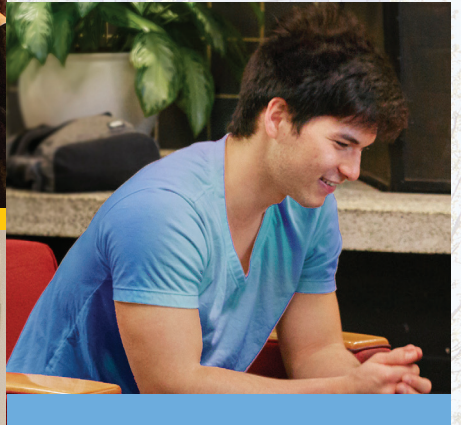


Office for Institutional Equity

and Inclusive Culture



2022 Report



Acknowledgments

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Message from the Vice President and Chief Diversity Officer

I am celebrating my third year as Chief Diversity Officer as you read this report. I don't use the word "celebrating" lightly, because the struggle has been real for all of us through the COVID-19 pandemic! So I am grateful for the support from so many Drexel students, faculty and professional staff that have joined me on this journey. I had a slow and deliberate plan for my role and the office when I started, but there was a much bigger, immediate agenda that Drexel University needed to tackle head-on. Racial reckoning was first on the agenda, and often the most complicated and challenging. We also needed to unpack why certain identity groups at Drexel do not feel a sense of belonging. That meant creating spaces for frank conversations and supporting people to discuss issues that were personal and often uncomfortable.

One of the most uncomfortable parts of this journey is the critical self-examination that needs to happen if we are to succeed in this work. It's like stepping on the scale to see if that number has moved. Not many people enjoy that unless it's moving in the direction that you want it to go. As a university, we have done it with the Anti-Racism Task Force's assessment and report, and now we are actively working on the University's anti-racism commitments. We also launched our first diversity, equity, and inclusion climate survey, and now we are identifying the work that needs to be done to enhance our climate and sense of belonging on our campus. As I also examine myself on how I approach this work, I have learned to extend grace to myself and to others. I ask you to consider doing the same. We are learning and growing – together.

As we travel this journey, we will continue to grow and stretch ourselves. We will continue to hear stories and collect data to measure our success and to develop our plans of opportunity for the University. And we will continue to celebrate our achievements towards building institutional equity and inclusive culture.

Kimberly G. Gholston

Our Commitment

“Education should be available to everyone regardless of gender, ethnicity, race, or socioeconomic background. This is one of the core principles upon which Anthony J. Drexel founded our University and we remain committed to providing a welcoming, inclusive and respectful environment for students, faculty, staff and alumni, so that together we can strengthen our own competencies to live and work in a diverse global environment.” *-President John Fry*

Drexel University recognizes that diversity, equity, inclusion and a sense of belonging are integral to its mission, vision and values. We hold this conviction because we understand that:

Diversity is our strength.

It drives us to be more thorough in our intellectual examination of problems and solutions.

Equity is essential.

We recognize that historically, systems of resource allocation and support are fraught with systemic disadvantages, bias and discrimination. We aim to correct this by actively engaging in resource and support reallocation in fair and equitable ways.

Inclusion is our value.

We understand that “inclusion” is not a single program or department, but an active and intentional process each member of our community must be engaged in every day.

Belonging fosters our innovation.

Without it, our individual campus community members are unable to participate in academic pursuits that are full, meaningful and authentic.



Because we are committed to these beliefs, and because research shows that diversity, equity, inclusion, and belonging (DEIB) are essential to creating the intellectually stimulating, socially responsible and fundamentally decent community and future we strive for, Drexel University and the Office for Institutional Equity and Inclusive Culture (EIC) have invested in numerous initiatives aimed at achieving our mission.

We invite you to review our DEIB journey in this report and hope that it will inspire action to engage with our future efforts.

Mission and Vision Statement

The mission of the Office for Institutional Equity and Inclusive Culture (EIC) is to lead and promote Drexel's equity and inclusion imperative with integrity, trust, and respect that is grounded in accountability and courageous self-examination. We cultivate a culture of belonging by working in partnership with members of the University community to integrate diversity and inclusion throughout the organization, in our efforts to maintain a people-centered, welcoming, and accessible campus. We strive to develop inclusive culture-builders to foster dialogue across differences, and to inspire holistic learning and growth.

