

Academic Year 2019-2020
Diversity and Inclusion Reporting
Northwestern Oklahoma State University

1. Academic Unit/Division/Department/Administrative Office:
 - Student Services Department – (Recruitment, Retention, Student Support Services Trio Grant, Housing, International Student Advisor, ADA, Counseling and Career Services, Upward Bound Trio Grant, Upward Bound Math/Science Trio Grant, Wellness Center, Title IX, Intramurals, Student Government.

2. Faculty and Staff Events, Activities, On-Campus and Off-Campus Conference Attendance and Presentations:

-Student Government Association Activities:

Held a club and job fair for all of the campus clubs and jobs on and off campus. This allowed students who are work study or E&G to be able to find jobs that they qualify for.

SGA approved of a new club named the Native American Student Association (NASA) which included students who are Native American, but also allow students who are not Native American to be educated on Native American culture.

SGA approved of a new club called Sanctus Catholic College Ministry. This club encourages young people to pursue truth and meaning in their lives, invest in relationships with Jesus Christ and to help transform the world through Christ.

We assist with promoting events of all of our campus clubs, everything from FCA to Spanish Club to Pre-Nursing Association and more.

We have worked to have less physically demanding events for students with disabilities. One item we discovered last semester during our end of the year survey was that many students wanted more activities that didn't require so much physical activity. With this, we did have incorporated more events such as Singin' and Sundaes, Grocery Bingo and the Rangers Got Talent night.

In April of this year, we will play co-host to the annual International Student Association Festival of Cultures. With this, we help by serving food, selling tickers & promoting the event.

International Student Advisor Office:

We tried to make a bigger push to involve all students on campus in our club and make sure everyone knew it wasn't just for international students. We worked to make it more of a cultural club and not just "international association."

- a. We held our meetings earlier in the day, in a central location on campus – advertising pizza for any student that wanted to stop by. Had a lot of attendance at those meetings from first-time attendee’s.
 - b. Sponsored a S’Mores Night outside the cafeteria during first semester. Goal was to promote our club as a group open to all students and get our international students engaged with our larger student body. We had a lot of after-dinner traffic and students from every walk of life took part.
 - c. Involved the Native American student organization (NASA – Native American Student Association) and the Spanish Club in a lot of our planning, especially for Festival of Cultures (which was planned but never happened due to the Covid-19 pandemic).
3. Special recruitment events and activities for underserved and/or minority populations:
- The Office of Recruitment attended multiple college fairs around the state and surrounding states. Recruitment professionals have the opportunity to meet with thousands of students who come from many different backgrounds across our region, many of these students are first generation and/or low-income students. The Recruitment professionals made an increased effort to attend recruitment events that were aimed at assisting Native American student populations and Hispanic populations. NWOSU Native American and Hispanic populations continue to increase due in part to these efforts.
4. Faculty and Staff Supportive Services to underserved and/or minority populations:
- Student Support Services (SSS) worked to serve 140 students during this academic year who were eligible for the program. Those eligible must be from a low-income and/or first-generation family background. Students may also qualify if they have a disability. Helpful information and activities provided by the SSS staff and peer coaches were conducted via in-person meeting, via mobile connection, or via online access meetings (Zoom).
 - Counseling and Career Services office worked to provide helpful information to students via email and social media outlets to assist with students who might have needed resources to help with handling the major changes during the Covid-19 pandemic. Many students reported higher anxiety due to the change and requested resources along with counseling services from the Director. Counseling services were provided via a secure, HIPA Compliant, meeting platform online.
 - The ADA/Student Services Office worked to reach out to each person who filed for a learning accommodation during the spring after the learning environment changed during the Covid-19 outbreak. Calls and emails provided motivation and encouragement to many of those students who were struggling with the transition.
 - The Student Services Department collectively worked to reach out to all students after the learning environment change due to the Covid-19 pandemic. Names and contact phone numbers were divided out amongst staff to contact students to see how they were doing and to see if they needed any assistance. The contacts made during this time reinforced Northwestern’s commitment to serving our diverse student population.

5. Alternative Educational Delivery Methods Employed during the Covid-19 Crisis:

- The Student Services Department utilized Zoom Meeting Technology to host weekly meetings during April and May. This technology is continuing to be used for weekly meetings as we discuss topics related to the Covid-19 pandemic and ways we can help in better serving our students.
- Upward Bound and Upward Bound Math/Science will be using Google Classroom technology to provide educational opportunities to grant serving students during the summer months. The traditional in-person camp model has been modified to provide the educational aspect of the camp via an online delivery method. Wifi hotspot connections have been purchased by the grant to provide connectivity for students who are unable to access the online resource.

6. Certifications Achieved: