



TAKING THUNDEROUS STEPS, *DEI FORWARD*

2021 - 22 REPORT
FISCAL YEAR



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GREETINGS FROM THE *CHIEF DIVERSITY OFFICER*

Grand Day Mastodon Family,

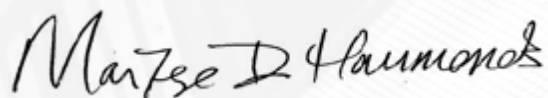
WOW! This has been an incredible 2021-2022 year. The Office of Diversity, Equity, and Inclusion (ODEI) leadership team was determined and committed to moving DEI FORWARD! As a division, we hold firm to being intentional on increasing the recruitment, retention, and graduation of underrepresented populations at Purdue University Fort Wayne (PFW). The entire ODEI unit remained focused on doing our part... ACCOUNTABILITY.

There has been no shortage of challenges and barriers that ODEI addressed with enthusiasm, grit and this will to grow this important DEI work. This is evident by over 1,070 student events/programs; the 18 training opportunities for faculty and staff; as well as our 14 community outreach programs. I am proud of the waves of impact.

As we embark onto another year, I am reminded that PFW exists to enhance the education of all students. Our goal with DEI is to further evolve as an university that is open, accepting, and welcoming to all people, regardless of where they are on life's path. As the Chief Diversity Officer, I pledge to continue the DEI FORWARD movement by creating, implementing, imagining, and strategically executing an inclusive environment for all. Our office will have a focus of providing academic, social, and personal support for students from historically excluded groups.

Achieving meaningful and sustainable DEI requires everyone to play their part. I often say "you don't have to lose SELF, to support OTHERS." It takes each of us to learn, grow and act together in order for us to truly embrace DEI. Thank you to those who have partnered, attended and/or contributed to this work in some way. As members of our Mastodon community, it is my hope that this annual report reflects and highlights the amazing work and contributions of ODEI and the PFW THUNDEROUS STEPS taken DEI FORWARD.

Best,



MarTeze Hammonds, Ed.D.
Chief Diversity Officer



STRATEGIC PLANNING

Our Aspirations

Champion
Student Success

Enhance Quality
of Place

Embrace Diversity,
Equity, and Inclusion

Promote Engagement with
Our Communities

Objectives:

Cultivate an affirming campus climate that embraces a culture of mutual understanding, equity, and respect.

- 1.1 Conduct a campus climate survey and use the results to drive activities that develop cultural competency and an appreciation for diversity in all its forms.
- 1.2 Create a support structure, including a leadership position, support staff, and requisite funding, to promote and advance diversity, equity, and inclusion (DEI) initiatives across campus and in each unit.
- 1.3 Develop and implement an institutional DEI plan and unit-level DEI plans initiated by units.

Pursue internationalization of the student educational experience.

- 2.1 Assess current curriculum to ensure diverse offerings with international content and focus and incentivize teaching and programming that includes diversity, equity, and inclusion.

Develop university recruitment, retention, and graduation initiatives to improve diversity and inclusion on campus and reduce the achievement gap for diverse populations.

- 3.1 Develop recruitment, retention, and graduation initiatives designed to support underrepresented and diverse populations.

DIVERSITY DATA

FALL 2021

25.64%

INTERNATIONAL
STUDENT DIVERSITY

15.9%

DOMESTIC
STUDENT DIVERSITY

8.6%

DIVERSE FACULTY
BY RACE

5.0%

DIVERSE STAFF
BY RACE

for more info: pfw.edu/offices/dei/initiatives/diversity-dashboard

PROGRESS REPORT

18 ODEI
TRAININGS

4 GRANT
APPROVALS
5 SUBMITTED

7 CONFERENCES
ATTENDED

36 UNITED FRONT
PARTICIPANTS

COMMUNITY ENGAGEMENTS

- **PFW 2021 College Experience**
The Bloom Project – community partner
- **United Front Learning Journey on Race**
Fort Wayne United – community partner
- **TRIO Student Support Services Persistence Pays Off Program**
United Way/Lutheran Social Services – community partner
- **Horizon League Diversity Council**
Horizon League – community partner
- **Real Men Wear Pink**
American Cancer Society – community partner
- **New Tech Academy Juniors:** Welcomed 65 juniors from New Tech Academy for two days in March.
- **Financial Literacy Program:** Partnered with the Fort Wayne Urban League, JP Morgan Chase Bank and PFW Financial Aid to offer a 4-month financial literacy program. Students learned about paying yourself first, borrowing basics, paying for college and car, and finally setting financial goals. We had 4 students complete the program this past spring.
- **United Front Tie Day at Memorial Park:** Mentored a middle school student on Fridays.

GRANTS

\$115K

AWARDED FOR
JULY 2021 - JUNE 2022

BLOOM PROJECT - \$75K
MOTIVATE STEM PROJECT - \$20K
ISTEM PROJECT - \$20K

BLOOM PROJECT

26 young African American men between the ages of 14 and 17 visited the campus of Purdue University Fort Wayne, July 19-21, 2021 for a summer program designed to help them take what may be their first major steps toward a college education. The three-day, two-night opportunity was a collaboration between the university's Office of Diversity, Equity, and Inclusion (ODEI) and the Bloom Project, a nonprofit organization helping young men of color between the ages of 12 and 18 with career and college readiness. The 2021 experience was made possible through a grant from the Foellinger Foundation. 50 students funded for July 2022.

MOTIVATE STEM

10 students of color participated in a grant from the Indiana Space Grant Consortium that allowed students to research with a faculty advisor about STEM. Students from the College of Science and the College of Engineering, Technology, and Computer Science participated in a workshop to learn more about careers in NASA as well as giving a short presentation on what they learned from their research.

ON-CAMPUS EVENTS

(I)SLAND T(RAP)

Award winning one man play performed by Austin Ashford. Ashford led a post performance discussion with the audience. Ashford is a current doctoral candidate at Texas Tech University, and has earned more than 20 National Speech and debate awards.

DIVERSITY WEEK/EVENT

The week was highlighted by the Diversity Event, in which celebrated diversity at PFW. Special Guest keynote speaker was Indiana's inaugural Chief Equity, Inclusion and Opportunity Officer. Special performances by our School of Music's diverse students.

HISPANIC HERITAGE MONTH SPEAKER

Keynote speaker, Mr. Mateo Raul Magdaleno, Dallas TX spoke about the importance of knowing, embracing and sharing your culture. Magdaleno is a recipient of numerous national awards, board commitments and international speaking opportunities.

SOCIAL JUSTICE WEEK

Keynote speaker, Sam Offer taught ways to actively participate in social justice work on the PFW campus, Fort Wayne METRO held a workshop, a screening of "Just Mercy" was presented to students, and a faculty panel discussion about social justice through academic disciplines was held.

35 IMPACT CHALLENGE

Campus community participated in reading and discussion of the book "35 Dumb Things Well Intended People Say" by Dr. Maura Cullen.

LUNCH AND LEARN

Monthly session on several diversity topics including discussing Dr. Martin Luther King Jr.'s "The Other America address".

OFF-CAMPUS

COMPLEXIONS CONTEMPORARY DANCE
COMPANY PERFORMANCE TALK BACK
(PARTNERED WITH FW DANCE COLLECTIVE):

Complexions—Dr. Hammonds led DEI discussions after Complexion Performances at Wayne High School and Embassy Theatre.