The premier university for diversity and equity, where everyone performs their best work and thrives because they have a sense of belonging.

Organizational Structure

The new name of the Office for Institutional Equity and Inclusive Culture (EIC) was part of a reorganization in the summer of 2022 to better fulfill our mission as we continue to serve members of the Drexel community. The office's new structure includes two areas of Inclusive Culture and Title IX/Equal Opportunity, organized under the leadership of the Chief Diversity Officer. Furthermore, the Center for Black Culture (CBC), the Student Center for Diversity and Inclusion

(SCDI), and Spiritual and Religious Life (SRL) are now part of the Inclusive Culture team to enhance our strategic partnership with Student Success as we strive to create a greater sense of belonging for all students. Due to the timing of the reorganization, this year's report does not feature specific updates about the CBC, SCDI, and SRL. Future reports will feature highlights from these areas.

EIC's Team

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Randall Sell, ScD, Professor and EIC Faculty Fellow, Dornsife School of Public Health
Valeria Tirado, Equal Opportunity and Title IX Case Manager
Kristin Vitacco, Assistant Director, Sexual Misconduct Prevention and Education



EIC's Timeline

Oct 2019

Appointment of Chief Diversity Officer Kimberly Gholston and reorganization of the office

Oct 2020

Launch of Diversity, Equity and Inclusion (DEI) Partners' Group

March 2021

Launch of *A Frank Conversation Series*

Fall 2020

Equity Imperative included in Drexel's Strategic Plan

Oct 2021

Inaugural climate survey launched

June 2020

Drexel's Anti-racism Task Force convened in response to murder of George Floyd

Sept 2020

Expansion of the office's Diversity, Equity, and Inclusion Educational Programming

Nov 2020

Launch of Center for Black Culture

Aug 2022

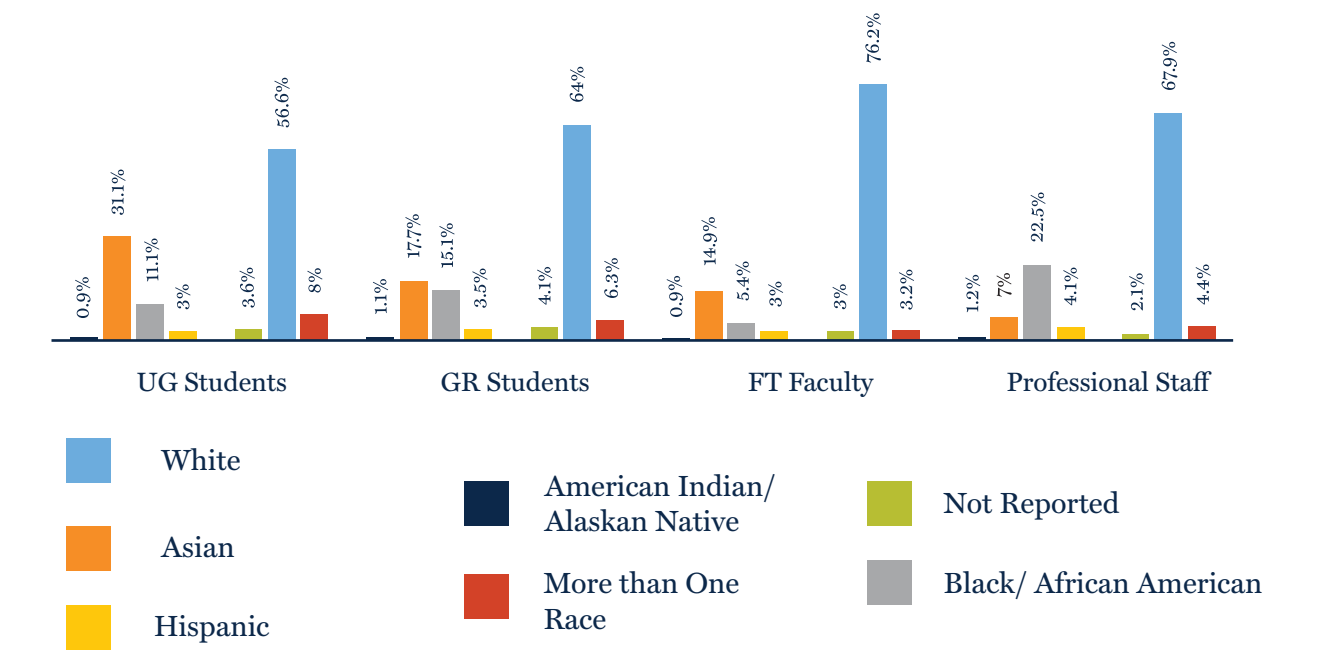
Introduction of reorganized Office for Institutional Equity and Inclusive Culture (EIC)

