

# MISSISSIPPI

*The Cost of “Diversity, Equity, and Inclusion”  
Programs at Mississippi Public Universities*

June 2023

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**SHAD WHITE**  
State Auditor

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## Executive Summary

Diversity, Equity, and Inclusion (DEI) programs are now prevalent in schools, especially at colleges and universities.<sup>1</sup> Supporters of DEI programs believe they address inherent biases precluding underrepresented people from equitable treatment.<sup>2</sup> Critics of DEI programs believe they promote bias by giving preferential treatment to certain people based on characteristics—like race or gender—instead of merit. They suggest DEI programs increase prejudice against some groups of people.<sup>3</sup> As a result of these disagreements, “DEI” has become a controversial term.

Recently, both public and private entities have reviewed spending on DEI programs at public universities in multiple states.<sup>4, 5</sup> These reviews show DEI programs cost taxpayers millions of dollars each year.<sup>6</sup> For example, Florida Gov. Ron DeSantis released survey results showing DEI program costs ranged from \$8,400 to \$8.7 million at public colleges and universities in Florida.<sup>7</sup> A review of DEI programs in Virginia showed DEI administration payroll at James Madison University alone increased 107% from 2020 to 2021.<sup>8</sup>

The Mississippi Office of the State Auditor (OSA) conducted a survey of the state’s eight public universities and the University of Mississippi Medical Center (UMMC) to inform Mississippi taxpayers about how much public universities are spending on DEI programs. Analysts from the Auditor’s office sent each public university a survey, through the Board of Trustees of State Institutions of Higher Learning (IHL), to assess DEI spending.<sup>9</sup> The survey requested information from fiscal year 2020 to 2023 (year-to-date).<sup>10</sup> The survey also required descriptions of each individual DEI program. The Auditor’s Office granted universities 58 days to submit a completed survey. The survey results contain self-reported responses from the individual universities, so the data contained in the surveys have not yet been verified.

Results from the survey show public universities in Mississippi budgeted at least \$23.44 million on DEI programs from July 2019 to May 2023. Of this amount, public universities in Mississippi budgeted at least \$10.95 million in state funds and at least another \$12.48 million through federal and private grants. Public universities in Mississippi collectively budgeted over 60% of reported DEI funds each year for employee salaries—not directly for students—while DEI budgets grew at least 47% since July 2019.<sup>11, 12</sup>

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<sup>1</sup> See National Association of Scholars [report](#).

<sup>2</sup> See Society for Human Resource Management [article](#).

<sup>3</sup> See [report](#) published by the Virginia Association of Scholars.

<sup>4</sup> Ibid.

<sup>5</sup> See [article](#) outlining DEI survey in Florida.

<sup>6</sup> Ibid.

<sup>7</sup> See [article](#).

<sup>8</sup> See previous footnote.<sup>3</sup>

<sup>9</sup> The IHL Board is the oversight authority over all public universities in Mississippi.

<sup>10</sup> Year-to-date expenditure timelines differ slightly among the universities.

<sup>11</sup> Some universities noted certain DEI staff fulfilled additional duties not related to DEI activities. For clarity, auditors did not prorate reported total compensation for these employees.

<sup>12</sup> Growth rate is calculated using completed fiscal years.

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***Alcorn State University Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions and Recruitment	Diversity Scholarships	10-15 diversity scholarships available for students in two categories: Presidential Diversity Scholarships in the amount of \$10,000 per student and Standard Diversity Scholarships in the amount of \$5,000 per student.	2.00	Director, Admissions and Recruitment Director, Financial Aid	\$150,000.00	\$150,000.00	\$150,000.00
Department of Student Engagement	Student Organizations	Support of over 60 student affinity groups to foster sense of belonging and inclusion. Such groups include religious affiliations, LGBTQ+ support, Greek Life, athletic, academic honors, ethnicity based affinity groups, and social clubs and organizations.	1.00	Director, Department of Student Engagement	\$50,000.00	\$50,000.00	\$50,000.00
Office of Diversity, Equity, and Inclusion	Staffing	Staff salaries for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$176,806.00	\$176,806.00	\$126,806.00
Office of Diversity, Equity, and Inclusion	Staffing	Staff fringe benefits for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state	3.00	Director, Office of DEI Assistant Director, Office of DEI	\$44,201.50	\$44,201.50	\$31,701.50

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		expended portion represents two staff persons at 100%.		Administrative Assistant, Office of DEI			
Office of Diversity, Equity, and Inclusion	Operating Budget	Coordination of DEI programs, activities and initiatives to include Courageous Conversations and Diversity Dialogs; Workshops and Lecture Serires; Monthly Cultural Celebrations (Hispanic Heritage Month, Black History Month, PRIDE Month, Women's History Month, Asian and Pacific Islander Month); and International Student Appreciation.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$28,500.00	\$28,500.00	\$28,500.00
Office of Diversity, Equity, and Inclusion	Everfi Campus Climate Survey	Campus Climate Survey for the University to assess strengths and areas of improvement for an inclusive campus community.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$18,000.00	\$18,000.00	\$18,000.00
Office of Global Affairs	International Programs and Education	Activities and Programs to support International student recruitment and enrollment at Alcorn State University and providing oppourtunities for	1.00	Director, Office of Global Affairs	\$160,000.00	\$160,000.00	\$160,000.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		students to explore other countries and cultures.					
Southwest Mississippi Center for Culture and Learning	Programs and Initiatives to support preserving, teaching, and celebrating the unique culture and history of Southwest Mississippi communities.	Support programs and initiatives designed to provide cultural appreciation and promote economic growth such as lectures, public forums, exhibitions,tourism, education, outreach, and commemorations.	1.00	Executive Director, Southwest Mississippi Center for Culture and Learning	\$275,000.00	\$275,000.00	\$275,000.00
University College	New Student Orientation	The University's orientation program offers new students an enriching experience to explore campus life via educational extracurricular offerings.	1.00	Dean, University College	\$40,000.00	\$40,000.00	\$40,000.00
University Health Services and Wellbeing	Programs and Initiatives to support student health and wellbeing	Coordination of programs and initiatives to support student health and wellbeing to include National Condom Week; Nataional HIV/AIDS Awareness Day; Breast Cancer Awareness Day; Sexual Assault and Violence Prevention (Denim Day); National Go Red Day for Heart Health; Blood Drives; and an annual Health and Wellness Fair.	1.00	Director, University Health Services and Wellbeing	\$400.00	\$400.00	\$400.00
<b>TOTAL</b>					<b>\$942,907.50</b>	<b>\$942,907.50</b>	<b>\$880,407.50</b>

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Admissions and Recruitment	Diversity Scholarships	10-15 diversity scholarships available for students in two categories: Presidential Diversity Scholarships in the amount of \$10,000 per student and Standard Diversity Scholarships in the amount of \$5,000 per student.	2.00	Director, Admissions and Recruitment Director, Financial Aid	\$150,000.00	\$150,000.00	\$150,000.00
Department of Fine Arts	Strings Workshop and Master Class	Characteristic sounds of String Bass performing with other instruments featuring guest artist John Birdsong, Double Bass, Lecture Recital and Workshop, April 5-9.	1.00	Chair, Department of Fine Arts	\$2,500.00	\$2,500.00	\$2,500.00
Department of Student Engagement	Student Organizations	Support of over 60 student affinity groups to foster sense of belonging and inclusion. Such groups include religious affiliations, LGBTQ+ support, Greek Life, athletic, academic honors, ethnicity based affinity groups, and social clubs and organizations.	1.00	Director, Department of Student Engagement	\$50,000.00	\$50,000.00	\$50,000.00
Office of Diversity, Equity, and Inclusion	Staffing	Staff salaries for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$176,806.00	\$176,806.00	\$126,806.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity, Equity, and Inclusion	Staffing	Staff fringe benefits for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$44,201.50	\$44,201.50	\$31,701.50
Office of Diversity, Equity, and Inclusion	Operating Budget	Coordination of DEI programs, activities and initiatives to include Courageous Conversations and Diversity Dialogs; Workshops and Lecture Series; Monthly Cultural Celebrations (Hispanic Heritage Month, Black History Month, PRIDE Month, Women's History Month, Asian and Pacific Islander Month); and International Student Appreciation.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$28,500.00	\$28,500.00	\$28,500.00
Office of Diversity, Equity, and Inclusion	Everfi Campus Climate Survey	Campus Climate Survey for the University to assess strengths and areas of improvement for an inclusive campus community.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$13,000.00	\$13,000.00	\$13,000.00
Office of Global Affairs	International Programs and Education	Activities and Programs to support International student recruitment and enrollment at Alcorn State University and providing opportunities for students to explore other countries and cultures.	1.00	Director, Office of Global Affairs	\$160,000.00	\$160,000.00	\$160,000.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Southwest Mississippi Center for Culture and Learning	Programs and Initiatives to support preserving, teaching, and celebrating the unique culture and history of Southwest Mississippi communities.	Support programs and initiatives designed to provide cultural appreciation and promote economic growth such as lectures, public forums, exhibitions, tourism, education, outreach, and commemorations.	1.00	Executive Director, Southwest Mississippi Center for Culture and Learning	\$275,000.00	\$275,000.00	\$275,000.00
University College	New Student Orientation	The University's orientation program offers new students an enriching experience to explore campus life via educational extracurricular offerings.	1.00	Dean, University College	\$40,000.00	\$40,000.00	\$40,000.00
University Health Services and Wellbeing	Programs and Initiatives to support student health and wellbeing.	Coordination of programs and initiatives to support student health and wellbeing to include National Condom Week; National HIV/AIDS Awareness Day; Breast Cancer Awareness Day; Sexual Assault and Violence Prevention (Denim Day); National Go Red Day for Heart Health; Blood Drives; and an annual Health and Wellness Fair.	1.00	Director, University Health Services and Wellbeing	\$1,337.00	\$1,337.00	\$1,337.00
<b>TOTAL</b>					<b>\$941,344.50</b>	<b>\$941,344.50</b>	<b>\$878,844.50</b>