258+

INTERNAL & EXTERNAL ENGAGEMENTS

DIVERSITY INITIATIVES

INITIATIVE 1: ESTABLISH INCLUSIVE HIRING PROCESSES

Goal:

Create and improve the hiring process of faculty and staff by establishing hiring process and training.

Objectives:

- Partner with Academic Affairs (VCAA) and Human Resources (AVC) to establish intentional inclusive hiring processes.
- Collaborate with Cabinet to establish senior leadership/administrative inclusive hiring process.
- Create a learning plan that advances the university-wide knowledge of inclusive hiring. (in-person and online)
- Implement long-term dashboard to track inclusive and diverse hiring and training participation.

Outcome:

- Implemented inclusive hiring process for faculty and staff, partnered with Academic Affairs and HR to create inclusive hiring process, streamlined the documentation process through SuccessFactors and DocuSign, finalized and updated inclusive hiring webpage resources, and assessed tracking and metrics for inclusive hiring.
- The first inclusive hiring workshop for faculty and staff was held on October 27, 2021. Over 120 faculty and staff have taken this two-hour workshop led by Dr. MarTeze Hammonds, Dr. Adolfo Coronado from ETCS, and Ms. Dimples Smith from Human Resources who also serve as University's Equity Advocates. Future plans include an online workshop and Inclusive Hiring training for Hiring Managers/Supervisors.

INITIATIVE 2: TO CREATE/DESIGN A DIVERSITY, EQUITY, AND INCLUSION ONLINE DASHBOARD

Goal: To provide transparency, accountability, and progress to plan on diversity, equity, and inclusion at PFW via an online platform.

Objectives:

- Design a DEI dashboard of university staff and student demographics. Reports on trends and analyze metrics of progress to plan.
- Partner with Institutional Research to intentionally gather and present important DEI data about students, faculty and staff.
- Partner with Marketing and Communication to creatively design a webpage that is interactive and customer friendly—easy to understand and interpret. This will be apart of the ODEI webpage.

Outcome:

- Brainstormed with Irah Modry-Caron and Lindsey Dutrieux of Institutional Research about the blueprint of an online dashboard.
- After benchmarking several institutions with Diversity Dashboards, we established a game plan for moving forward with creating a DEI Dashboard, and publishing the Dashboard for faculty, staff, and students on our website. Diversity Dashboard here:
pfw.edu/offices/dei/initiatives/diversity-dashboard

PARTNERS (NOT EXHAUSTIVE LIST):

Academic Affairs
Human Resources and Office of
Institutional Equity
Student Experience and Enrollment
Management

Institutional Research
Marketing and Communication
Athletics
Student Housing
Admissions
College of Science
College of Engineering, Technology,
and Computer Science

Mastodon Alumni
Career Services
Development
Student Life and Leadership
ODEI Departments – TRIO Upward
Bound, TRIO Student Support
Services, The Q Center, The

Women's Center, Office of Diversity
and Multicultural Affairs
Student Organizations
Unit/Department Leaders
Faculty, Staff, and Students
Community Partners: Latino Counts,
Greater Fort Wayne Urban League,
Bloom Project, Inc. and more.

INITIATIVE 3: INCREASE DIVERSITY RECRUITMENT (FACULTY, STAFF AND STUDENTS)

Goal: Increase the recruitment of diverse faculty, staff, and students.

Objectives:

- Assess the current demographics (by race/ethnicity) of faculty, staff, and students.
- Partner with HR and Faculty Affairs to increase the awareness and knowledge of recruiting diverse faculty and staff (see inclusive hiring).
- Partner with Admissions (Director of Recruitment) to strategize recruiting diverse students.
- Create/develop pipeline programs, specific to increasing diverse recruitment.

Outcome:

- Held discussions with Vice Chancellor Creager of Enrollment Management & The Student Experience and the Director of Recruitment, Mr. Ryan Wooley, to learn of the efforts around diversity recruitment, future discussion on diversity marketing and communication plan.
- Participated in the Southside Love Event this past summer.
- Anticipate meetings with faculty and staff leaders and affinity groups. For Summer 2022, we will host REACH (Re-Imagining Enrichment, Academics, and Community Health) targeting East Allen University, Paul Harding High School and North Side High School to offer a one-night, two-day college experience for underrepresented high school students in June.
- We will host the 2022 PFW College Experience with the Bloom Project, Inc. in July 2022. Approximately 30 young African American men between the ages of 14 and 17 will visit the campus of Purdue University Fort Wayne for a summer program designed to help them take what may be their first major steps toward a college education, which is made possible through a grant from the Foellinger Foundation.

INITIATIVE 4: INCREASE DIVERSITY RETENTION (FACULTY, STAFF, AND STUDENTS) AND GRADUATION (STUDENTS)

Goal: Create support mechanisms, programs, and procedures/policies to increase the retention of diverse faculty, staff, and students. Focus on increasing the four and six year graduation rate of diverse students.

Objectives:

- Implement long-term dashboard to track inclusive and diverse hiring and training participation.
- Engaging with diverse students regularly, to assess their PFW experience.
- Limit the number of “holds” diverse students have due to academic, financial, department etc. by assisting students prior to end of semester.
- Directly engage with diverse students for tutoring, mentoring, and one-to-one advising

(academic/personal).

- Increase the number of financial literacy workshops offered to students.
- Intentional outreach to all underrepresented students.

Outcome:

- Brainstorming meetings with Kent Johnson, Executive Director, Academic Accountability and Student Success, to discuss intentional advising to students of color (SOC).
- Office of Diversity and Multicultural Affairs (ODMA) partnership including early alerts and map to graduation program.
- Outreach calls to not-registered SOC.
- Partnership with HR to capture staff concerns and needs.
- Anticipate future discussions and brainstorming meetings around increasing graduation.
- Partnership with Greater Fort Wayne Urban League and Chase Bank for SOC financial literacy, which happened once a month during the spring 2022 semester.
- ODEI staff worked diligently with partners across campus to increase the Fall 2021 to Spring 2022 retention numbers for all students, especially diverse students. See pages 9-10.

INITIATIVE 5: CREATE DIVERSITY UNIT PLANS

Goal: Create/establish a diversity plan for each unit on campus.

Objectives:

- Partner with all campus unit leaders (i.e. chairs, deans, directors etc.) to discuss DEI strategies.
- Administer a Campus Climate Survey (University-Wide, and unit specific).
- Assess plans as needed.
- Collaborate with DEI partners to design standardized elements of a university diversity plan.

Outcome:

- Piloted the unit plan process with School of Music (SoM) by created/administered a Campus Climate survey for SoM students, and faculty/staff; currently, analyzing results; and will draft Diversity Plan from survey and faculty/staff input.
- Creation of a resource page on ODEI website. After meeting with Academic Deans and other unit heads, it's exciting to learn of the progress of our units. We anticipate working with other units soon and anticipate creating a university-wide timeline for diversity unit plan completions. Unit planning information is also found on our website at pfw.edu/offices/dei/initiatives/unit-planning

OTHER DEI INITIATIVES TO MENTION:

- Develop external relationships with the community to enhance diversity on and off campus.
- Inclusive Excellence in the classroom (i.e. diversify curriculum, faculty grants etc.)
- International recruitment
- The economic impact of graduating underrepresented students to regional employment.