Sept 2021

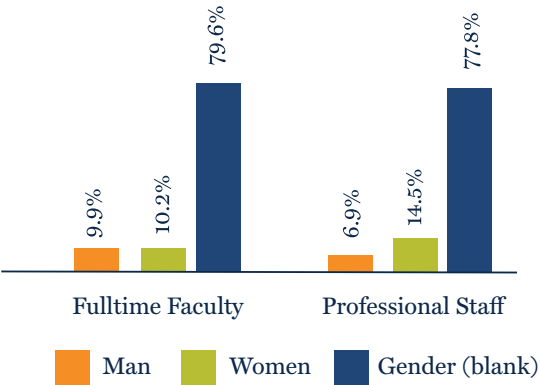
Anti-racism Task Force's final report with University's commitments published

Diversity at Drexel

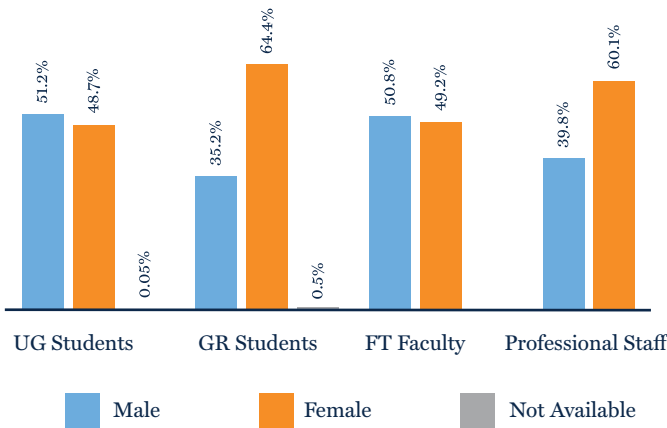
Race/ Ethnicity



Gender



Sex



Sex refers to characteristics that are biologically defined. Gender refers to socially constructed roles, behaviors, characteristics, and individual expression. The sample sizes for Gender non-conforming/non-binary, Transgender man, and Transgender woman were too small to be included in this chart. Data were retrieved from Banner.

Some Fast Facts

- 24.7% of all undergraduate students are Pell-Grant eligible
- 18.7% of all students are first generation
- 46+ states and territories are represented among our students
- 106 nations represented among our students
- 595 students and 43 faculty and professional staff are veterans
- 80 students identify as neurodiverse and receive services through the Dragons Center for Autism and Neurodiversity (formerly Drexel Autism Support Program)
- 49 faculty and professional staff reported having a disability



Campus Climate

“67% of respondents were either generally satisfied or very satisfied with the overall campus climate”



An inaugural climate survey was administered during the fall of 2021 as part of Drexel’s commitment toward becoming an anti-racist University. The 39-question survey was administered by the Higher Education Data Services (HEDS) consortium to establish a baseline for Drexel’s climate for inclusivity and belonging. The overall response rate was **6 percent**, with **1,810** undergraduate students, graduate students, faculty, professional staff and administrators responding. Additionally, about **1,540** respondents provided feedback to the open-ended questions included in the survey.

The climate survey results showed that **67 percent** of respondents were either generally satisfied or very satisfied with the overall campus climate, and **58 percent** were either generally satisfied or very satisfied with the extent to which they experienced a sense of belonging at Drexel.

Furthermore, themes that emerged in the open-ended responses when asked about respondents’ feelings toward their sense of community at Drexel were either positive, mixed or negative. When asked about one change they would make to foster a sense of community, three emerging themes included calls for more action on DEI commitment, calls for authentic engagement, and calls for inaction. A report of the Diversity, Equity, and Inclusion Survey is available on EIC’s website.