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***Alcorn State University Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions and Recruitment	Diversity Scholarships	10-15 diversity scholarships available for students in two categories: Presidential Diversity Scholarships in the amount of \$10,000 per student and Standard Diversity Scholarships in the amount of \$5,000 per student.	2.00	Director, Admissions and Recruitment Director, Financial Aid	\$150,000.00	\$150,000.00	\$150,000.00
Department of Fine Arts	Alcorn State University Jazz Festival 2022	Alcorn State University 40th Jazz Festival and Workshop featuring recording artist Kenny Barron his Trio.	1.00	Chair, Department of Fine Arts	\$20,000.00	\$10,000.00	\$10,000.00
Department of Student Engagement	Student Organizations	Support of over 60 student affinity groups to foster sense of belonging and inclusion. Such groups include religious affiliations, LGBTQ+ support, Greek Life, athletic, academic honors, ethnicity based affinity groups, and social clubs and organizations.	1.00	Director, Department of Student Engagement	\$50,000.00	\$50,000.00	\$50,000.00
Office of Diversity, Equity, and Inclusion	Staffing	Staff salaries for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$176,806.00	\$176,806.00	\$126,806.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity, Equity, and Inclusion	Staffing	Staff fringe benefits for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$44,201.50	\$44,201.50	\$31,701.50
Office of Diversity, Equity, and Inclusion	Operating Budget	Coordination of DEI programs, activities and initiatives to include Courageous Conversations and Diversity Dialogs; Workshops and Lecture Serires; Monthly Cultural Celebrations (Hispanic Heritage Month, Black History Month, PRIDE Month, Women's History Month, Asian and Pacific Islander Month); and International Student Appreciation.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$28,500.00	\$28,500.00	\$28,500.00
Office of Diversity, Equity, and Inclusion	Everfi Campus Climate Survey	Campus Climate Survey for the University to assess strengths and areas of improvement for an inclusive campus community.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$13,000.00	\$13,000.00	\$13,000.00
Office of Global Affairs	International Programs and Education	Activities and Programs to support International student recruitment and enrollment at	1.00	Director, Office of Global Affairs	\$160,000.00	\$160,000.00	\$160,000.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		Alcorn State University and providing opportunities for students to explore other countries and cultures.					
Office of Student Development	Activities and Programs to support student mental health, leadership and sense of belonging.	Sponsored programs and activities that support student mental health, leadership and sense of belonging including Pet-A-Puppy; Build-A-Brave Buddy; Relaxation Stations; group exercise classes; Male Leadership Institute; Inaugural Student Leadership Conference; Coffee and Coloring; and other related initiatives.	1.00	Assistant Vice-President of Student Development and Dean of Students	\$10,000.00	\$10,000.00	\$10,000.00
Southwest Mississippi Center for Culture and Learning	Programs and Initiatives to support preserving, teaching, and celebrating the unique culture and history of Southwest Mississippi communities.	Support programs and initiatives designed to provide cultural appreciation and promote economic growth such as lectures, public forums, exhibitions, tourism, education, outreach, and commemorations.	1.00	Executive Director, Southwest Mississippi Center for Culture and Learning	\$275,000.00	\$275,000.00	\$275,000.00
University College	New Student Orientation	The University's orientation program offers new students an enriching experience to explore campus life via	1.00	Dean, University College	\$40,000.00	\$40,000.00	\$40,000.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		educational extracurricular offerings.					
University Health Services and Wellbeing	Programs and Initiatives to support student health and wellbeing.	Coordination of programs and initiatives to support student health and wellbeing to include National Condom Week; National HIV/AIDS Awareness Day; Breast Cancer Awareness Day; Sexual Assault and Violence Prevention (Denim Day); National Go Red Day for Heart Health; Blood Drives; and an annual Health and Wellness Fair.	1.00	Director, University Health Services and Wellbeing	\$7,900.00	\$7,900.00	\$7,900.00
<b>TOTAL</b>					<b>\$975,407.50</b>	<b>\$965,407.50</b>	<b>\$902,907.50</b>

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***Alcorn State University Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions and Recruitment	Diversity Scholarships	10-15 diversity scholarships available for students in two categories: Presidential Diversity Scholarships in the amount of \$10,000 per student and Standard Diversity Scholarships in the amount of \$5,000 per student.	2.00	Director, Admissions and Recruitment Director, Financial Aid	\$150,000.00	\$150,000.00	\$150,000.00
Department of Fine Arts	Theater	Alcorn State University Readers Theater featuring guest Artist Dr. Charles Brooks, March 25 – March 30: A performance of original scripts written over two semesters by Alcorn State University and guided by Dr. Brooks. Over thirty original skits were completed. Eight student scripts were selected for public presentation with actors, readers, and musicians.	1.00	Chair, Department of Fine Arts	\$4,000.00	\$4,000.00	\$4,000.00
Department of Fine Arts	Alcorn State University Jazz Festival 2023	41st Annual Jazz Festival and Workshop featuring Grammy Nominated Artist Randy Brecker and his band.	1.00	Chair, Department of Fine Arts	\$20,000.00	\$10,000.00	\$10,000.00
Department of Student Engagement	Student Organizations	Support of over 60 student affinity groups to foster sense of belonging and inclusion. Such groups include religious	1.00	Director, Department of Student Engagement	\$50,000.00	\$50,000.00	\$50,000.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		affiliations, LGBTQ+ support, Greek Life, athletic, academic honors, ethnicity based affinity groups, and social clubs and organizations.					
Office of Diversity, Equity, and Inclusion	Staffing	Staff salaries for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$176,806.00	\$176,806.00	\$126,806.00
Office of Diversity, Equity, and Inclusion	Staffing	Staff fringe benefits for three full-time staff persons at 100%. Currently, the assistant director position is vacant so the state expended portion represents two staff persons at 100%.	3.00	Director, Office of DEI Assistant Director, Office of DEI Administrative Assistant, Office of DEI	\$44,201.50	\$44,201.50	\$31,701.50
Office of Diversity, Equity, and Inclusion	Operating Budget	Coordination of DEI programs, activities and initiatives to include Courageous Conversations and Diversity Dialogs; Workshops and Lecture Series; Monthly Cultural Celebrations (Hispanic Heritage Month, Black History Month, PRIDE Month, Women's History Month, Asian and Pacific Islander Month); and	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$28,500.00	\$28,500.00	\$28,500.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		International Student Appreciation.					
Office of Diversity, Equity, and Inclusion	Everfi Campus Climate Survey	Campus Climate Survey for the University to assess strengths and areas of improvement for an inclusive campus community.	2.00	Director, Office of DEI Administrative Assistant, Office of DEI	\$18,000.00	\$18,000.00	\$18,000.00
Office of Global Affairs	International Programs and Education	Activities and Programs to support International student recruitment and enrollment at Alcorn State University and providing opportunities for students to explore other countries and cultures.	1.00	Director, Office of Global Affairs	\$160,000.00	\$160,000.00	\$160,000.00
Southwest Mississippi Center for Culture and Learning	Programs and Initiatives to support preserving, teaching, and celebrating the unique culture and history of Southwest Mississippi communities.	Support programs and initiatives designed to provide cultural appreciation and promote economic growth such as lectures, public forums, exhibitions, tourism, education, outreach, and commemorations.	1.00	Executive Director, Southwest Mississippi Center for Culture and Learning	\$275,000.00	\$275,000.00	\$275,000.00
University College	New Student Orientation	The University's orientation program offers new students an enriching experience to explore campus life via educational extracurricular offerings.	1.00	Dean, University College	\$40,000.00	\$40,000.00	\$40,000.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
University Health Services and Wellbeing	Programs and Initiatives to support student health and wellbeing.	Coordination of programs and initiatives to support student health and wellbeing to include National Condom Week; National HIV/AIDS Awareness Day; Breast Cancer Awareness Day; Sexual Assault and Violence Prevention (Denim Day); National Go Red Day for Heart Health; Blood Drives; and an annual Health and Wellness Fair.	1.00	Director, University Health Services and Wellbeing	\$2,382.00	\$2,382.00	\$2,382.00
<b>TOTAL</b>					<b>\$968,889.50</b>	<b>\$958,889.50</b>	<b>\$896,389.50</b>

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***Delta State University Fiscal Year 2020 Survey Results***

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	<b>\$10,070.92 - State</b>  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	0.25	Diversity Committee Chair	\$3,966.45	<b>\$3,966.45 - State</b>  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

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
		Latin America and the hispanophone Caribbean						
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	<b>\$600 - State</b>  Expenses: \$600 Honorarium	\$600.00	\$600.00
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?"	0.25	Diversity Committee Chair	\$4,027.14	<b>\$4,027.14 - State</b>  Expenses: \$4000.00 - honorarium \$3.50 - printing \$21.00 - printing	\$4,027.14	\$4,027.14

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
		<p>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 &amp; 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.</p>				\$2.64 - printing		

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	Black History Month	Spoken Word by Alexandria Gurley	0.25	Diversity Committee Chair	\$993.00	\$993.00	\$993.00	\$993.00
					<b>\$19,657.51</b>	<b>\$19,657.51</b>	<b>\$19,657.51</b>	<b>\$19,657.51</b>

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***Delta State University Fiscal Year 2021 Survey Results***

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 Michelle Johansen to coordinate DEI activities.	0.5	Campus Diversity	\$19,359.25	<b>\$19,359.25 - State</b>  Expenses: \$19,359.25 - Stipend	\$19,359.25	\$19,359.25
DEI	DEI Professional Development Summer Book Club (Virtual) - Summer 2021	<b>Goals:</b> Optional professional development for faculty and staff through shared reading experience <b>Objective(s):</b> #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	0.75	DEI Coordinator	\$129.51	\$129.51 - State  Expenses: \$119.20 - Books \$10.31 - Books	\$129.51	\$129.51

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
		<p><b>Expected Outcome(s):</b> Increased knowledge of issues, including systemic racism, mental health, gender identity, police violence, and socio-economic inequality</p> <p><b>Target Audience:</b> Faculty and staff</p> <p><b>Method(s) Used:</b> 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>						

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	Sexual Assault Awareness Month - April 2021	<p><b>Goals:</b> Participate in national Sexual Assault Awareness Month (SAAM)</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of sexual assault and gender-</p>	0.75	DEI Coordinator	\$65.72	\$65.72 - State  Expenses: \$14.39 - Supplies \$45.73 - Supplies \$5.60 - Printing	\$65.72	\$65.72

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
		<p>based violence and available resources on campus</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						
DEI	Ramadan (Virtual) - April 2021	<p><b>Goals:</b> Increase knowledge and awareness of Ramadan</p> <p><b>Objective(s):</b> #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff; #4 -</p>	0.75	DEI Coordinator	\$0.28	<p>\$0.28 - State</p> <p>Expenses: \$0.28 - Printing</p>	\$0.28	\$0.28

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
		<p>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><b>Expected Outcome(s):</b> Increased knowledge of and expanded attitudes toward Muslims and Ramadan</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Virtual (Zoom/Facebook Live) webinar with Hassan Irshad, a DSU student from Pakistan</p>						

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	Winning the Race - March 2021	<p><b>Goals:</b> Support annual Winning the Race Conference through organizing student research competition. Support keynote address by Lawrence C. Ross.</p> <p><b>Objective(s):</b> #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;</p>	0.75	DEI Coordinator	\$2,486.48	\$486.48 - State \$2,000.00 - Mississippi Humanities Council  Expenses: \$18.00 - Printing \$120.00 - Plaque WTR Racial Equity Champion Award \$30.98 - Supplies \$17.50 - Printing \$300.00 - Awards for faculty mentors for student research	\$486.48	\$486.48

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
		<p>#6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Increased student participation in student research competition and increased public participation in conference</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Co-sponsored keynote address by Lawrence C. Ross. Virtual student research presentations with public voting for "People's Choice Award"</p>						

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 - Spring Semester 2021	<p><b>Goals:</b> 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><b>Objective(s):</b> #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</p>	0.75	DEI Coordinator	\$18.00	<p><b>\$18.00 - State</b></p> <p>Expenses: \$18.00 - Printing</p>	\$18.00	\$18.00