KARRAH HERRING, J.D.,
State Of Indiana
*Chief Equity, Inclusion and
Opportunity Officer*
Diversity Experience Week

RETENTION RATES

ODEI was excited to play its role in the exciting Fall to Spring retention rates. As a Division, we were committed to calling, emailing, and other outreach to retain students. This data is a reflection of intentional university-wide efforts.

+6%

FALL TO SPRING RETENTION OF
FIRST-TIME, FULL-TIME DIRECT
FROM HIGH SCHOOL STUDENTS

86%

FALL TO SPRING RETENTION

+11.3%

FALL TO SPRING RETENTION OF
BLACK IDENTIFYING STUDENTS

+9%

FALL TO SPRING RETENTION
OF MALE STUDENTS

+17.1%

FALL TO SPRING
RETENTION OF BLACK
FEMALE STUDENTS

+37.7%

INTERNATIONAL STUDENT
CREDIT HOUR PRODUCTION

+14.5%

GRADUATE STUDENT CREDIT
HOUR PRODUCTION

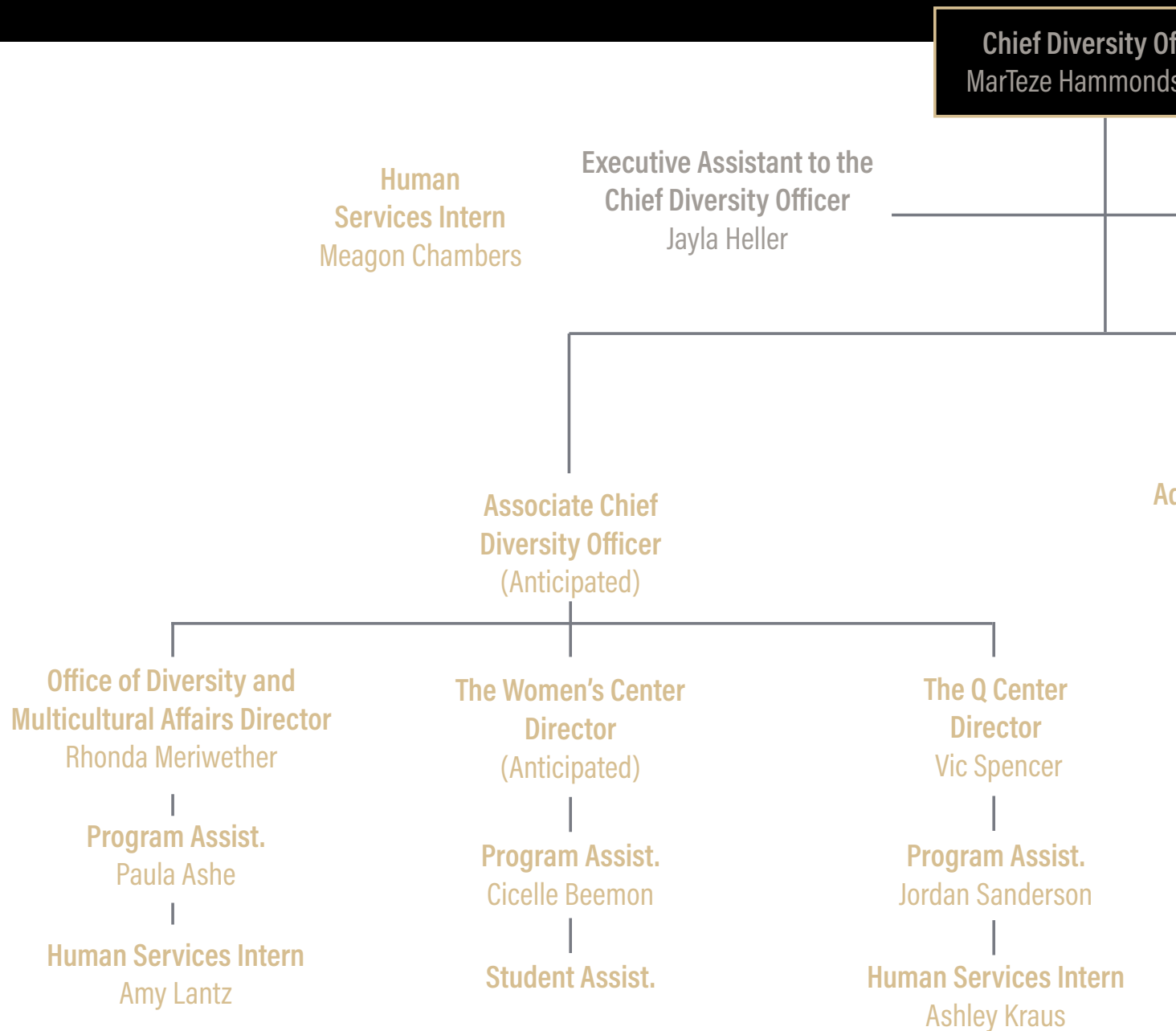
+370%

STUDENTS PARTICIPATING
IN THE CONTIGUOUS
STATES TUITION
RECIPROCITY PROGRAM

+19%

CREDIT HOUR PRODUCTION
FROM DOMESTIC
NON-RESIDENT STUDENTS

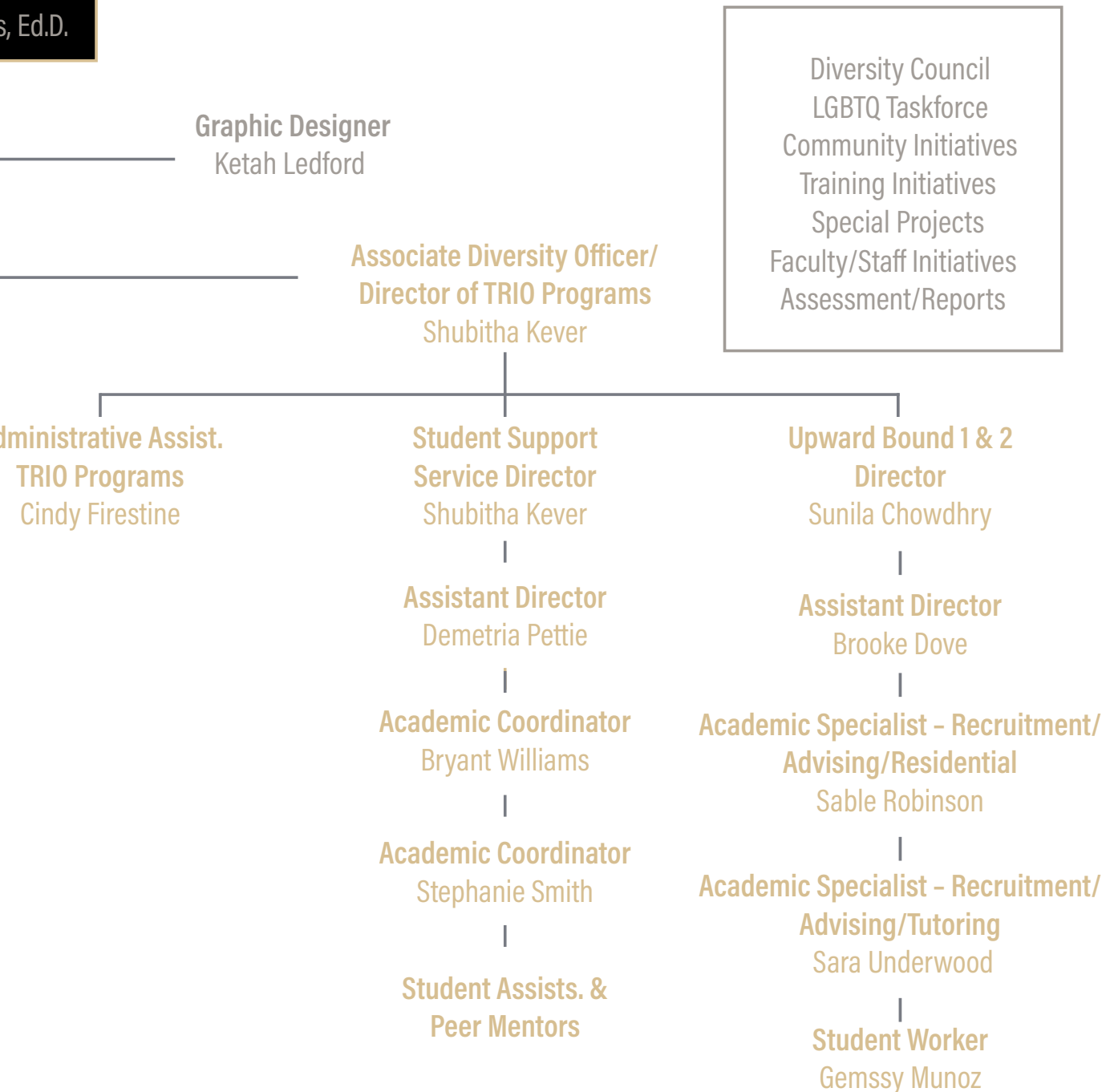
ORGANIZATION STRUCTURE



Fostering collaborative strategy
Openness to varied ideas
Realistic strategy building
Willingness learn, grow, and ACT
Align mission/vision to all DEI work
Role modeling change
Determined to remove systemic barriers

Vision of Chief Hammonds

Officer
Ph.D., Ed.D.



DIVERSITY COUNCIL

Mission Statement

The Diversity Council is committed to creating an environment that enhances learning by recognizing the inherent worth of all individuals at the university. It is our conviction that diversity stimulates creativity, promotes the exchange of ideas, and enriches campus life. The term diversity encompasses differences of culture, background and experience among individuals and groups. Such differences include, but are not necessarily limited to, differences of race, ethnicity, national origin, color, gender, sexual orientation, class, age, and disabilities, as well as political and religious affiliation and socioeconomic status.

Goals

- Assist in the Creation of the 2021-2025 PFW Diversity Plan.
- Monitor the 2020-25 Strategic Plan DEI components.
- Brainstorm ways to improve diversity, equity and inclusion at PFW.
- Recommend university level DEI initiatives to Chief Diversity Officer (CDO).

Objectives

- Leverage committees to collect and analyze data.
- Brainstorm and recommend initiatives.
- Conduct Focus Groups across campus.
- Engage with departments and community for feedback.
- Attend campus-wide training on DEI topics.

Expectations

- To meet regularly (schedule a year out).
- To meet with your committees and report out to Diversity Council.
- To understand that this is a council and not the governing board of CDO. This council brings recommendations and initiatives to CDO.
- To respect each other and the confidentiality of this space.
- To learn, grow, and act—TOGETHER.
- To understand our own biases and work extremely hard to mitigate our unconscious biases.
- To work as a council—agree to disagree—find consensus.



Staff across campus volunteered for 2021 PFW Summer Experience College Fair

DIVERSITY COUNCIL MEMBERS, 2021

