for those items that are still inaccessible.

**Response/Action Plan:** ODS and OEI are recommending a campus-wide accessibility committee led by the Director of Equity and Inclusion, the Director or VP of Campus Facilities and the ADA Coordinator.

**Success Outcome 3:**

Increase the amount of diverse faculty and staff that are employed at Wright State University.

**KPI 3.1**

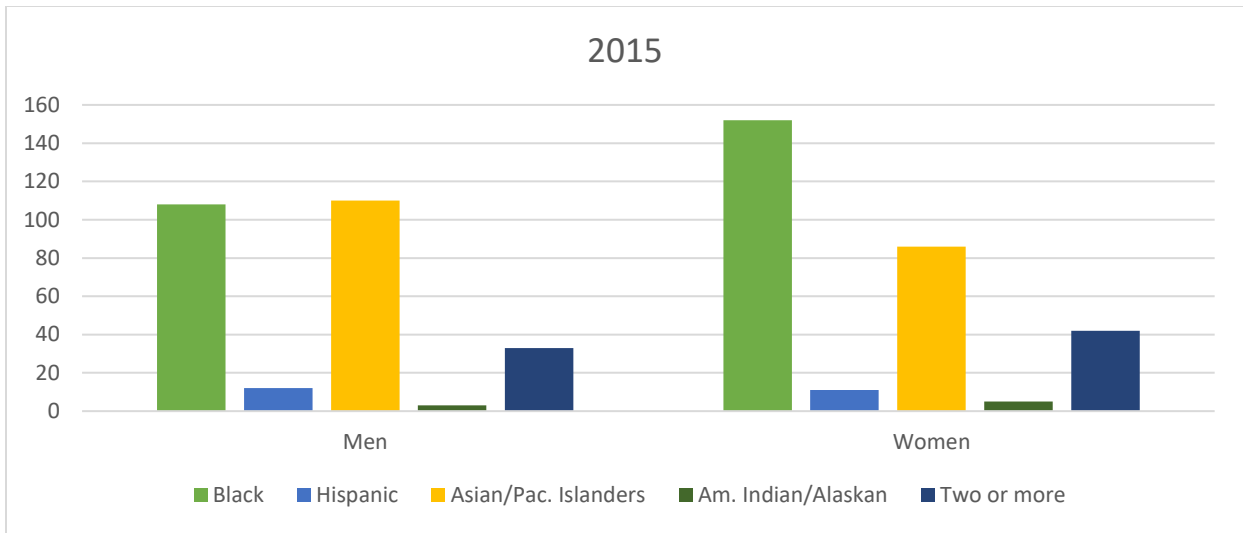
**Data:** Employee Workforce Data from years 2015-2017

**Result:** The numbers reflected in the below graph evidence that diversity is on a slow decline at Wright State University. From 2015 to 2017, there is a statistically significant (+/- 2%) drop in the diversity of the workforce from 19.7% to 17.6%.

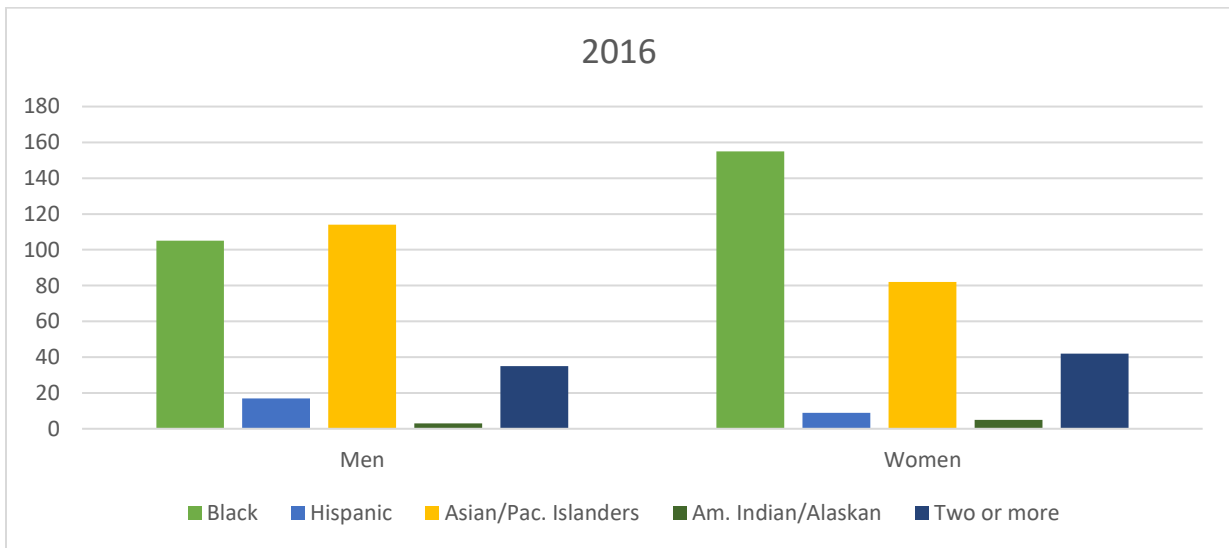
**Response/Action Plan:**

While the drop in the diversity of our current workforce is alarming, it is also alarming that in the past three years, our diversity percentage has never been over 20%. While the data is not complete for the 2018 year, I do not anticipate it being any higher than prior years. This would largely explain why our total minority student population currently sits at 20.2%; students want to see themselves in the people that they are learning from. We have no hope to recruit a diverse student population, until we put in the necessary work to hire a diverse workforce.