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
		<p>University and Delta communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> 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><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Series of virtual (Zoom) meetings</p>						

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	Movie Night - April 2021	<p><b>Goals:</b> Support African American Student Council's event</p> <p><b>Objective(s):</b> #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>	0.75	DEI Coordinator	\$8.40	\$8.40 - State  Expenses: \$8.40 - Printing posters	\$8.40	\$8.40

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
		<p><b>Expected Outcome(s):</b> Increased knowledge of Black history and women's history</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						
DEI	DEI Logo Student Competition - March and April 2021	<p><b>Goals:</b> Create DSU diversity, equity, and inclusion logo for branding</p> <p><b>Objective(s):</b> #5 - Promote a safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta</p>	0.75	DEI Coordinator	\$202.80	<p>\$202.80 - State</p> <p>Expenses: \$200.00 - check for winner \$1.40 - Printing certificates</p>	\$202.80	\$202.80

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
		<p>communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Creation of a logo representing campus DEI values</p> <p><b>Target Audience:</b> DSU campus and community</p> <p><b>Method(s) Used:</b> 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>				\$1.40 - Printing certificates		
DEI	Book Talk: <i>A Lesbian Belle Tells: OUtageous Southern Stories of Family, Loss, and Love</i> - March 2021	<p><b>Goals:</b> Celebrate Women's History Month</p> <p><b>Objective(s):</b> #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students,</p>	0.75	DEI Coordinator	\$217.50	\$217.50 - State  Expenses: \$200.00 - Speaker honorarium \$17.50 - Printing	\$217.50	\$217.50

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
		<p>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><b>Expected Outcome(s):</b> Increased knowledge of women's, LGBTQ+, and religious history and issues</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Canterbury Episcopal campus organization to have Elizabeth McCain, a Mississippian and award-winning playwright, storyteller, counselor, and</p>						

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
		interfaith minister, read from her memoir and participate in Q&A with online audience through a Zoom/Facebook Live.						
DEI	Black History at Delta State - February 2021	<p><b>Goals:</b> Celebrate Black History Month with spotlight on Black history makers at Delta State</p> <p><b>Objective(s):</b> #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</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

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
		<p>communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Increased knowledge and understanding of Black history at Delta State</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						

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	United in Green Campus Conversations - October and November 2020	<p><b>Goals:</b> Engage students, faculty, and staff in non-partisan conversations about 2020 elections and campus, local, state, and national issues</p> <p><b>Objective(s):</b> #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>	0.75	DEI Coordinator	\$30.00	\$30.00 - State  Expenses: \$30.00 - Printing	\$30.00	\$30.00

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
		<p><b>Expected Outcome(s):</b> Increased knowledge and dialogue about Delta State's students' campus and election concerns</p> <p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> DEI partnered with Campus Counseling Center and Division of Social Sciences and History for a series of virtual (Zoom) campus conversations.</p>						
DEI	Okra Talk with Chris Smith - November 2020	<p><b>Goals:</b> Participate in DSU Homecoming Activities with a book talk about okra</p> <p><b>Objective(s):</b> #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>	0.75	DEI Coordinator	\$514.00	\$514.00 - State  Expenses: \$500.00 - Speaker honorarium (QEP) \$14.00 - Printing	\$514.00	\$514.00

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
		<p><b>Expected Outcome(s):</b> Increased knowledge about the history of okra, including its origins in west Africa and its legacy in American Southern culture and food</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						

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 - October 2020	<p><b>Goals:</b> Celebrate LGBTQ+ History Month</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of LGBTQ+ history and issues</p> <p><b>Target Audience:</b> DSU</p>	0.75	DEI Coordinator	\$297.60	297.60 - State  Expenses: \$183.60 - Printing OQRA Zine, Ed. 2, Vol. 1 \$14.00 - Printing (QEP) \$100.00 - Speaker Honorarium	\$297.60	\$297.60

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
		<p>campus and general public</p> <p><b>Method(s) Used:</b> 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&amp;A, in-person Pride Walk and Pride Yoga, and <i>OQRA Zine</i>, a campus publication of artwork and writing.</p>						
DEI	Movie Night - October 2021	<p><b>Goals:</b> Opportunity to learn more about recently deceased Supreme Court Justice Ruth Bader Ginsburg</p> <p><b>Objective(s):</b> #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities</p>	0.75	DEI Coordinator	\$21.00	<p>\$21.00 - State</p> <p>Expenses: \$21.00 - Printing (QEP)</p>	\$21.00	\$21.00

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
		<p><b>Expected Outcome(s):</b> Increased knowledge of the life of Supreme Court Justice Ruth Bader Ginsburg and the obstacles facing women during her career</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Office of Student Life for a screening of <i>RBG</i>, a documentary about Supreme Court Justice Ruth Bader Ginsburg</p>						
DEI	Summer Orientation - Summer 2021	<p><b>Goals:</b> Increase awareness of DEI Office on campus</p> <p><b>Objective(s):</b> #3 - Improve retention of underrepresented students, faculty, and staff</p> <p><b>Expected Outcome(s):</b> New students at Delta State have knowledge of DEI Office</p> <p><b>Target Audience:</b> New DSU students</p>	0.75	DEI Coordinator	\$71.00	\$71.00 - State  Expenses: \$71.00 - Printing summer orientation insert	\$71.00	\$71.00

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
		<b>Method(s) Used:</b> Creation of insert with information about DEI and signature programs						
DEI	DEI Committee and DEI Upstander Recognition Program - Year-round	<p><b>Goals:</b> Increase recognition of employees and their contributions to DEI initiatives</p> <p><b>Objective(s):</b> #3 - Improve retention of underrepresented students, faculty, and staff</p> <p><b>Expected Outcome(s):</b> Increased awareness of employees and their contributions to DEI initiatives</p> <p><b>Target Audience:</b> DSU employees</p> <p><b>Method(s) Used:</b> Monthly nominations for DEI Upstanders and public recognition through posters, social media, and email; recognition of DEI Committee members through certificates for</p>	0.75	DEI Coordinator	\$61.60	\$61.60 - State  Expenses: \$0.35 - Printing \$21.00 - Printing \$4.90 - Printing \$8.05 - Printing \$3.85 - Printing \$21.00 - Printing \$2.45 - Printing	\$61.60	\$61.60

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
		annual tenure and promotion portfolios and/or performance reviews						
DEI	International Education - Fall 2020	<p><b>Goals:</b> Recognition of employees participating in international education activities</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased participation of employees in international initiatives and international student activities</p> <p><b>Target Audience:</b> DSU employees</p> <p><b>Method(s) Used:</b> Certificates of recognition for annual tenure and</p>	0.75	DEI Coordinator	\$2.80	\$2.80 - State  Expenses: \$2.80 - Printing	\$2.80	\$2.80

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
		promotion portfolios and/or performance reviews						
DEI	Hispanic Heritage Month - September to October 2020	<p><b>Goals:</b> Celebrate Hispanic/Latinx Heritage Month</p> <p><b>Objective(s):</b> #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>	0.75	DEI Coordinator	\$33.00	\$33.00 - State  Expenses: \$12.00 - Printing \$21.00 - Printing (QEP)	\$33.00	\$33.00

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
		<p><b>Expected Outcome(s):</b> Increased knowledge of Hispanic and Latinx history and cultures; Increased campus participation in Hispanic/Latinx activities</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						

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</i> film and oral history project - Year-Round	<p><b>Goals:</b> 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><b>Objective(s):</b> #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</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

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
		<p>communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Increased knowledge of 1969 student sit-in at Delta State College</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Purchase needed supplies for film completion; entry fees for film festivals</p>						
DEI	Student Surveys - Year-Round	<p><b>Goals:</b> Increase student feedback for campus initiatives around diversity, equity, and inclusion</p> <p><b>Objective(s):</b> #3 - Improve retention of underrepresented students, faculty, and staff; #5 - Promote a safer and more supportive campus environment</p> <p><b>Expected Outcome(s):</b> Increased participation in student feedback surveys</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

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
		<p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> Surveys administered with student prizes for participation</p>						
DEI	Office and Organization - Year-Round	<p><b>Goals:</b> 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><b>Objective(s):</b> #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</p>	0.75	DEI Coordinator	\$465.10	<p>\$465.10 - State</p> <p>Expenses:</p> <p>\$11.17 - Supplies (envelopes)</p> <p>\$125.00 - Plaque for Georgene Clark Diversity Award</p> <p>\$328.93 - Books for QEP/DEI collection in Library</p>	\$465.10	\$465.10

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
		<p>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><b>Expected Outcome(s):</b> Increased student knowledge of diversity, equity, and inclusion; Increased employee participation in DEI initiatives; Increased partnerships with community stakeholders</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Purchase of supplies and materials to achieve goals</p>						
					\$27,342.60	\$27,342.60	\$22,906.02	\$22,906.02

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***Delta State University Fiscal Year 2022 Survey Results***

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 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

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	Sexual Assault Awareness Month - April 2022	<p><b>Goals:</b> Participate in national Sexual Assault Awareness Month (SAAM)</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of sexual assault and gender-based violence and available resources on campus</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Office of Student Affairs, Campus Counseling Center, and Title IX Coordinator for events including</p>	0.75	DEI Coordinator	\$459.79	<p><b>\$459.79 - State</b></p> <p>Expenses:            \$350.69 - Food            \$109.10 - Supplies</p>	\$459.79	\$459.79

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
		<p>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>						

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	Summer Professional Development DEI Book Club - May and June 2022	<p><b>Goals:</b> Optional professional development for faculty and staff through shared reading experience</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of issues, including systemic racism, Asian American history, mental health, gender identity, and socio-economic inequality</p> <p><b>Target Audience:</b> Faculty and staff</p> <p><b>Method(s) Used:</b> 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.</p>	0.75	DEI Coordinator	\$974.14	<p><b>\$974.14 - State</b></p> <p>Expenses:            \$7.70 - Printing            \$57.19 - Food            \$253.00 - Food            \$656.25 - Books</p>	\$974.14	\$974.14

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
		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						

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><b>Goal(s):</b> 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><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and awareness of Delta State history, Title IX relating to sports equity, U.S. history, and civil rights history.</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$2,270.12	<p><b>\$165.63 - State DEI Acct</b></p> <p><b>\$2,104.00 - State 108 Acct</b></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

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
		<p><b>Method(s) Used:</b> 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>						

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	"State Control Over Women's Bodies and Choices: What Mississippi Means for Abortion Access in America" Event - February 2022	<p><b>Goal(s):</b> Support and supplement Department of Art's exhibition "In Control: Embroidered Work" by artist Katrina Majkut</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increase knowledge about climate and political implications of recent court cases involving abortion</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$300.00	<p><b>\$300.00 - State</b></p> <p>Expenses: \$300.00 - Speaker honorarium</p>	\$300.00	\$300.00

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
		<p><b>Method(s) Used:</b> 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>						