Janet Badia, Dean and Professor, College of Liberal Arts

Shannon Bischoff, Professor, English and Associate Director, University Research and Innovation

Sunila Chowdhry, Director, TRIO Upward Bound

Kenneth Christmon, Associate Vice Chancellor Ombudsman, Human Resources

Ranada Clark, Administrative Assistant, College of Professional Studies

Farah Combs, Director, Honors Program

Adolfo Coronado, Interim Assistant Dean, College of Engineering, Technology, and Computer Science

Jeannie DiClementi, Associate Professor, Psychology

Jamie Fleming, Assistant Director, International Education

Melissa Gruys, Dean and Professor, Doermer School of Business

MarTeze Hammonds, Chief Diversity Officer

Melissa Helmsing, Associate Director of Human Resources/ Deputy Title IX Coordinator

Jordyn Hogan, Director, Student Housing

Shubitha Kever, Associate Diversity Officer/ Director of TRIO Programs

Katie Lemmon, Student Representative, Student Government

Ashley Malone, Assistant Director for Administration and Championships, Athletics

Christine Marcuccilli, Associate Director of Compliance/ Title IX Coordinator

Ahmed Mustafa, Professor, Biology

Pooja Singh, Classification and Compensation Specialist, Human Resources

Vic Spencer, Director, Q Center

Cynthia Springer, Associate Vice Chancellor for Human Resources and Office of Institutional Equity

THE DREAM TEAM



**MarTeze Hammonds,
Ed.D.**
Chief Diversity Officer
Office of Diversity,
Equity, and Inclusion



Jayla M. Heller
Executive Assistant
Office of Diversity,
Equity, and Inclusion



Ketah Ledford
Graphic Designer
Office of Diversity,
Equity, and Inclusion



Cicelle Beemon
Program Assistant
The Women's Center



Rhonda Meriwether
Director
Office of Diversity and
Multicultural Affairs



Paula Ashe
Program Assistant
Office of Diversity and
Multicultural Affairs



Vic Spencer
Director
The Q Center



Jordan Sanderson
Program Assistant
The Q Center



Shubitha Kever
*Associate Diversity
Officer & Director
TRIO Programs*



Demetria Pettie
*Assistant Director
TRIO Student
Support Services*



Cindy Firestine
*Administrative Assistant
TRIO Programs*



Bryant Williams
*Academic Coordinator
TRIO Student
Support Services*



Sunila Chowdhry
*Director
TRIO Upward Bound 1&2*



Stephanie Smith
*Academic Coordinator
TRIO Student
Support Services*



Brooke Dove
*Assistant Director
TRIO Upward Bound 1&2*



Sara Underwood
*Academic Specialist -
Recruitment/Advising/
Tutoring
TRIO Upward Bound 1&2*



Sable Robinson
*Academic Specialist -
Recruitment/Advising/
Residential
TRIO Upward Bound 1&2*



OFFICE OF DIVERSITY AND MULTICULTURAL AFFAIRS

OUR MISSION

The Office of Diversity and Multicultural Affairs (ODMA) at Purdue Fort Wayne is committed to the engagement, retention, and graduation of students of color. We embrace intersecting differences, advocate for social justice, and cultivate a campus climate that values all individuals. Our intentional programming and events foster an enthusiasm for diverse cultures and backgrounds, while recognizing and celebrating the contributions of underrepresented students as an integral part of the campus community.

55 2021 FALL EVENTS
17 SOCIAL,
27 ACADEMIC/EDUCATIONAL AND
11 DIVERSE/CULTURAL

73 2022 SPRING
EVENTS
20 SOCIAL,
27 ACADEMIC/EDUCATIONAL AND
26 DIVERSE/CULTURAL

1400+

STUDENTS ATTENDED
FALL AND SPRING
SEMESTER EVENTS



2022 Multicultural Graduation

GRADUTES ORIGIN:

UNITED STATES

INDIA

KENYA

NIGERIA

BANGLADESH

MADAGASCAR

EL SALVADOR, SAN SALVADOR

THAILAND

ETHIOPIA

IVORY COAST

ECUADOR

GHANA

SAUDI ARABIA

VIETNAM

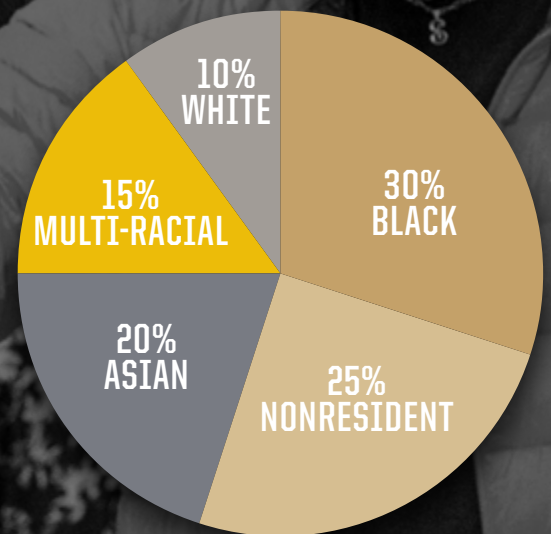
MULTICULTURAL GRADUATION CELEBRATION

ODMA and International Education co-hosted an International Graduation Celebration. This event celebrated graduating seniors who were International, students of color and students participating in the Getting to Graduation Program. Students were recognized for completing the requirements for their degree, and were awarded either a stole representing their home country and or a Getting to Graduation stole. Twenty-five students representing fifteen countries participated in the celebration. Undergraduate students who participated in the Getting to Graduation program were recognized with a certificate and a black/gold portfolio.

TOP EVENTS

MULTICULTURAL MIXER

During the spring semester, ODMA hosted three Multicultural Mixers. The idea behind the Mixers were to have students networked over food and games. The events were located in the Dining room Atrium and various games were available so students could interact with each other. Students responded to the survey by saying that they "enjoyed meeting new people and playing games."



RACE/ ETHNICITY

DETROIT BUS TRIP

As an educational and cultural trip, students and staff were invited to visit the Underground Railroad and the Charles H. Wright Museums in Detroit, Michigan. This trip was co-sponsored with Students Activities Board (SAB). Students learned about the struggles that African Americans had to endure as they tried to escape to freedom by the underground railroad. Participants also experienced Black history and the King Tut exhibits at the Charles H. Wright Museum. Participants overwhelmingly responded that they "enjoyed the experience and would like other opportunities to participant in educational trips."

56
VISITED

UNDERGROUND RAILROAD AND
THE CHARLES H. WRIGHT MUSEUM



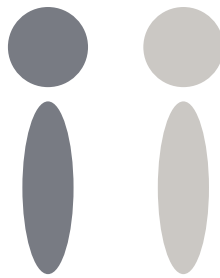
2021 Eats to the Beats student performers from PFW School of Music Program

EAT TO THE BEATS

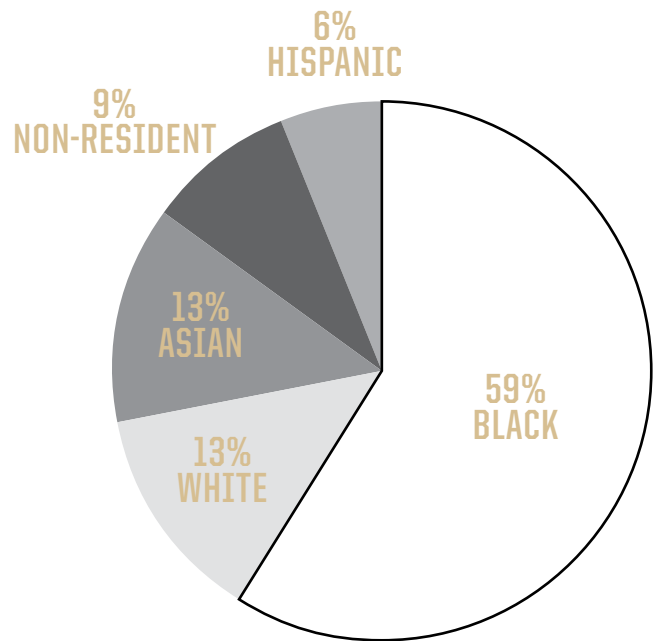
One of the programs that ODMA leveraged to celebrate Black History Month was the Eat to the Beats event. This event was a collaboration with ODMA, ODEI and the PFW Music Department. Students, staff and the community were invited to attend an evening of good music and food. The menu included traditional soul food, catered by alumni Terel Lynn, Smile More Meal Prep Catering, and the entertainment featured instrumental and vocal performers from the Music Department.

60+

ATTENDEES
FOR THE EVENT



70% FEMALE | 30% MALE



RACE/ ETHNICITY

CONTACT INFORMATION

pfw.edu/odma
diversity@pfw.edu | 260-481-6608
Walb Union, Room 118



@pfw_odma



@pfw.odma



@pfwodma

THE Q CENTER

OUR MISSION

The Q Center at Purdue University Fort Wayne provides an educational, supportive, accepting, and inclusive environment for LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Questioning/Queer) students through support services and educational efforts that reduce heterosexism, genderism, homophobia, and transphobia. The Q Center aims to create a campus climate where all community members are encouraged to promote and defend diversity.

81 2021 FALL
AND 2022
SPRING EVENTS

54 CERTIFIED
SAFEZONE MEMBERS
AND DEPARTMENTS

54 FACULTY AND STAFF
11 DEPARTMENTS
113 CAMPUS TOTAL

600+
ATTENDEES FOR FALL
AND SPRING
SEMESTER EVENTS



2022 Lavender Graduation

123

ACTIVE DISCORD MEMBERS

Students are connected to the office and each other by sharing art and music, chatting about common interests, helping one another with homework, and giving each other advice about stressful situations. This allows The Q Center to be available 24/7, which is the centerpiece of our outreach and community building efforts.

600+

LGBTQ+ BOOKS AND MOVIES LOCATED IN THE Q CENTER LOUNGE

The lounge hosts hangouts, study spaces, and a fully equipped library for students to watch TV /or listen to music. Our library features hundreds of LGBTQ+ titles, and has been made possible by the generous donations of faculty, staff, alumni, and friends of the office.

LAVENDER GRADUATION

The Q Center hosted the second year, Lavender Graduation, honoring 8 graduating students with lavender honor cords. Friends, family, and staff attended the event. Special remarks were made by Chancellor Elsenbaumer and Chief Diversity Officer Hammonds, along with the participation of staff and senior administrators - providing important messages to our LGBTQ graduates on the university values, student achievements, and the celebration of challenges overcome.