Journey Towards Antiracism



Fall 2021 Black Dragons meet and greet

In June 2020, President Fry charged the Anti-racism Task Force (ARTF), led by co-chairs Kimberly Gholston, Aroutis Foster, Lucy Kerman and Subir Sahu, who convened **130+** faculty, professional staff and students serving across **11** committees. This yearlong committee work culminated with over **200** recommendations. After consulting with leaders and

several key collaborators of the **11** areas the committees represented, **64** commitments were identified across six themes in the final report. These commitments were further grouped into two macro themes of demographic composition and culture and climate, which are the key performance indicators and will facilitate implementation and success monitoring.

Since the publishing of the final report in fall 2021, the office piloted and subsequently implemented phase 1 of success monitoring. Information gathered from **32** out of **43** units indicated which of the **64** commitments the units were working on, how they were working on them, what resources, if any were needed, and how success would be measured. As

part of our commitment to transparency of progress, the 2022 Annual Report of Drexel's Antiracism Commitments outlining implementation and success monitoring with next steps, and an updated demographic dashboard for race/ethnicity, can be found on EIC's website.



The Title IX and Equal Opportunity team within EIC is responsible for responding to any reported violations of the University’s non-discrimination policies. Responses include, but are not limited to, case management, coordinating resources and support, conducting investigations, and facilitating alternative resolutions. The team also coordinates training and education about EIC’s policies and procedures as well as sexual misconduct prevention and education. Over the past two years, the department has continued to grow its capacity by appointing a Director of Equal Opportunity and Title IX Compliance, growing the investigator’s team, adding a case manager, and an Assistant Director for Sexual Misconduct Prevention and Education.

It’s On Us Grant

In 2021, the department applied for and was awarded the Pennsylvania Governor Tom Wolf’s It’s On Us grant, aimed at providing support for institutions to improve their prevention and response efforts to incidents of sexual misconduct. The award was intended to assess, improve and implement a sexual misconduct-reporting campaign that reflects both Drexel’s institutional culture and evolving best practices in the field in collaboration with our partners around the University. The department partnered with a consultant to develop and deliver two tabletop exercises. EIC continues to engage University partners to satisfy the deliverables for the grant and as part of our ongoing efforts to make Drexel safe and welcoming.