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><b>Goal(s):</b> Celebrate Black History Month</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge about Black history</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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</p>	0.75	DEI Coordinator	\$1,261.97	<p><b>\$1,261.97 - State</b></p> <p>Expenses:            \$12.00 - Printing            \$19.40 - Social media ad            \$14.00 - Printing            \$14.00 - Printing            \$4.11 - Social media ad            \$90.22 - Food            \$67.24 - Food            \$500.00 - Rev. Jayne Oasin honorarium            \$500.00 - Dr. Joe Moore III honorarium            \$41.00 - Dr. Joe Moore III per diem</p>	\$1,261.97	\$1,261.97

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
		<p>killings." Virtually (Zoom) hosted Rev. Canon Jayne J. Oasin, former Program Officer for Anti-Racism and Gender Equality for the Episcopal Church. Partnered for a movie night with the African American Student Council.</p>						

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><b>Goal(s):</b> Increase knowledge of the lynching of Emmett Till and the actions and legacy of Till's mother Mamie Till.</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and awareness of Mamie Till-Mobley, U.S. and Mississippi Delta history, and civil rights era</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Public screenings of the six episodes of "Women of the Movement" and post-screening discussions</p>	0.75	DEI Coordinator	\$116.98	<b>\$116.98 - State</b>  Expenses: \$58.49 - Food (108) \$58.49 - Food (108)	\$116.98	\$116.98

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><b>Goal(s):</b> Celebration Dr. Martin Luther King Jr. Day and Participate in National Day of Racial Healing</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of Black history, legacy of Dr. King, and civil rights era; Increased communication and dialogue around racial reconciliation</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with DSU Archives and Museums and</p>	0.75	DEI Coordinator	\$855.62	<p><b>\$96.27 - State DEI Acct</b></p> <p><b>\$759.35 - State 108 Acct</b></p> <p>Expenses:            \$75.00 - Printing (IRC)            \$0.27 - Printing            \$21.00 - Printing            \$759.35 - Food</p>	\$855.62	\$855.62

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
		<p>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>						

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DEI	Lunch and Learn with Ephrat Asherie - November 2021	<p><b>Goal(s):</b> Interact with Ephrat Asherie's ensemble of dancers and musicians and learn about Afro-Brazilian rhythms and movements</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of Afro-Brazilian culture, history, and arts</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Bologna Performing Arts Center to host the lunch event and promote the performance</p>	0.75	DEI Coordinator	\$29.57	<p><b>\$29.57 - State</b></p> <p>Expenses: \$29.57 - Food</p>	\$29.57	\$29.57

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><b>Goals:</b> Celebrate LGBTQ+ History Month</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of LGBTQ+ history and issues</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Office of Student Life, Roberts-LaForge Library, Division of Languages and Literature, University of Memphis, and LGBTQ Fund of</p>	0.75	DEI Coordinator	\$6,397.61	<p><b>\$3,500.00 - LGBTQ Fund of Mississippi</b></p> <p><b>\$750.00 - State Library</b></p> <p><b>\$1,147.61 - State DEI</b></p> <p>Expenses:            \$349.35 - Printing (LGBTQ Fund Grant)            \$295.15- Food (LGBTQ Fund Grant)            \$2,206.57- Supplies (LGBTQ Fund Grant)            \$117.94 - Tickets (LGBTQ Fund Grant)            \$63.95 - Buttons (LGBTQ Fund Grant)            \$100.00 - DMI Light and Sound Services</p>	\$1,897.61	\$1,897.61

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
		<p>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&amp;A, OQRA Zine, Oxford Pride field trip, Pride Alliance Brunch, and three optional Safe Space workshops: "Active Allyship in Your Safe Space," "Pronouns and Names," and "Safe Space 101."</p>				<p>\$48.30 - Printing  \$1,900.00 - Pin and Shirts (108)  )\$82.00 - Phillip Gordon honorarium  \$250.00 - Shannon Herrada honorarium  \$250.00 - James Lee honorarium  \$25.00 - University vehicle rental  \$16.00 - Printing</p>		

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	<p><i>Voices from the Sit-In Film Premiere</i> - October 2022</p>	<p><b>Goal(s):</b> 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><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of Delta State history, civil rights era, student activism, and social justice</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with President's Office, Department of</p>	0.75	\$	\$2,297.56	<p><b>\$2,000 - Mississippi Humanities Council Grant</b></p> <p><b>\$44.50 - Alumni Association</b></p> <p><b>\$253.06 - Delta State University</b></p> <p>Expenses:</p> <p>\$4.48 - Printing</p> <p>\$1.68 - Printing</p> <p>\$602.00 - Printing (MHC Grant)</p> <p>\$140.00 - Printing (MHC Grant)</p> <p>\$46.81 - Printing (MHC Grant)</p> <p>\$44.50 - Printing (Alumni Agency Fund)</p> <p>\$95.00 - Printing (MHC Grant)</p> <p>\$24.00 - Printing</p> <p>\$0.40 - Printing</p> <p>\$222.50 - Food</p> <p>\$80.00 - Social</p>	\$253.06	\$253.06

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
		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				media ad (MHC Grant) \$100.00 - Social media ad (MHC Grant) \$45.21 - Supplies (MHC grant) \$368.00 - Printing (MHC grant) \$35.83 - Social media ad (MHC grant)		

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><b>Goal(s):</b> Celebrate Hispanic and Latinx Heritage Month</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of Hispanic and Latinx history cultures in the United States and Mississippi Delta</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Division of Languages and Literature for activities. Events included: Gallery of Latinx and</p>	0.75	DEI Coordinator	\$94.99	<p><b>\$94.99 - State</b></p> <p><b>Expenses</b></p> <p>\$29.90 - Supplies</p> <p>\$25.09 - Food</p> <p>\$40.00 - Supplies</p>	\$94.99	\$94.99

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
		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						

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	Civil Rights Field Trip - Jackson, MS - September 2021	<p><b>Goal(s):</b> Provide off-campus enrichment in history and culture of Mississippi, particularly in civil rights in Jackson, Mississippi</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of and appreciation for civil rights history in Mississippi</p> <p><b>Target Audience:</b> DSU students</p>	0.75	DEI Coordinator	\$242.40	\$8.40 - State \$234.00 - Ticket Sales  Expenses: \$234.00 - Travel \$8.40 - Printing	\$8.40	\$8.40

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
		<p><b>Method(s) Used:</b> 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>						

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><b>Goal(s):</b> Support student-led initiative to raise awareness and increase knowledge of World Afro Day and issues around hair and identity</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of issues around hair and identity, especially for African Americans</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$63.00	\$63.00 - State  Expenses: \$12.00 - Printing \$30.00 - Printing at IRC \$21.00 - Printing	\$63.00	\$63.00

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
		<p><b>Method(s) Used:</b> 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>						

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 Juke Joint Festival Field Trip - April 2022	<p><b>Goal(s):</b> Introduce international students to Mississippi Delta blues</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and appreciation of Mississippi Delta blues history and culture</p> <p><b>Target Audience:</b> DSU international students</p> <p><b>Method(s) Used:</b> Field trip to Juke Joint Festival in Clarksdale, Mississippi</p>	0.75	DEI Coordinator	\$307.70	\$300 - Ticket Sales \$7.70 - State  Expenses: \$300.00 - Travel \$7.70 - Printing	\$7.70	\$7.70

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>Never Say Die: The Story of East Side High</i> Film Premiere - March 2022	<p><b>Goal(s):</b> Support film premiere of <i>Never Say Die: The Story of East Side High</i></p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and awareness of the history of segregation in Cleveland, Mississippi's public school system</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$1,294.65	<b>\$1,294.65 - Mississippi Humanities Council Grant</b>  Expenses: \$52.50 - Printing \$1000.00 - Dr. Kishki Hall honorarium \$32.15 - Printing \$210.00 - Printing at IRC	\$0.00	\$0.00

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
		<p><b>Method(s) Used:</b> Partnered with Division of Languages and Literature and Mississippi Humanities Council to host film premiere and panel discussion at Bologna Performing Arts Center.</p>						

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	Study Abroad Outreach	<p><b>Goal(s):</b> Support International Education efforts to recruit under-represented students in study abroad</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of international education programs and opportunities</p> <p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> Printing posters and fliers for campus about international education opportunities and resources</p>	0.75	DEI Coordinator	\$45.40	<p><b>\$45.40 - State</b></p> <p>Expenses:            \$8.40 - Printing            \$30.00 - Printing            \$5.60 - Printing            \$1.40 - Printing</p>	\$45.40	\$45.40

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	DEI Upstanders Recognition Program and DEI Committee	<p><b>Goals:</b> Increase recognition of employees and their contributions to DEI initiatives</p> <p><b>Objective(s):</b> #3 - Improve retention of underrepresented students, faculty, and staff</p> <p><b>Expected Outcome(s):</b> Increased awareness of employees and their contributions to DEI initiatives</p> <p><b>Target Audience:</b> DSU employees</p> <p><b>Method(s) Used:</b> 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><b>\$174.60 - State</b></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

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	Professional Development for Administration, Faculty, Staff, and Students	<p><b>Goal(s):</b> Provide DEI-related professional development opportunities for administration, faculty, staff, and students</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge, skills, and awareness of issues in diversity, equity, and inclusion</p> <p><b>Target Audience:</b> DSU campus</p>	0.75	DEI Coordinator	\$3,872.62	<p><b>\$3,872.62 - State</b></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</p>	\$3,872.62	\$3,872.62

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
		<p><b>Method(s) Used:</b> 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 Universities (AASCU).</p>				<p>Robyn Wall for Japan Studies Institute \$760.12 - Melanie Robyn Wall for Japan Studies Institute \$2.00 - Melanie Robyn Wall for Japan Studies Institute \$90.00 - Liza Bondurant for Conference \$100.00 - Todd Davis for Conference</p>		

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	African American Student Council Prom - Spring 2022	<p><b>Goal(s):</b> Support African American Student Council initiative to host a spring social gathering for DSU students</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased social engagement and sense of belonging by DSU students</p> <p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> Printed promotional flyers for the event, which was ultimately postponed</p>	0.75	DEI Coordinator	\$35.00	<p><b>\$35 - State</b></p> <p>Expenses: \$35.00 - Printing</p>	\$35.00	\$35.00

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><b>Goal(s):</b> Create inclusive campus Lunar New Year celebration</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and awareness of Asian American history and culture, particularly cultures celebrating Lunar New Year</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$558.90	<p><b>\$117.55 - Gifted Food</b></p> <p><b>\$19.00 - State DEI Acct</b></p> <p><b>\$422.35 - State 108 Acct</b></p> <p>Expenses:</p> <p>\$19.00 - Printing</p> <p>\$62.10 - Supplies</p> <p>\$34.90 - Supplies</p> <p>\$6.99 - Supplies</p> <p>\$19.98 - Supplies</p> <p>\$13.96 - Supplies</p> <p>\$6.98 - Supplies</p> <p>\$198.74 - Supplies</p> <p>\$78.70 - Supplies</p>	\$441.35	\$441.35

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
		<p><b>Method(s) Used:</b> 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>						