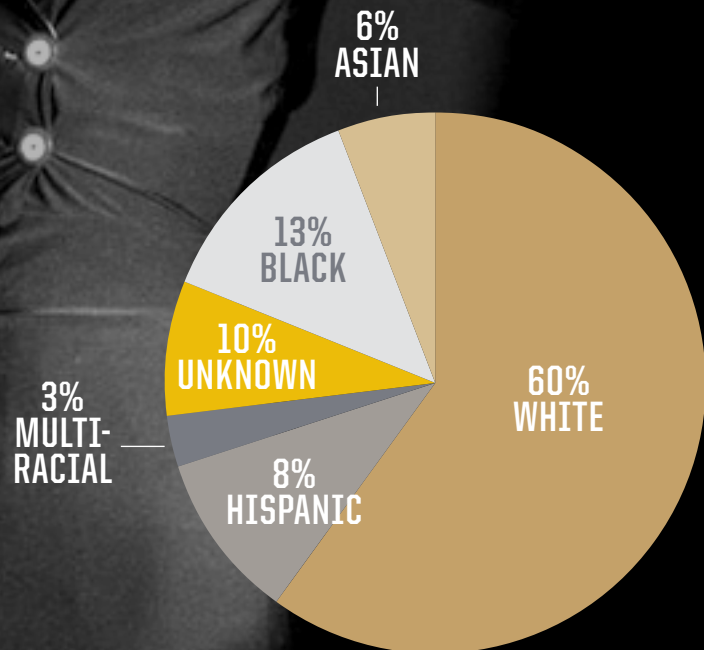
PROGRAM DEMOGRAPHICS

61
STUDENT MAJOR ATTENDEES

Biology (46) and
Computer Science (37)

Participation by students of color in our programs continues to be strong, especially among black and Latinx students. As these sub-populations are among the most vulnerable within the larger LGBTQ+ population, reaching these students has been and will continue to be a particular focus for our office, but current trends seem to indicate that we are achieving that goal.

By classification, our strongest participation was among sophomores and seniors, with our lowest participation coming from juniors. Participation fell significantly among freshman, but we are reaching freshman at a rate comparable to their proportion of the student body, this is not necessarily a cause for concern. For other classes, we are reaching students at a higher rate compared to their proportion of the student body.



RACE/ ETHNICITY
2021 - 22 Average



2021 Pride Week On-Campus Tabling

PROGRAM HIGHLIGHTS

Increased Visibility for LGBTQ+ Issues

One of the most important roles of the Q Center is raising awareness of LGBTQ+ concerns, needs, and experiences on campus. We use a multi-prong approach that includes robust social and educational programming, education on inclusive classroom practices for faculty, classroom discussions about gender and sexuality, printed guides to inclusive language and pronouns, advocacy for policy changes, collaboration with partner departments to improve practices, and a constant, highly visible presence on campus through participation in campus-wide events.

In addition, as part of the overall refresh and upgrade of the Office of Diversity, Equity and Inclusion's website, the Q Center's website was given a major overhaul to make resources for both students and their faculty/staff allies more easily accessible. We added an Inclusive Classroom guide for faculty, and significantly expanded and reorganized our LGBTQ+ resources sections, with local and national resources organized by topic and identity for easy reference.

The highlight of our 21-22 programming was our Pride Week Kick-off Drag Show, sponsored by Student Government Association (SGA), which featured both local and national talent performing to a packed house of students, staff, and community members.



PFW rated 3.5 Stars by the Campus Pride Index for its commitment and work towards LGBTQ equity.

Social Programs

Regular events throughout the year allow us to reach a broader audience of students, as well as provide more targeted opportunities for students to connect with one another on the basis of shared interests. For example, our monthly GAYmer Night series has fostered a core group of regular attendees who play games together outside of our events. Similarly, our queer-themed holiday celebrations, Alternative Thanksgiving and the Everybody Say Love Dinner allow students to share in fellowship, and celebrate holidays that may otherwise feel exclusionary to LGBTQ+ people.

Equipping Faculty and Staff

SafeZone for faculty and staff is the Q Center's training program for university employees who wish to become better allies and advocates for LGBTQ+ students. Participants must complete two 2-hour sessions, and a post-test to receive a SafeZone placard, which can be displayed to aware students that their office is a safe space. The names and departments of certified faculty and staff are also published on the Q Center website for reference.

CONTACT INFORMATION

pfw.edu/q-center
qcenter@pfw.edu | 260-481-6167
 Walb Union, Room 215



@PurdueFWLGBTQ



The Q Center at Purdue Fort Wayne



TRIO STUDENT SUPPORT SERVICES (SSS)

OUR MISSION

TRIO Student Support Services (SSS) is our nation's commitment to the dream of education for all Americans regardless of race, ethnic background, or economic circumstance. A federally-funded college opportunity program, TRIO SSS motivates and supports first-generation students in their pursuit of a college degree. The program provides mentoring, motivation, encouragement, advising, financial guidance, tutoring, and other supports necessary for educational access and retention.

2K+

STUDENT CONTACTS
EACH YEAR THROUGH
ONE-ON-ONE MEETINGS
AND PROGRAM EVENTS

50+

FALL & SPRING
EVENTS

\$4M

IN FEDERAL FUNDING
OVER 3 GRANT CYCLES
FOR FIRST-GENERATION
STUDENT SUCCESS



2021 Columbus Ohio, Zoo and Aquarium

50%

PFW STUDENTS ARE FIRST GENERATION

Over 50% of students enrolled at Purdue University Fort Wayne are first-generation college students—meaning they are the first person in their family to go to college. SSS **serves 140 students per year.** Nationally, first-generation students make up 33% of college students.

2.9

AVERAGE FALL AND SPRING GPA

Good academic standing includes students who have a cumulative GPA of 2.00 or higher for the reporting year.

TRIO WORKS

91%

PERSISTENCE RATE

Persistence is measured as participants enrolled during the fall semester of the next school year.

TRIO students participate at high numbers in programming and advising appointments. Through on-going meetings and events that assist students academically, socially, and informationally, students are able to maintain focus on their educational goals and persist to graduation.

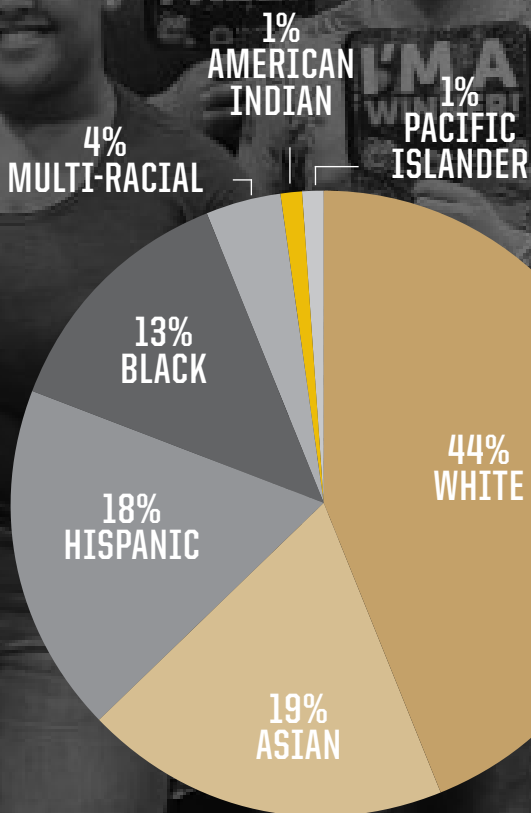
IN 2022 THERE WERE 2,327 STUDENT CONTACTS MADE BY PROGRAM STAFF.