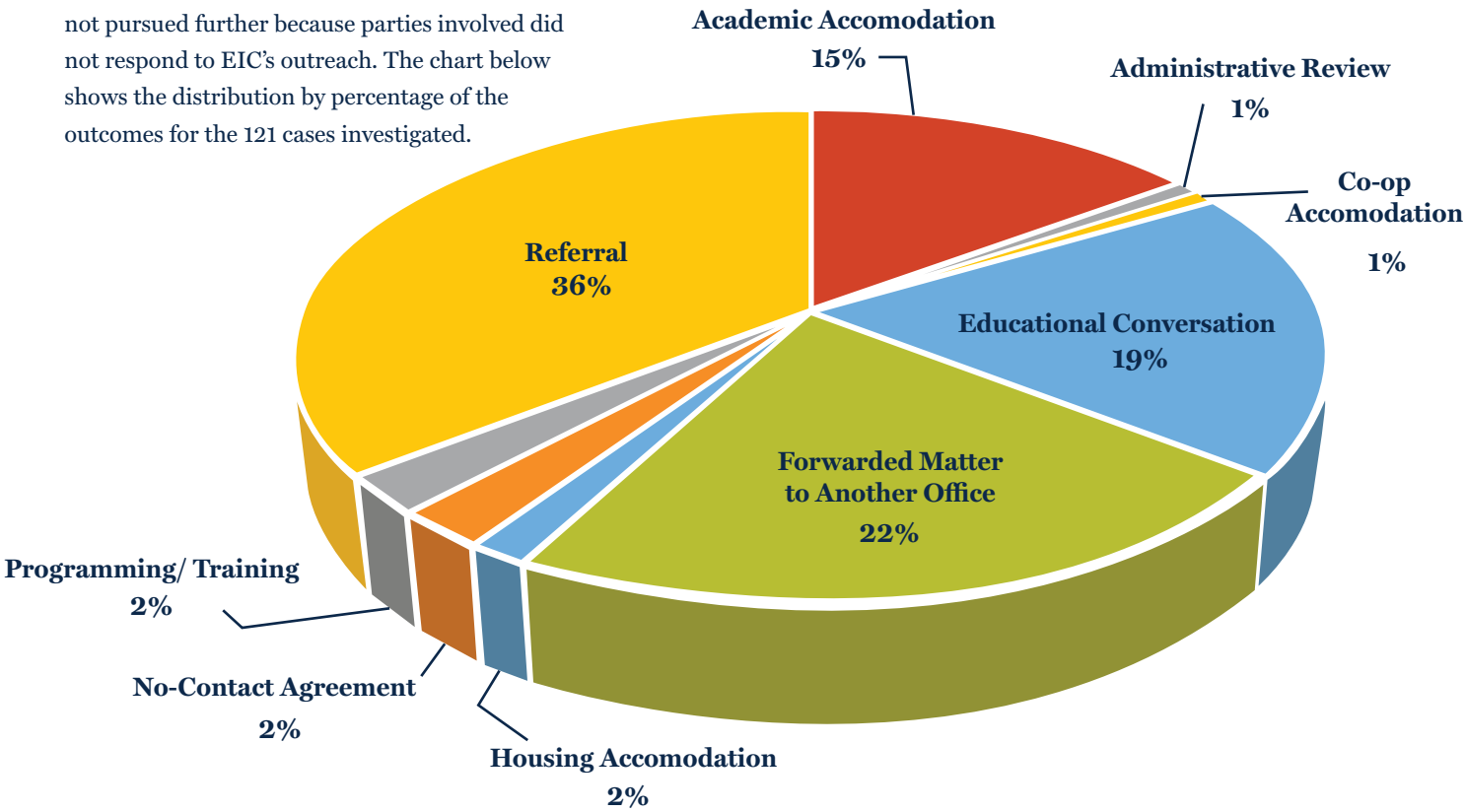
EIC Complaints During Academic Year 2021-2022

There were 317 complaints filed to the Office for Institutional Equity and Inclusive culture during the 2021-2022 academic year, with 224 additional parties involved as respondents, witnesses, concerned students and victims. Of the 317 reports, 8 percent, or 26, were reportable offenses under the Jeanne Clery Act.

Title IX and Equal Opportunity

EIC Actions and Sanctions

In terms of actions and sanctions brought in response to reports, 241 of the 317 cases met the threshold for investigation, half of which were not pursued further because parties involved did not respond to EIC’s outreach. The chart below shows the distribution by percentage of the outcomes for the 121 cases investigated.



More than half of the cases (58 percent) upon investigation were either resolved through a referral (36 percent) or forwarded to another office after initial review (22 percent). Thirty-four percent of the cases were either resolved through an educational conversation (19 percent) or through academic accommodation (15 percent). The remaining 8 percent of the cases were resolved either through programming/training, no-contact agreement, housing accommodation, administrative review, and/or co-op accommodation.

Other Highlights and Accomplishments

EIC engaged in a yearlong strategic planning process in the fall of 2020, which culminated with a new mission, vision and five strategic goals. The plan was informed by the work of the Anti-racism Task Force, ongoing feedback and dialogue with the DEI campus partners, university leaders, and feedback from students, faculty, professional staff and alumni.

Frank Conversation Series

The Frank Conversation Series, which aims to increase awareness about different topics related to specific aspects of diversity, was formally launched in April 2021. Offered in partnership with members of the University community, the series provides education through personal experiences grounded in broad contexts to promote an inclusive culture of belonging at the University. EIC has hosted seven of these conversations that have attracted 500+ synchronous attendees with additional views online. Topics covered have included anti-Asian hate crimes, DEI in the army, disability inclusion and ableism, generational diversity, gender and sexuality, Juneteenth, and neurodiversity.