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><b>Goal(s):</b> Support annual Sammy O. Cranford Memorial History Lecture</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge about incarceration camps imprisoning Japanese Americans in the U.S. during World War II, including two camps in Arkansas</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$402.78	<p><b>\$402.78 - State</b></p> <p>Expenses: \$402.78 - Food</p>	\$402.78	\$402.78

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
		<p><b>Method(s) Used:</b> 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>						

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><b>Goal(s):</b> Increase professional knowledge and organization capacity</p> <p><b>Objective(s):</b> #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 - Improve retention of underrepresented students, faculty, and staff</p> <p><b>Expected Outcome(s):</b> Increased and improved organizational support for campus</p> <p><b>Target Audience:</b> DSU Campus</p> <p><b>Method(s) Used:</b> 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><b>\$397.36 - State DEI Acct</b></p> <p><b>\$1905.68 - State 108 Acct</b></p> <p>Expenses:</p> <p>\$194.42 - Supplies (wagon)</p> <p>\$505.68 - Poster frames and easel stands</p> <p>\$900.00 - Annual Institutional Membership to National Association of Diversity Officers in Higher Education</p> <p>\$500.00 NADOHE Conference Registration fee</p> <p>\$42.95 - Button supplies</p> <p>\$159.99 - Pop-up tent</p>	\$2,303.04	\$2,303.04

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><b>Goals:</b> 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><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Improved Spanish language skills of students and other participants; increased knowledge of Hispanic and Latinx cultures, especially locally in the</p>	0.75	DEI Coordinator	\$50.53	<p><b>\$50.53 - State</b></p> <p>Expenses: \$50.53 - Food</p>	\$50.53	\$50.53

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
		<p>Mississippi Delta; increased connection between campus and community</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Series of virtual (Zoom) meetings for Exchanges and in-person meetings for La Tertulia</p>						

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><b>Goal(s):</b> Social for international students to create greater sense of belonging</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased sense of belonging and support for and among international students, faculty, and staff</p> <p><b>Target Audience:</b> DSU international students, faculty, and staff</p> <p><b>Method(s) Used:</b> Sunday afternoon snowcone social with DSU domestic and international faculty and staff</p>	0.75	DEI Coordinator	\$92.50	<b>\$92.50 - State</b>  Expenses: 92.50 - Food	\$92.50	\$92.50
					<b>\$56,432.58</b>	<b>\$56,432.58</b>	<b>\$47,941.88</b>	<b>\$47,941.88</b>

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***Delta State University Fiscal Year 2023 (YTD) Survey Results***

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	<b>\$36,603.22 - State</b>  Expenses: \$36,603.22 - Stipend	\$36,603.22	\$36,603.22
DEI	NEA Big Read: Bolivar County	<b>Goals:</b> 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." <b>Objective(s):</b> #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 -Improve retention of underrepresented	0.75	DEI Coordinator	\$6,758.87	<b>\$289.97 - State DEI Acct</b> <b>\$587.05 - State 108 Acct</b> <b>\$2,481.60 - National Endowment for the Arts</b> <b>\$3,400.25 - Friends of the Bolivar County Library System</b>  Expenses: \$598.52 - Printing \$278.50 - Printing stickers (108) \$308.55 - Food (108) \$5351.30 - Books (Grant) \$222.00 - Printing stickers (Grant)	\$877.02	\$877.02

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
		<p>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><b>Expected Outcome(s):</b> Campus and community engagement with novel <i>Homegoing</i> and related programming, including book discussions, guest lectures, workshops, and arts performances.</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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</p>						

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
		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.						
DEI	Civil Rights Field Trip - Jackson, MS	<p><b>Goal(s):</b> Provide off-campus enrichment in history and culture of Mississippi, particularly in civil rights in Jackson, Mississippi</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of and appreciation for civil rights history in Mississippi</p>	0.75	DEI Coordinator	\$1,014.66	<p><b>\$87.66 - State DEI Acct</b></p> <p><b>\$277.00 - State 108 Acct</b></p> <p><b>\$650.00 - MS Department of Archives</b></p> <p>Expenses:</p> <p>\$8.40 - Printing posters</p> <p>\$606.00 - Nissan Café by Nick Wallace</p> <p>\$90.74 - Food</p> <p>\$32.42 - Supplies</p> <p>\$108.00 - Bus parking at MVSU</p> <p>\$169.00 - Civil Rights Museum Tickets</p>	\$1,014.66	\$1,014.66

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
		<p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> 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>						
DEI	World Afro Day	<p><b>Goal(s):</b> Support student-led initiative to raise awareness and increase knowledge of World Afro Day and issues around hair and identity</p> <p><b>Objective(s):</b> #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</p>	0.75	DEI Coordinator	\$2,467.84	<p><b>\$1,215.65 - State DEI Acct</b></p> <p><b>\$1,252.19 - State 108 Acct</b></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

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
		<p>communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Increased knowledge of issues around hair and identity, especially for African Americans</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						
DEI	Civil Rights Field Trip - Drew, MS - August 2022	<p><b>Goal(s):</b> Increase knowledge of important historic sites in the Mississippi Delta relating to the lynching of Emmett Till</p> <p><b>Objective(s):</b> #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</p>	0.75	DEI Coordinator	\$182.98	<p><b>\$182.98 - State</b></p> <p>Expenses:            \$9.80 - Printing            \$23.18 - Food            \$150.00 - Food</p>	\$182.98	\$182.98

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
		<p>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><b>Expected Outcome(s):</b> Increased knowledge of U.S. and Mississippi Delta history, civil rights era, social justice movements, and Black history</p> <p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> 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>						

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	"Day of Dialogue for Racial Healing and Relationship Building" - September 2022	<p><b>Goal(s):</b> Participate in Day of Dialogue for Racial Healing and Relationship Building</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased dialogue among DSU campus and community stakeholders around racial reconciliation and community connections and networking</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$11.20	<p><b>\$11.20 - State</b></p> <p>Expenses: \$11.20 - Printing</p>	\$11.20	\$11.20

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
		<b>Method(s) Used:</b> 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						
DEI	Moon Festival - September 2022	<b>Goal(s):</b> 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. <b>Objective(s):</b> #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;	0.75	DEI Coordinator	\$241.88	<b>\$109.00 - State</b> <b>\$132.88 - MDCHM</b> <b>In Kind Donation</b>  Expenses: \$132.88 - MDCHM \$24.50 - Printing posters \$20.00 - Printing handouts \$64.50 - Supplies	\$109	\$109

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
		<p>#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>						

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
	Study Abroad and International Outreach	<p><b>Goal(s):</b> Increase knowledge among DSU students about the process to receive a U.S. passport and study abroad opportunities</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of how to apply for a U.S. passport, study abroad opportunities, and international students from 40+ countries</p> <p><b>Target Audience:</b> DSU students</p>	0.75	DEI Coordinator	\$88.72	<p><b>\$88.72 - State 108 Acct</b></p> <p>Expenses:            \$7.00 - Printing            \$22.80 - Printing            Critical Language Scholarship            \$1.92 - Printing            \$57.00 - Printing</p>	\$88.72	\$88.72

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
		<p><b>Method(s) Used:</b> 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>						
DEI	Japan Outreach Initiative - Year-Round	<p><b>Goal(s):</b> Increase knowledge and appreciate of Japanese history and culture through support of Japan Outreach Initiative</p> <p><b>Objective(s):</b> #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</p>	0.75	DEI Coordinator	\$342.18	<p><b>\$145.77 - State DEI Acct</b></p> <p><b>\$196.41 - State 108 Acct</b></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</p>	\$342.18	\$342.18

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
		<p>safer and more supportive campus environment; #6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Increased knowledge and appreciation of Japanese history and culture</p> <p><b>Target Audience:</b> DSU campus</p> <p><b>Method(s) Used:</b> 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>				<p>\$75.38 - Food (108)</p> <p>\$20.03 - Food (108)</p> <p>\$37.40 - Food</p> <p>\$101.00 - Memphis Japan Festival Tickets (108)</p> <p>\$47.92 - Food</p>		

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, Dia de los Muertos, and <i>La Guernica</i> - October and November 2022 and March 2023	<p><b>Goal(s):</b> Celebrate Hispanic and Latinx heritage and cultures</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of Hispanic and Latinx history cultures in the United States and Mississippi Delta</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$1,241.09	<p><b>\$79.00 - State DEI Acct</b></p> <p><b>\$1,162.00 - State 108 Acct</b></p> <p>Expenses:</p> <p>\$35.00 - Printing</p> <p>\$350.00 - Tamales (108)</p> <p>\$34.25 - Plaque</p> <p>\$0.06 - Supplies</p> <p>\$9.78 - Food</p> <p>\$600.00 - Food (108)</p> <p>\$12.00 - Supplies (108)</p> <p>\$200.00 - Audio services (108)</p>	\$1,241.09	\$1,241.09

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
		<p><b>Method(s) Used:</b> 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 La Guernica</p>						

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><b>Goals:</b> Celebrate LGBTQ+ History Month. Provide optional training for DSU campus and community about LGBTQ+ issues. Support Pride Alliance campus organization.</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of LGBTQ+ history and issues. Increased support of LGBTQ+ campus members and allies.</p>	0.75	DEI Coordinator	\$1,123.90	<p><b>\$579.40 - State 108 Acct</b></p> <p><b>\$119.50 - State DSU Library Accy</b></p> <p><b>\$425.00 - LGBTQ Fund of Mississippi grant</b></p> <p>Expenses:</p> <p>\$10.00 - Printing</p> <p>\$500 - Justin Holbrook honorarium</p> <p>\$10.00 - Printing poster</p> <p>\$250.00 - Kayla Martin-Gant honorarium (108)</p> <p>\$78.90 - Food (108)</p> <p>\$100.00 - Lighting services (108)</p> <p>\$83.50 - Pins (108)</p> <p>\$24.50 - Printing posters</p> <p>\$67.00 - Pins (108)</p>	\$698.90	\$698.90

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
		<p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Partnered with Roberts-LaForge Library, Division of Languages and Literature, and LGBTQ Fund of Mississippi.</p> <p>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>						

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	First Generation College Celebration - November 2022	<p><b>Goals:</b> Provide networking opportunities for DSU first-generation college students</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> 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>	0.75	DEI Coordinator	\$1,272.51	<p><b>\$12.00 - State DEI Acct</b></p> <p><b>\$760.51 - State 108 Acct</b></p> <p><b>\$500.00 - External Grant</b></p> <p>Expenses:</p> <p>\$12.00 - Printing poster</p> <p>\$936.58 - Food for networking lunch (108)</p> <p>\$129.00 - Screening rights for Personal Statement (108)</p> <p>\$74.93 - Food (108)</p> <p>\$120.00 - Tablecloth rental (108)</p>	\$772.51	\$772.51

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
		<p><b>Target Audience:</b> DSU campus</p> <p><b>Method(s) Used:</b> 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>						

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	"The Queen of Basketball" - November 2022	<p><b>Goal(s):</b> 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><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and awareness of Delta State history, Title IX relating to sports equity, U.S. history, and civil rights history.</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$303.58	<p><b>\$303.58 - State</b></p> <p>Expenses:            \$45.00 - Printing handouts            \$48.00 - Printing posters            \$74.71 - Food            \$135.87 - Food</p>	\$303.58	\$303.58