#ESCAPOLOGY.

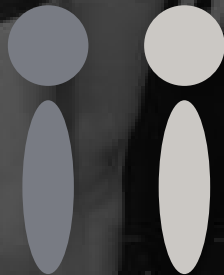
The live escape game

PROGRAM DEMOGRAPHICS

Students in the program must meet minimum eligibility qualifications. Two-thirds must be first-generation and income-eligible. The other one-third can be either first-generation or income-eligible. TRIO SSS represents one of the most inclusively diverse student populations on campus both ethnically and by school/major.



RACE/ ETHNICITY



63% FEMALE | 37% MALE



2022 Cleveland, Ohio Rock and Roll Hall of Fame

PROGRAM HIGHLIGHTS

Collaborated with the United Way and Lutheran Social Services of Indiana to administer the Persistence Pays Off Program.

TRIO students can choose to participate and receive referrals and assistance for health care, childcare, rent/utility payments, transportation, educational, and/or food assistance. After successful completion of 8-36 appointments, **students are eligible to receive \$1,000 toward any expenses that would impede their ability to finish college. To date, 72 students have received social service assistance and referrals to the program.**

Worked closely with Questa Education Foundation to make students aware of their program that provides low-interest, forgivable loans for staying and working in Indiana after graduation. This year one student was chosen as a Questa Scholar and will be receiving a loan to complete their degree.

Hired a Special Populations Coordinator. This coordinator has been working to bring TRIO-like services to an additional cohort of students. **Students identified as special population participants, receive the same services as traditional TRIO students but are reported separately.** The primary outreach focus of these efforts has been to undocumented populations, students who are not first-generation or low-income but who have similar needs to traditional TRIO students, and students on the traditional TRIO wait list. **In 2022, the program was able to serve an additional 28 special populations students.**

TRIO SSS will be participating in the Council for Opportunity in Education's Opportunity Matters Book Club this summer with 10 students. Participants will read and discuss *The House on Mango Street* by Sandra Cisneros and engage with local and national leaders to discuss topics related to the book's content.

TRIO SSS student, Oneel Occenat was chosen as one of ten students to compete nationally in the Council for Opportunity in Education and Nucleus Robotics Shark Tank Pitch Competition in March. Oneel pitched his business idea and business plan to a panel of judges for a chance to win a scholarship to help build his business.

Offered the first Camp TRIO experience for students in September. Students attended Camp Potawatomi for an overnight adventure doing teambuilding activities and enjoying outdoor activities like boating, swimming, and archery.

Offered three bus trips to Columbus Ohio, Zoo and Aquarium; Cleveland, Ohio Rock and Roll Hall of Fame and the Pro Football Hall of Fame; Detroit, Michigan Henry Ford Museum and the Charles H. Wright Museum of African American History.

CONTACT INFORMATION

pfw.edu/trio
trioss@pfw.edu | 260-481-0220
Kettler Hall, Room G23



Purdue Fort Wayne TRIO SSS



trioss@pfw.edu



TRIO UPWARD BOUND

OUR MISSION

The mission of the TRIO Upward Bound college preparatory program at Purdue Fort Wayne is to mentor students toward high school graduation and entrance into post-secondary education. Upward Bound assists students in the development of academic and social skills needed to succeed in a collegiate environment.

The nine-month Academic Year Component provides academic advising, tutoring, college prep, and cultural experiences. During the six-week Summer Academy Component, students can experience college life firsthand by taking classes at the PFW campus and staying in Student Housing.

116

FUNDED
PARTICIPANTS

33

SENIORS GRADUATED
(100% HIGH SCHOOL
GRADUATION RATE)

NEARLY
\$3M

FOR 5 YEARS WILL SERVE
ELIGIBLE HIGH SCHOOL
STUDENTS, AND FUTURE
FIRST-GENERATION
COLLEGE STUDENTS



2022 Trio Upward Bound Graduation

88% LOW INCOME AND FIRST-GENERATION

Upward Bound is a college-prep program that serves income-eligible high school students, academically at-risk high school students, and potential first-generation college students from four high schools in Allen County.

4K+ PROGRAMMING HOURS

Tutoring (1,158 hours) included services in Math, Science, English, Spanish, and French.

College Prep (180 hours) included FAFSA night, financial aid workshops like Questa, and SAT boot camps.

Academic Themed Saturdays (412.5 hours) included lessons in Math, Science, and English and additional SAT prep, financial literacy, and professional development workshops.

College Visits (135 hours) included in-person and virtual visits covering six universities.

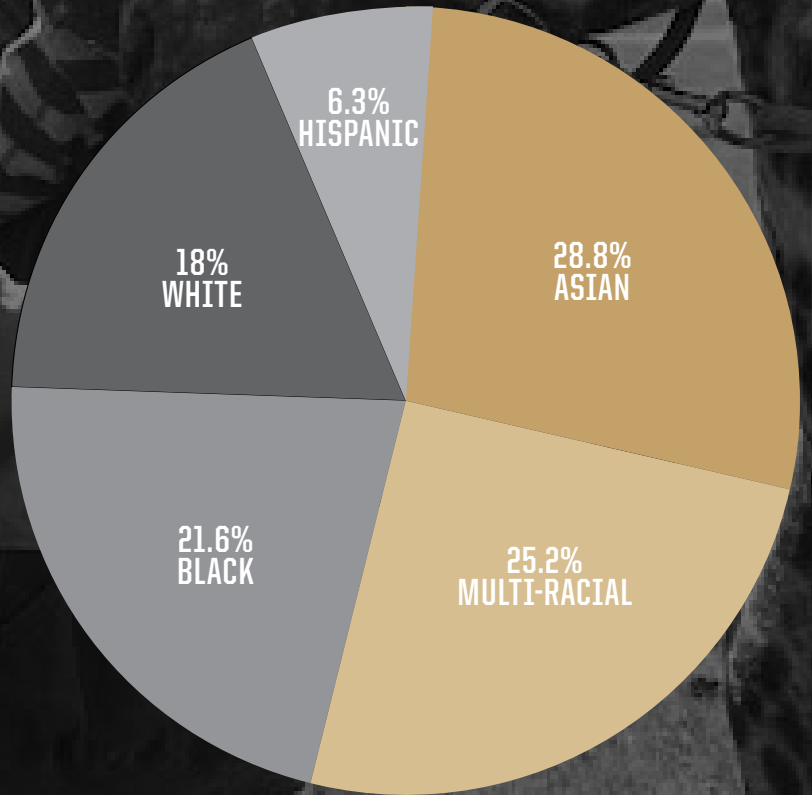
Cultural and STEAM Events (2,959 hours) included workshops on diversity, mental health, etiquette, and professional development; animal and plant education; Art and Science projects; visits to museums, art exhibits, and a musical performance.

90%

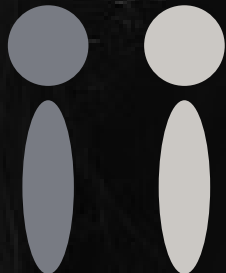
STUDENTS ARE IN GOOD STANDING WITH THE PROGRAM

PROGRAM DEMOGRAPHICS

There are two Upward Bound programs at PFW, Upward Bound I (UB I) and Upward Bound II (UB II). The federally funded program serves at least 116 students. UB I serves students from South Side High School and Wayne High School/New Tech Academy. UB II serves students from North Side High School and New Haven High School.