4 Colleague Resource Groups and Growing

Drexel’s Colleague Resource Groups (CRGs) aim to foster a sense of community and belonging by providing opportunities for Drexel University’s diverse groups to gather socially and enhance feelings of connectedness, as well as intentional spaces for employees to seek and offer support to one another. EIC updated the process to create new CRGs to make it easier for those interested in creating one. Current Drexel faculty and professional staff can sign up for one of the four CRGs (Black Employees at Drexel, Bienvenidos, Veteran and Military Connected, and the Lesbian, Gay, Bisexual, Transgender, Queer and Allies+) on EIC’s website.

5 Strategic Goals

- Serve as a hub for diversity, equity, inclusion and belonging (DEIB) initiatives at the University
- Provide leadership for the implementation of Drexel’s Culture of Equity Imperative
- Lead the implementation and success monitoring of the University’s Anti-racism commitments
- Cultivate and maintain trust with members of the Drexel Community
- Establish Drexel University as a leader in diversity, equity, inclusion and belonging in the region and beyond

- **85%** of participants surveyed reported being satisfied or very satisfied with content
- **5,200+** participants in all workshops and training from September 2020 to 2022



“I really liked this workshop because it allowed me to explore my own identities and how they intersect, while it also helped me to gain more insight into my classmates as well.” - Student Participant

DEI Education and Training

EIC launched a series of 10 customizable DEI Education and Training options on its website available by request in fall 2020. The office has engaged 4,000+ faculty, students, professional staff and alumni in workshops since.

Diversity, Equity, and Inclusion (DEI) Partners

Launched in October 2020, the Diversity, Equity, and Inclusion (DEI) Partners group is a coalition of Drexel community members (faculty, professional staff, students, and alumni), who either have a formal role in DEI or are DEI group leaders within their academic and administrative units. Beyond their contributions within their units, this group of about 40 has been instrumental in advancing key priorities including EIC’s strategic plan, climate survey and anti-racism commitments.

Professional Development in Partnership with the Society for Diversity Professionals

EIC partnered with the Society for Diversity Professionals in October 2020 to provide two professional development opportunities for campus DEI leaders and trainers. Fifteen faculty and professional staff attended the two-day Train-the-Trainer course, while eight attended the three-day Certified Diversity Executive course.



We want to acknowledge all members of the Drexel community, including our campus partners who have been instrumental in advancing Drexel’s Culture of Equity imperative both independently and through strategic partnerships with our office.

Our Campus Partners

Office of Global Engagement

“works with units across the university to build partnerships with distinguished universities and research institutes and to leverage faculty research collaborations into opportunities for broader mobility.”

Office of Student Life

“...From our variety of student organizations, sports, Greek life, diversity and inclusion opportunities, and more on- and off-campus options — you can get engaged right now! And we’re here to support you through it all.”

Center for Inclusive Education and Scholarship

“...provides support for programs which serve traditionally underrepresented and underserved populations.”

Center for Military and Veteran Services

“...coordinates a campus-wide effort to ensure that student-veterans and military dependents are able to access high-quality campus services with ease.”

Dragons Center for Autism and Neurodiversity

“...a student-centered program for current Drexel students with the goal of promoting academic and social competency, self-advocacy, interpersonal skills, independent living, and social integration.”

Drexel Teaching and Learning Center

“...provides resources, workshops and one-on-one pedagogical support to Drexel University’s faculty and teaching assistants. We work with instructors across every school, college, and campus at Drexel.”

Office of Disability Resources

“...Disability Resources empowers individuals who have documented disabilities by working together proactively to provide reasonable accommodations.”

Other Campus

Collaborators
and Resources

- Health and Counseling Services
- Human Resources
- Graduate College
- Lindy Center for Civic Engagement
- Office of the Provost
- Office of Compliance, Privacy and Internal Audit

Looking Ahead

We look forward to our continued engagement with all members of the Drexel community and invite you to join us as we continue to strive to create an inclusive environment where we can continue to thrive. Here are just some of the ways in which you can get involved:

- Request and/or attend programming, workshops, and consultations
- Partner to offer events and educational programs
- Apply for EIC's microgrants to support your DEIB activities
- Report incidents of bias and sexual misconduct
- Join a Colleague Resource Group
- Attend community events from our Colleague Resource Groups and other campus partners
- Sign up for EIC Blast, an e-newsletter about upcoming DEIB-related events