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
		<p><b>Method(s) Used:</b> 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>						
DEI	Dr. Martin Luther King, Jr. Day and National Day of Racial Reconciliation	<p><b>Goal(s):</b> Celebration Dr. Martin Luther King Jr. Day and Participate in National Day of Racial Healing</p> <p><b>Objective(s):</b> #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</p>	0.75	DEI Coordinator	\$319.50	<p><b>\$69.50 - State</b></p> <p><b>\$250.00 - Mississippi Humanities Council</b></p> <p>Expenses:            \$250.00 - Honorarium            \$24.50 - Printing posters            \$19.50 - Printing handout cards            \$25.50 - Printing</p>	\$69.50	\$69.50

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
		<p>inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Increased knowledge of Black history, legacy of Dr. King, and civil rights era; Increased communication and dialogue around racial reconciliation</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>						

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 - January 2023	<p><b>Goal(s):</b> Create inclusive campus Lunar New Year celebration</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge and awareness of Asian American history and culture, particularly cultures celebrating Lunar New Year</p> <p><b>Target Audience:</b> DSU campus and general public</p>	0.75	DEI Coordinator	\$576.07	<p><b>\$21.00 - State DEI Acct</b></p> <p><b>\$328.00 - State 108 Acct</b></p> <p><b>\$228.15 - MDCHM In-kind Donation</b></p> <p>Expenses:</p> <p>\$228.15 - MDCHM Provided Supplies</p> <p>\$21.00 - Printing posters</p> <p>\$88.72 - Supplies</p> <p>\$17.99 - Supplies</p> <p>\$20.95 - Supplies</p> <p>\$199.26 - Supplies</p>	\$349	\$349.00

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
		<p><b>Method(s) Used:</b> 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>						
DEI	"Inaugural Ballers" - February 2023	<p><b>Goal(s):</b> Increase knowledge of women's history and sports history, particularly Title IX sports equity and DSU women's basketball legacy</p> <p><b>Objective(s):</b> #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;</p>	0.75	DEI Coordinator	\$2,897.47	<p><b>\$271.47 - State DEI Acct</b></p> <p><b>\$126.00 - State 108 Acct</b></p> <p><b>\$2,500.00 - Mississippi Humanities Council grant</b></p> <p>Expenses:</p> <p>\$2,500.00 - Honorarium and Travel Expenses</p> <p>\$64.00 - Printing posters</p> <p>\$11.75 - Printing postcards</p> <p>\$36.00 - Printing handouts</p>	\$397.47	\$397.47

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
		<p>#6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> 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><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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>				<p>\$16.00 - Printing inserts</p> <p>\$4.42 - Printing evaluations</p> <p>\$39.30 - Food</p> <p>\$126.00 - Food (108)</p> <p>\$100.00 - Social media ads</p>		

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 2023	<p><b>Goal(s):</b> Celebrate Black History Month</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge about Black history</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> 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</p>	0.75	DEI Coordinator	\$214.43	<p><b>\$9.80 - State DEI Acct</b></p> <p><b>\$204.63 - State 108 Acct</b></p> <p>\$9.80 - Printing posters for AASC</p> <p>\$97.59 - Books for Black History Month Trivia (108)</p> <p>\$107.04 - Shirts for Black History Month Trivia (108)</p>	\$214.43	\$214.43

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
		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.						
DEI	Heart and Soles - Honors Project	<p><b>Goal(s):</b> Increase awareness of heart health among campus constituents through service learning project by honors students</p> <p><b>Objective(s):</b> #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>	0.75	DEI Coordinator	\$22	<p><b>\$22.00 - State</b></p> <p>Expenses: \$22.00 - Printing</p>	\$22	\$22

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
		<p><b>Expected Outcome(s):</b> Increased knowledge about disparities in health heart and increased engagement with students about heart health</p> <p><b>Target Audience:</b> DSU campus</p> <p><b>Method(s) Used:</b> Partnered with honors public service learning students to have heart health information distribution and daily steps challenge.</p>						
DEI	Virtual Coffee Hour	<p><b>Goals:</b> Create opportunities for non-traditional students to meet and find support</p> <p><b>Objective(s):</b> #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;</p>	0.75	DEI Coordinator	\$0	<p><b>\$0.00 - State</b></p> <p>Expenses:</p>	\$0.00	\$0.00

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
		<p>#6 - Partner more visibly in Delta State University and Delta communities' diversity, equity, and inclusion efforts.</p> <p><b>Expected Outcome(s):</b> Improved retention of non-traditional students. Increased completion rates of Complete2Compete program at Delta State.</p> <p><b>Target Audience:</b> DSU students</p> <p><b>Method(s) Used:</b> Partnered with Student Success Center and Complete2Compete coordinator for a series of virtual (Zoom) meetings.</p>						
DEI	Winning the Race	<p><b>Goals:</b> Workshop for campus and community stakeholders about future of racial reconciliation dialogue and action</p> <p><b>Objective(s):</b> #1 - Engage students, faculty, and staff in DEI and cultural competence learning opportunities; #3 -Improve retention of underrepresented students, faculty, and staff; #4 -</p>	0.75	DEI Coordinator	\$6,580.78	<p><b>\$4,950.69 - State</b></p> <p><b>\$1,630.09 - Private Foundation</b></p> <p>Expenses: Delta Party Rental: \$403.20 Lanyards: \$27.88 Peter's Pottery: \$129.50</p>	\$4,950.69	\$4,950.69

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
		<p>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><b>Expected Outcome(s):</b> Increased stakeholder engagement</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> The Alluvial Collective facilitated small group "circle sessions" focused on connecting stakeholders, building community, and discussing equity.</p>				<p>Walmart: \$7.62 (dessert plates)  Walmart: \$110.99 (supplies for event day/lunch needs/post its/more)  \$3,950.00 - Alluvial Collective  \$35.00 - Printing posters  \$19.50 - Printing postcards  \$0.70 - Printing certificates  \$16.00 - Printing lunch programs  \$8.40 - Printing Survey and QR Code  \$22.00 - Printing Guideposts  \$99.90 - Supplies from Wayfair  \$120.00 - poster printing  \$230.00 - plaques  \$1,400.09 - Lunch catering</p>		

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	<p><b>Goal(s):</b> Increase engagement with and awareness of DEI on campus</p> <p><b>Objective(s):</b> #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><b>Expected Outcome(s):</b> Increased knowledge of and engagement with DEI activities</p> <p><b>Target Audience:</b> DSU campus and general public</p> <p><b>Method(s) Used:</b> Purchase of DEI branded items to bring to DEI and other campus activities</p>	0.75	DEI Coordinator	\$772.62	<p><b>\$132.86 - State DEI Acct</b></p> <p><b>\$639.76 - State 108 Acct</b></p> <p>Expenses:            \$639.76 - Geiger (108)            \$132.86 - Supplies from Walmart</p>	\$772.62	\$772.62
					<b>\$63,035.50</b>	<b>\$63,035.50</b>	<b>\$51,488.61</b>	<b>\$51,488.61</b>

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***Jackson State University Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
					\$0.00	\$0.00	\$0.00

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***Jackson State University Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
					\$0.00	\$0.00	\$0.00

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***Jackson State University Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Health, Physical Education and Recreation	<u>GRANT</u> Advancing Health Equity in Chronic Kidney Disease: Changing the Narrative to Serve Mississippi's Most Equitable Populations	Our strategy is to utilize a three pronged approach to provide sustainable strategies to prevent Chronic Kidney Disease (CKD) and/or slow the progression of CKD, increase awareness of CKD, and institute lifestyle modifications in equitable populations across Mississippi.	7.00	Instructor, Assistant Professor, Chair, Administrative Assistant	\$162,230.00	\$162,230.00	\$6,971.83
University College (AA)	Instruction	Embraced Corequisite Approach and Motivational Framework for Culturally Responsive Teaching (Establishing inclusion, developing attitude, enhancing meaning, and engendering competency)	0.05	Instructors of English- Instructors of Mathematics- Instructors of Reading- Instructors of Academic Support-	\$587,592.66	\$29,379.63	\$29,379.63
					<b>\$749,822.66</b>	<b>\$191,609.63</b>	<b>\$36,351.46</b>

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***Jackson State University Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
College of Education and Human Development Health, Physical Education and Recreation (AA)	GRANT Advancing Health Equity in Chronic Kidney Disease: Changing the Narrative to Serve Mississippi's Most Equitable Populations	Our strategy is to utilize a three pronged approach to provide sustainable strategies to prevent Chronic Kidney Disease (CKD) and/or slow the progression of CKD, increase awareness of CKD, and institute lifestyle modifications in equitable populations across Mississippi.	7.00	Instructor, Assistant Professor, Chair, Administrative Assistant	\$162,230.00	\$162,230.00	\$6,971.83
					<b>\$162,230.00</b>	<b>\$162,230.00</b>	<b>\$6,971.83</b>

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***Mississippi State University Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$110,977.00	\$18,969.71	\$18,969.71

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	<p>The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact</p>	0.25	Coordinator	\$2,500.00	\$0.00	\$0.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America's economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.</p>					
Holmes Cultural Diversity Center	Student Leadership Retreat	<p>Leadership development plays an essential role in the personal and professional growth of college students. It helps students develop important skills, including communication, teamwork, problem-solving, decision-making, and critical thinking, which are essential for success in any field (Astin, 2011). Leadership development programs help college students develop self-awareness and emotional intelligence, which are essential qualities for effective leadership (Dugan,</p>	0.10	Graduate Assistant	\$1,500.00	\$345.00	\$345.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>2015). Moreover, leadership development helps college students build a network of peers, mentors, and professionals in their field. By participating in leadership development programs, students connect with like-minded individuals, gain valuable insights feedback, and build relationships. Developing diverse student leaders encourages them to engage with other student leaders and leverage the combined membership of multiple student organizations to pursue mutual benefit.</p>					
Holmes Cultural Diversity Center	Latinx Open House	<p>According the Pew Research Center, the Latinx population reached an all-time high of nearly 58 million in 2016 and has been the principal driver of demographic growth. According the U.S. Census, Mississippi's Hispanic population has more than doubled since 2010 and is expected to double again to greater than 160,000. However, Latinx four-year college enrollment rates are lower any other minority group. As the American economy continues to become knowledge-based, a college degree becomes more and more essential. While degree attainment is often thought of and framed as an individual benefit, it also has tremendous valuation on</p>	0.10	Graduate Assistant	\$5,000.00	\$1,150.00	\$1,150.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		larger societal benefits, such as increased tax revenue and less reliance on public assistance or social programs. The goal of Latinx Open House is to address the Hispanic achievement gap in the state of Mississippi in comparison to the growing reality of the Latinx population. Our data has demonstrated that before Latinx Open House, 66% of the students who attended had not begun thinking about higher education. After attending, 71% of students said they understand the reality of college life more clearly and 74% felt more encouraged to attend college.					
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career	1.30	Assistant Vice President for Multicultural Affairs; Assistant Director; 2 Program Coordinators, Graduate Assistant, Receptionist	\$266,389.19	\$61,269.51	\$61,269.51