RACE/ ETHNICITY



73% FEMALE | 27% MALE



2022 Cedar Creek Candles

PROGRAM HIGHLIGHTS

Recruitment efforts were influenced by student programming offered this year. Students had a positive experience with the program, in which they shared their experience with other students. Upward Bound Academic Specialists made personalized efforts to connect with current students who had become inactive. They built relationships with students by meeting them at the schools; inactive students soon became re-engaged and began participating in tutoring, Saturday programming, cultural events, college visits, and more.

In addition to giving students the opportunity to explore Fort Wayne, trips were taken during Spring Break that exposed them to college visits, cultural experiences, and various STEAM opportunities. During the week of spring break, there were local, in-state, out-of-state, and overnight opportunities offered for students to select from.

They attended a candle making workshop in which they learned Chemistry by mixing scents to make a personalized candle. Students participated in various art activities involving painting, ceramics, and mosaics. They visited the **Air Zoo Aerospace & Science Museum, the Children's Museum, and Imagination Station,** along with the **Toledo Zoo and Aquarium.** Students **attended a musical performance by Black Violin,** which is a musical group that covers themes breaking stereotypes, perseverance, exploration, and unity with their music.

The Summer Academy theme for 2022 - "Build Your Future with Upward Bound."

Upward Bound offered a six-week Summer Academy from June 6 - July 15. It included a residential component in which students stayed at PFW Student Housing in order to get the full college experience and confidence to attend college.

Students had the opportunity to attend an Olympiad event, in which all of the Upward Bound programs from across the state met at Vincennes University in July and participated in various activities. The conclusion of Summer Academy, Upward Bound took students on a merit trip to Chicago, IL to explore architecture, museums, colleges, and more.

PFW's Upward Bound program was among few TRIO programs across the U.S. to be selected to be part of the Comcast and COE Jurassic World Rule Your Future STEAM Symposium, which included a Paleontology course and a grant funded trip to Los Angeles, CA. During this once-in-a-lifetime experience, students were: flown to Los Angeles, exposed to STEAM careers, given access to attend a national college fair, given a full day of adventures at Universal Studios, granted an exclusive Q&A with the director and cast of Jurassic World: Dominion along with a private screening of the movie before its release date, and given free laptops!

Students participating in the program received up to \$60 stipends per month.

CONTACT INFORMATION

pfw.edu/ub
trioupwardbound@pfw.edu | 260-481-4188
Walb Union, Room G27

 @trioupwardboundpfw



THE WOMEN'S CENTER

OUR MISSION

The Women's Center supports and advocates for all Purdue Fort Wayne students who face personal or academic challenges. We also organize programs that address the specific needs of non-traditional and first-generation college students.

838

FALL &
SPRING
EVENT
ATTENDEES

58

FALL
& SPRING
EVENTS

400+

SOCIAL MEDIA
FOLLOWERS



2021 Adopt-A-Don event participants

EVENT COLLABORATIONS

17

PFW DEPARTMENTS

10

COMMUNITY RESOURCES

“

I just want to say thank you! To say we are blessed is an understatement. My family and I appreciate that you The Women's Center, staff, and faculty have set this up to do for families in need. This year was hard enough being in school, but this has brought us joy for the holiday season. Thank you so much again!

HAYLEY BRENNEMAN,
SOCIOLOGY, JUNIOR
ADOPT A DON RECIPIENT

TOP EVENTS

STUDENTS WITH FAMILIES

This program is sponsored by the Purdue Student Government Association. Events are focused on providing activities for students with families. Admission fees are covered for family-oriented and off-campus events.

16
EVENTS IN TOTAL

215
ATTENDED THE EVENT

ADOPT A DONS

A first-year project, supporting students and families during the 2021 holiday season. 40 students were adopted by faculty, staff and on-campus departments.

\$5K
GIFTS AWARDED
TO STUDENTS



2021 Domestic Violence Awareness Vigil

SEXUAL ASSAULT PREVENTION

This program provides education on sexual consent through advocacies such as One Love and Sexual Consent Workshops. This program highlights and brings awareness to warning signs of domestic violence and sexual assault scenarios, while assisting students to create boundaries in personal/ intimate relationships.

18

HOSTED
EVENTS

CHRISTINE ZIELINSKI'S ANGEL FUND

Provides emergency aid, up to \$250, per student experiencing financial crises that threaten their ability to stay in school, or have no other resources available.

\$1K

AWARDED TO
STUDENTS



Thank you! This will help me and my family so much!"

PAUL BILLS, MUSIC THERAPY, SENIOR

CONTACT INFORMATION

pfw.edu/the-womens-center
pfw.edu/cwra | 260-481-6029
Walb Union, Room 120



@thewomenscenterpfw



The Women's Center PFW

RESOURCES

OFFICE OF DIVERSITY AND MULTICULTURAL AFFAIRS

Multicultural Resource Room - Walb 118

Open Mon.-Fri. for computer/study/rental use.

Snacks and Study - Walb 222-226

Need to recharge and study?

Join us every Tuesday | 4-8p.m.

Diversity 101

Learn basic diversity terminology and how to develop a diversity mind set.

Students, faculty and staff

Contact for more information.



@pfw_odma



@pfw.odma



@pfwodma

THE WOMEN'S CENTER

Study Lounge - Walb 120

Supplied with study space, snacks, and school supplies.

Student Resources and Opportunities

Refers and aids in academic assistance, personal and career counseling, health care, social welfare programs, and child care.

Additional services include the **Virtual Scholarship Drawer**, **Social Welfare Database** and the **Zielinski Angel Fund**.

Contact for more information.



@thewomencenterpfw



The Women's Center PFW

TRIO STUDENT SUPPORT SERVICES

TRIO Resource Room - *Kettler G30*

The resource room is fully equipped with computers, a printer, workspace, and office supplies for TRIO students and programs.

 Purdue Fort Wayne TRIO SSS

 triosss@pfw

TRIO UPWARD BOUND

Job Opportunities for PFW Students

Contact for more information on availability and hire for student workers, tutors, or resident assistants.

 @trioupwardboundpfw

THE Q CENTER

Q Center Mini Library

The Q Center boasts a library of approximately 600 LGBTQIA+ books and movies open to all PFW and IUPFW students, faculty, and staff! We have titles ranging from fiction, poetry, biographies, queer theory, and more. For more information and a full catalogue, visit: pfw.edu/q-center

Q Center Discord

Discord is a free, VoIP-based instant messaging platform designed. The Q Center hosts a server for our students to connect, share music and art, help each other with homework, or just talk about life. For more information, visit: pfw.edu/q-center and under "Office Resources"

  @PurdueFWLGBTQ  The Q Center at Purdue Fort Wayne

PURDUE UNIVERSITY® FORT WAYNE

**Office of
Diversity, Equity, and Inclusion**

STAY CONNECTED

pfw.edu/dei

Kettler Hall Chancellor Suite, Room 161
2101 E Coliseum Blvd,
Fort Wayne, IN 46805



[pfwodei](https://pfw.edu/dei)