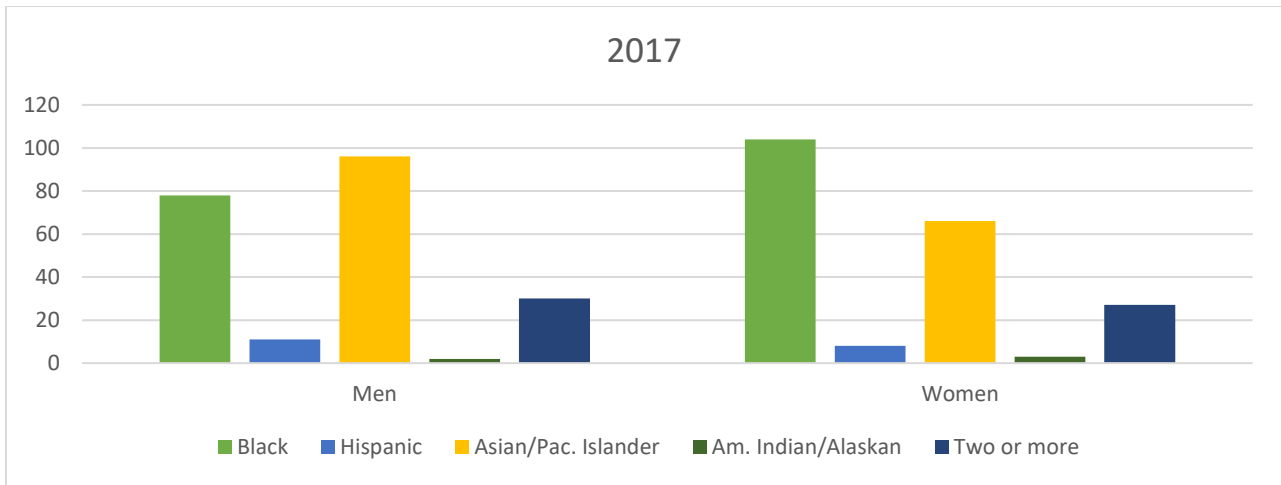
The hiring process needs to be reevaluated as it is clear that the most recent reengineering of the process in 2015 has not “moved the needle” with respect to diversity. OEI proposes playing a larger role in working with different units to play a larger role in recruiting and retaining a more diverse workforce. As can also be viewed by the below graph, the search committee training needs to be re evaluated as well as attendance has largely diminished.



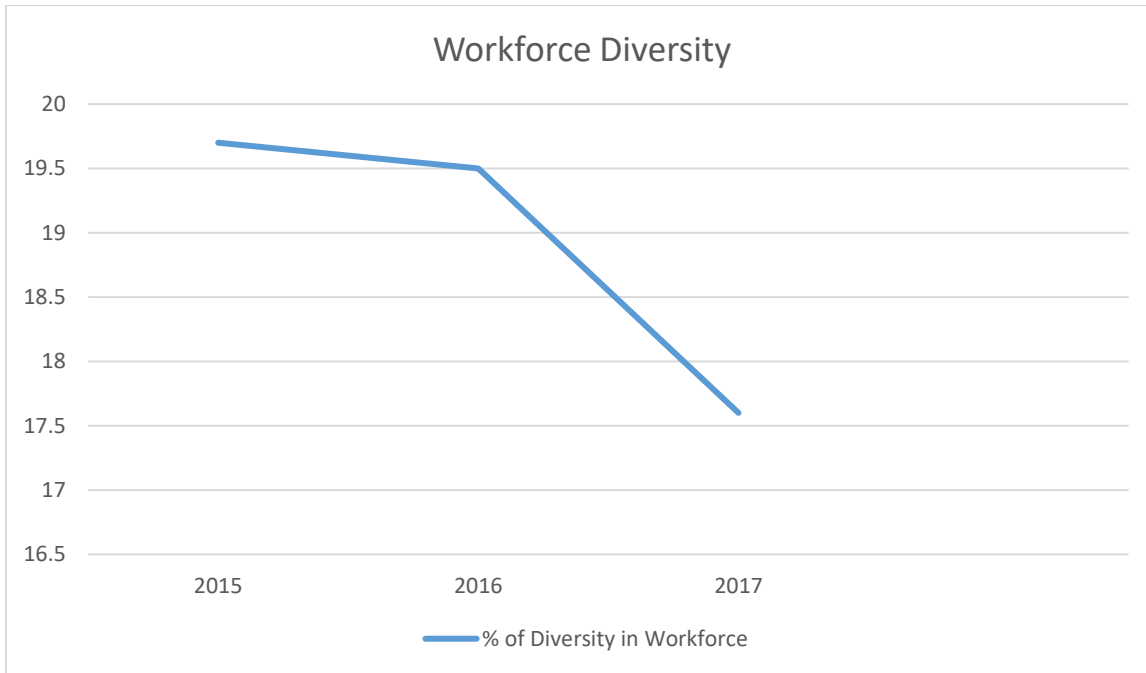
	<b>Black</b>	<b>Hispanic</b>	<b>Asian/Pac. Islander</b>	<b>Am. Indian/Alaskan</b>	<b>Two or More</b>
<b>Men</b>	.04%	.004%	.04%	.001%	.01%
<b>Women</b>	.05%	.004%	.03%	.002%	.01%