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		goals while finding a sense of belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience a productive, successful endeavor for all students at Mississippi State University.					
		Fringe benefits	1.30	Assistant Vice President for Multicultural Affairs; Assistant Director; 2 Program Coordinators, Graduate Assistant, Receptionist	\$91,089.26	\$20,950.53	\$20,950.53
		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$24,958.00	\$5,740.34	\$5,740.34

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.	2.00	Coordinator for Diversity Initiatives; Graduate Assistant	\$56,386.80	\$12,968.96	\$12,968.96
		Fringe benefits	2.00	Coordinator for Diversity Initiatives; Graduate Assistant	\$21,837.46	\$5,022.62	\$5,022.62
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National			\$64,860.00	\$14,917.80	\$14,917.80

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.					
					<b>\$645,497.71</b>	<b>\$141,334.47</b>	<b>\$141,334.47</b>

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***Mississippi State University Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$61,035.00	\$14,038.05	\$14,038.05
Office of Institutional Diversity & Inclusion	Future Faculty Career Exploration Program	A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances	0.05	Coordinator	\$5,994.00	\$918.62	\$918.62

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America's economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). As a result, the Future Faculty Career Exploration Program is designed to invite exceptional scholars in the final year of their doctoral studies, as well as post-docs, to experience Mississippi State University. The program objectives are to establish meaningful relations with prospective faculty members, expose participants to MSU as a teaching, research and service institution, and give participants the opportunity to present scholarly research.</p>					

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Affinity Groups	<p>One of the most effective methods for promoting retention among faculty and staff is the provision of mentoring and support systems (Whittaker et al., 2015). The Office of Institutional Diversity and Inclusion's affinity-based programming offers opportunities for faculty and staff to engage in informal mentoring and relationship building with other faculty thus contributing to the overall retention of diverse talent. It is in the university's best interest to hire talented faculty and to encourage long-term faculty retention. Long-term faculty retention is more likely to create faculty with a vested interest in MSU and Starkville, who understand the needs of our students, and who share institutional values. Participating in affinity-based networking groups creates the opportunity for identity-shared mentorship and the long-term retention of faculty (Lunsford, 2013). These mentorship relationships encourage faculty to navigate the intricacies of any large organization, and mentors provide support in ways that supervisors simply cannot. Mentors can more easily and honestly clarify expectations, unofficial norms, and provide feedback, supporting the growth and success of the faculty person. These affinity groups</p>	0.10	Coordinator	\$9,800.00	\$1,150.00	\$1,150.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>produce the same benefits that any networking organization does, including relationship building, gaining new perspectives, expanding professional support, and learning from others. Additionally, the professional development and collaboration opportunities are nearly limitless. Grants increasingly call for cross-discipline and cross-institution collaboration, functions which are nearly impossible without networking groups. Sharing resources, advice, and collaborating on student-facing projects are other outcomes from a successful affinity group. Several grant proposals and awards, academic publications, and institutional collaborations have already been producing among professionals who would likely never have connected outside of the OIDI affinity groups which includes a group for women, professionals of color, young professionals, and those from outside of the state.</p>					

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Diversity Education Series	<p>A free exchange of ideas is essential for a university because it allows for the exploration and development of new knowledge and perspectives. When students, faculty, and staff are encouraged to share their ideas, thoughts, and opinions openly, they create an environment of intellectual curiosity and critical thinking. These educational sessions provide an overview of research on the exchange between behavior and social identity, and encourage participants to create an environment where everyone's backgrounds are respected. This sense of openness helps to foster a sense of community within the university. By encouraging individuals to share their ideas and engage in open dialogue, universities create an environment of mutual respect, understanding, and cooperation. Additionally, literature demonstrates that this leads to social cohesion, improved communication, and ultimately, a better learning experience for everyone involved. Understanding techniques to encourage a free exchange of ideas benefits everyone at a diverse institution. This exchange is part of why MSU has been ranked in the top 5 nationally for the support of student free speech.</p>	0.50	Coordinator	\$6,300.00	\$1,449.00	\$1,449.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	<p>The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for</p>	0.25	Coordinator	\$26,000.00	\$0.00	\$0.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America's economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.</p>					
Holmes Cultural Diversity Center	Student Leadership Retreat	<p>Leadership development plays an essential role in the personal and professional growth of college students. It helps students develop important skills, including communication, teamwork, problem-solving, decision-making, and critical thinking, which are essential for success in any field (Astin, 2011). Leadership development programs help college students develop self-awareness and emotional intelligence, which are essential qualities for effective leadership (Dugan, 2015). Moreover, leadership development helps college students build a network of peers, mentors, and professionals in their field. By participating in leadership development programs, students connect with like-minded individuals, gain valuable insights feedback, and build</p>	0.10	Graduate Assistant	\$3,000.00	\$690.00	\$690.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		relationships. Developing diverse student leaders encourages them to engage with other student leaders and leverage the combined membership of multiple student organizations to pursue mutual benefit.					
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career goals while finding a sense of belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience	2.80	Assistant Vice President for Multicultural Affairs; Associate Director; Assistant Director; Student Resource Coordinator; Program Coordinator; 2 Graduate Assistants; Receptionist	\$273,003.16	\$62,790.73	\$62,790.73

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		a productive, successful endeavor for all students at Mississippi State University.					
		Fringe benefits	2.80		\$95,217.56	\$21,900.04	\$21,900.04
		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$13,593.00	\$3,126.39	\$3,126.39
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.	3.00	Coordinator for Diversity Initiatives; Graduate Assistant; Business Coordinator	\$98,366.64	\$22,624.33	\$22,624.33

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		Fringe benefits	3.00	Coordinator for Diversity Initiatives; Graduate Assistant; Business Coordinator	\$39,457.35	\$9,075.19	\$9,075.19
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$76,600.00	\$17,618.00	\$17,618.00
Division of Access, Diversity & Inclusion		Central to the university's public, land-grant mission, the Division works to provide access and opportunity to a diverse population by infusing its core principles into institutional decision making, processes, communications and initiatives. Partnering across academic and administrative units, the Division leverages collective expertise to promote access and foster a diverse and inclusive campus environment that contributes to the enhancement of teaching, research, and service	2.00	Vice President for Access, Diversity and Inclusion	\$171,950.71	\$39,548.66	\$39,548.66

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>at Mississippi State University. The divisional goals are to compliment institutional efforts to identify, attract, retain and graduate a diverse student body; bolster the identification, retention and promotion of diverse faculty, staff and administration; expand pathways and services for support and care for first generation, limited income and diverse students that enhance academic achievement, student development, persistence and degree completion; and enhance campus climate through educational and strategic initiatives. The Division leverages best practices and resources across Mississippi State University's campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged.</p>					
		Fringe benefits	2.00		\$47,128.30	\$10,839.51	\$10,839.51
		This office was created in the fall of 2022 and all other expenses are included in the Office of Institutional Diversity and Inclusion above.			\$0.00	\$0.00	\$0.00
					<b>\$927,445.72</b>	<b>\$205,768.52</b>	<b>\$205,768.52</b>

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***Mississippi State University Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Arts & Sciences	IDEA Committee	<p>In 2022, the College of Arts &amp; Sciences formed the "IDEA Committee." This committee was designed to promote an inclusive, diverse, equitable, and accessible environment enriched by the knowledge and skills of our faculty, staff, and students in Arts &amp; Sciences. The IDEA Committee supports Arts &amp; Science research, teaching, and service that seeks to understand and address inequities in our community and beyond; advise the Dean's office on ways to improve climate and opportunities in the College; make recommendations to the Dean's office on processes or priorities to produce a more, inclusive, diverse faculty and staff; and host events and build collaboration with campus partners in other MSU Colleges and Offices to improve structures, practices, and spaces for all faculty, staff, and students on campus.</p>	0.010	Idea Committee Chair	\$2,500.00	\$368.94	\$368.94

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$118,580.00	\$26,087.60	\$26,087.60
Office of Institutional Diversity & Inclusion	Diversity Education Series	A free exchange of ideas is essential for a university because it allows for the exploration and development of new knowledge and perspectives. When students, faculty, and staff are encouraged to share their ideas, thoughts, and opinions openly, they create an environment of intellectual curiosity and critical thinking. These educational sessions provide an overview of research on the	0.50	Coordinator	\$4,300.00	\$946.00	\$946.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>exchange between behavior and social identity, and encourage participants to create an environment where everyone's backgrounds are respected. This senses of openness helps to foster a sense of community within the university. By encouraging individuals to share their ideas and engage in open dialogue, universities create an environment of mutual respect, understanding, and cooperation. Additionally, literature demonstrates that this leads to social cohesion, improved communication, and ultimately, a better learning experience for everyone involved. Understanding techniques to encourage a free exchange of ideas benefits everyone at a diverse institution. This exchange is part of why MSU has been ranked in the top 5 nationally for the support of student free speech.</p>					

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. A diverse faculty body creates tangible good for students from all backgrounds, as it promotes a learning environment that is inclusive and representative of the world we live in. Diverse faculty teaching students from all backgrounds creates classroom environments where a multiplicity of perspectives are welcome, and encourages	0.25	Associate Director	\$11,554.16	\$2,541.92	\$2,541.92

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>freedom of exchange (Hurtado, 2002). The more diverse the faculty, the better the chance that all students can connect with faculty and experience the high-impact learning practice of mentorship. Engaging with racially and culturally diverse faculty also fosters greater understanding and respect for others, enhances problem-solving skills, and ultimately prepares students from all backgrounds to become good global citizens and successful workers (The Education Trust, 2022). This strengthens America's economy, as it prepares students for professional success in an increasingly-global world (American Council on Education, 2012). By the time an MSU student graduates, they can have worked with faculty from all over the globe holding a wide variety of identities and teaching styles.</p>					

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Division of Access, Diversity & Inclusion		Central to the university's public, land-grant mission, the Division works to provide access and opportunity to a diverse population by infusing its core principles into institutional decision making, processes, communications and initiatives. Partnering across academic and administrative units, the Division leverages collective expertise to promote access and foster a diverse and inclusive campus environment that contributes to the enhancement of teaching, research, and service at Mississippi State University. The divisional goals are to compliment institutional efforts to identify, attract, retain and graduate a diverse student body; bolster the identification, retention and promotion of diverse faculty, staff and administration; expand pathways and services for support and care for first generation, limited income and diverse students that enhance academic achievement, student development, persistence and degree completion; and enhance campus climate through educational	4.00	Vice President for Access, Diversity & Inclusion; Assistant VP for Access, Diversity & Inclusion; Interim Executive Director; Administrative Assistant	\$400,054.30	\$88,011.95	\$88,011.95

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		and strategic initiatives. The Division leverages best practices and resources across Mississippi State University's campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities, ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged.					
		Fringe benefits	4.00	Vice President for Access, Diversity & Inclusion; Assistant VP for Access, Diversity & Inclusion; Interim Executive Director; Administrative Assistant	\$109,931.71	\$24,184.98	\$24,184.98