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<b>Men</b>	.04%	.005%	.04%	.001%	.01%
<b>Women</b>	.05%	.003%	.03%	.002%	.01%



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<b>Men</b>	.03%	.005%	.04%	.0008%	.01%
<b>Women</b>	.04%	.003%	.03%	.001%	.01%



	<b>% of Diversity in the Workforce</b>
<b>2015</b>	19.7%
<b>2016</b>	19.5%
<b>2017</b>	17.7%

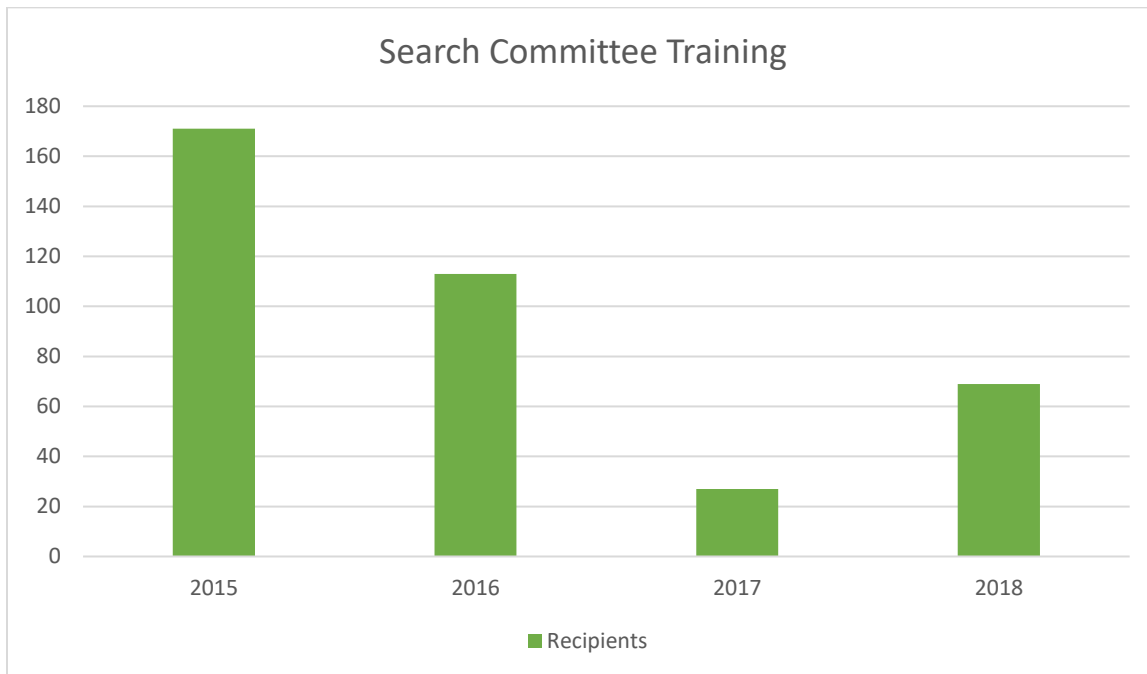


**KPI 3.2**

**Data:** The amount of people who utilized search committee trainings year to year.

**Result:** Since the hiring process has been reengineered, the usage of search committee training has declined. It has also declined since it is not mandatory and it is no longer given in person.

**Response/Action Plan:** This again, helps to strengthen the argument that the hiring process needs to change. OEI needs to be a more prominent resource in the hiring process which would include a more robust training on EEO policies and ways to stay compliant and expand our diversity hires.



**Concluding Remarks (optional):**

Brief statement (no more than 250 words) that provide additional context to the overall performance of the unit.