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		Other expenses of this office include travel, commodities, and contractual services including a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day, equipment and furniture and other start up costs for the newly created Division of Access, Inclusion, and Diversity.			\$124,483.00	\$27,386.26	\$27,386.26
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career goals while finding a sense of	0.90	Associate Director; Student Resource Coordinator; Program Coordinator; 2 Graduate Assistants	\$183,556.57	\$40,382.45	\$40,382.45

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience a productive, successful endeavor for all students at Mississippi State University.</p>					
		Fringe benefits	0.90	Associate Director; Student Resource Coordinator; Program Coordinator; 2 Graduate Assistants	\$66,089.50	\$14,539.69	\$14,539.69
		<p>Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.</p>			\$16,281.00	\$3,581.82	\$3,581.82

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion		<p>The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.</p>	3.00	Director; Associate Director for Assessment & Development; Business Coordinator	\$169,125.04	\$37,207.51	\$37,207.51
		Fringe benefits	3.00	Director; Associate Director for Assessment & Development; Business Coordinator	\$58,753.22	\$12,925.71	\$12,925.71

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$21,091.00	\$4,850.93	\$4,850.93
					<b>\$1,286,299.50</b>	<b>\$283,015.74</b>	<b>\$247,196.73</b>

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***Mississippi State University Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Arts & Sciences	IDEA Committee	In 2022, the College of Arts & Sciences formed the "IDEA Committee." This committee was designed to promote an inclusive, diverse, equitable, and accessible environment enriched by the knowledge and skills of our faculty, staff, and students in Arts & Sciences. The IDEA Committee supports Arts & Science research, teaching, and service that seeks to understand and address inequities in our community and beyond; advise the Dean's office on ways to improve climate and opportunities in the College; make recommendations to the Dean's office on processes or priorities to produce a more, inclusive, diverse faculty and staff; and host events and build collaboration with campus partners in other MSU Colleges and Offices to improve structures, practices, and spaces for all faculty, staff, and students on campus.	0.015	Idea Committee Chair	\$4,500.00	\$624.00	\$624.00
Office Of Admissions and Scholarships	Students Paving A Road to Knowledge Leadership Conference	SPARK is a leadership conference for rising high school junior students who self identify as underrepresented. SPARK's goal is to help this group of students create a plan for life after high school. This is achieved by introducing students to four year institutions, community college, military, trade school, etc. Students participating have shown a greater likelihood to enroll at Mississippi State, as well	1.00	Assistant Director of Recruitment Activities and Diversity Initiatives	\$72,080.00	\$17,299.20	\$17,299.20

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		as be retained. 2021 participants showed a 14% increase of enrollment over comparative populations. Retention rates are on average 5% higher than comparative populations.					
Office of Institutional Diversity & Inclusion	Affinity Groups	One of the most effective methods for promoting retention among faculty and staff is the provision of mentoring and support systems” (Whittaker et al., 2015). The Office of Institutional Diversity and Inclusion’s affinity-based programming offers opportunities for faculty and staff to engage in informal mentoring and relationship building with other faculty thus contributing to the overall retention of diverse talent. It is in the university’s best interest to hire talented faculty and to encourage long-term faculty retention. Long-term faculty retention is more likely to create faculty with a vested interest in MSU and Starkville, who understand the needs of their students, and who share institutional values. Participating in affinity-based networking groups creates the opportunity for identity-shared mentorship and the long-term retention of faculty (Lunsford, 2013). These mentorship relationships encourage faculty to navigate the intricacies of any large	0.10	Coordinator	\$1,975.77	\$474.18	\$474.18

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>organization, and mentors provide support in ways that supervisors simply cannot. Mentors can more easily and honestly clarify expectations, unofficial norms, and provide feedback, supporting the growth and success of the faculty person. These affinity groups produce the same benefits that any networking organization does, including relationship building, gaining new perspectives, expanding professional support, and learning from others. Additionally, the professional development and collaboration opportunities are nearly limitless. Grants increasingly call for cross-discipline and cross-institution collaboration, functions which are nearly impossible without networking groups. Sharing resources, advice, and collaborating on student-facing projects are other outcomes from a successful affinity group. Several grant proposals and awards, academic publications, and institutional collaborations have already been producing among professionals who would likely never have connected outside of the OIDI affinity groups which includes a group for women, professionals of color, young professionals, and those from outside of the state.</p>					

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Institutional Diversity & Inclusion	Dr. Harold Grier Doctoral Scholars Program (SREB)	<p>The Dr. Harold Grier Doctoral Scholars Program (SREB) is designed to graduate more minority Ph.D. students, particularly those seeking careers as faculty. Although the educational pipeline narrows for all racial groups as they progress from high school to college and from college to graduate studies, the pipeline is more restrictive for underrepresented groups. This obstructive climb throughout the educational ranks influences the representation of underrepresented minorities in graduate education enrollment, doctorate conferrals, and successful placement in careers where a doctorate is a prerequisite. The United States Bureau of Labor Statistics posit that 64 determined occupations require a terminal degree, coded as a "doctoral or professional degree;" and many, but not all of which, are situated within higher education (U.S. Bureau of Labor Statistics, 2021). This is compared to 169 job categories available to those with a bachelor's degree, and 332 job categories open to those with a high school diploma. Regarding the industries represented in the U.S. Bureau of Labor Statistics data, the academy employs the greatest majority (39.6%) of doctoral recipients.</p>	0.25	Director	\$33,268.45	\$7,984.43	\$7,984.43

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Holmes Cultural Diversity Center	Student Leadership Retreat	Leadership development plays an essential role in the personal and professional growth of college students. It helps students develop important skills, including communication, teamwork, problem-solving, decision-making, and critical thinking, which are essential for success in any field (Astin, 2011). Leadership development programs help college students develop self-awareness and emotional intelligence, which are essential qualities for effective leadership (Dugan, 2015). Moreover, leadership development helps college students build a network of peers, mentors, and professionals in their field. By participating in leadership development programs, students connect with like-minded individuals, gain valuable insights feedback, and build relationships. Developing diverse student leaders encourages them to engage with other student leaders and leverage the combined membership of multiple student organizations to pursue mutual benefit. MSU freshmen report having fewer discussions with people different from themselves and doing less collaborative learning than students at similar institutions (NSSE Engagement Snapshot, 2021). The HCDC Student Leadership series provides the skills and	0.25	Assistant Director	\$5,414.27	\$1,299.42	\$1,299.42

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>connections needed to create these impactful collaborations. Moreover, it ensures that diverse students leaders have access to professional and academic development and have the capacity to share that development with the organizations they lead. This sets up student leaders to become community leaders with the skills they need to improve their community and our shared future. The skills taught at these works are often considered "soft skills", interpersonal skills including things like effective communication, teamwork, problem-solving, and critical thinking. These are the same skills that 83% of Mississippi employers surveyed indicated that they need the most (Mississippi Economic Council survey, 2021). These employers indicated that the number one issue in hiring was that candidates were missing soft skills, or employability skills to an extent that their business was threatened. Participants in the HCDC Leadership Development series will have been prepared to enter the workforce as developed leaders with all the skills needed for success.</p>					

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Division of Access, Diversity & Inclusion		Central to the university's public, land-grant mission, the Division works to provide access and opportunity to a diverse population by infusing its core principles into institutional decision making, processes, communications and initiatives. Partnering across academic and administrative units, the Division leverages collective expertise to promote access and foster a diverse and inclusive campus environment that contributes to the enhancement of teaching, research, and service at Mississippi State University. The divisional goals are to compliment institutional efforts to identify, attract, retain and graduate a diverse student body; bolster the identification, retention and promotion of diverse faculty, staff and administration; expand pathways and services for support and care for first generation, limited income and diverse students that enhance academic achievement, student development, persistence and degree completion; and enhance campus climate through educational and strategic initiatives. The Division leverages best practices and resources across Mississippi State University's campuses to promote a culture of inclusion and student success where individuals from all racial and ethnic identities,	4.00	Vice President for Access, Diversity & Inclusion; Associate Director for Assessment & Development; Director for ADI Budget & Management; Administrative Assistant	\$407,135.74	\$97,712.58	\$97,712.58

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		ages, nationalities, social and economic status, religious, political and ideological perspectives, first-generation status, and physical and mental abilities are able to thrive and be engaged.					
		Fringe benefits	4.00	Vice President for Access, Diversity & Inclusion; Associate Director for Assessment & Development; Director for ADI Budget & Management; Administrative Assistant	\$115,744.30	\$27,778.63	\$27,778.63

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		Other expenses of this office include travel, commodities, and contractual services including a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day, equipment and furniture and other start up costs for the newly created Division of Access, Inclusion, and Diversity.			\$100,424.00	\$24,101.76	\$24,101.76
Holmes Cultural Diversity Center		The Holmes Cultural Diversity Center strives to enhance the college experience of students via various services and programs designed to assist them in achieving academic efficiency, to make a smooth transition to college life, and to grow in their awareness and appreciation of different cultures. The Center is responsible for increasing the retention of students, including females, racial minorities, international students, low income students, and first generation students, by providing programs and services designed to help students achieve their academic and career goals while finding a sense of belonging; encourage and assist students with their academic and social adjustments to college life; promote the positive image that all cultures contribute to the university; and make the college experience a productive, successful	1.40	Interim Director; Assistant Director for Outreach & Engagement; Assistant Director for Student Success & Engagement; 2 Graduate Assistants	\$217,322.46	\$52,157.39	\$52,157.39

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		endeavor for all students at Mississippi State University.					
		Fringe benefits	1.40	Interim Director; Assistant Director for Outreach & Engagement; Assistant Director for Student Success & Engagement; 2 Graduate Assistants	\$89,050.52	\$21,372.12	\$21,372.12
		Other operational expenses - These include the operational costs of the office such as telephones, copier costs, office travel such as attending the NASPA conference, printing charges for programming materials, furniture and equipment, etc.			\$27,231.00	\$6,535.44	\$6,535.44
Office of Institutional Diversity & Inclusion		The Office of Institutional Diversity (OIDI) and Inclusion is responsible for providing collaborative leadership that creates and sustains a diverse and inclusive environment for all members of our faculty and staff. OIDI supports the mission and values of Mississippi State University by working with campus	4.00	Director; Coordinator; Administrative Assistant; Graduate Assistant	\$149,439.31	\$35,865.43	\$35,865.43

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		partners to facilitate university policies and support campus initiatives that enhances a culture of belonging for our underrepresented faculty and staff. OIDI is responsible for facilitating efforts that promote retention among faculty and staff and is also responsible for facilitating a free exchange of ideas and open dialogue, that creates an environment of mutual respect, understanding, and cooperation.					
		Fringe benefits	4.00	Director; Coordinator; Administrative Assistant; Graduate Assistant	\$56,334.14	\$13,520.19	\$13,520.19
		Other operational expenses include telephones, copier charges, commodities, and contractual services including attendance at an annual conference hosted by SREB, a membership in the National Center for Faculty Development and Diversity, and an annual breakfast hosted by the University on MLK Day. Some of these expenses were transferred in 2022 to the newly created Division of Access, Diversity & Inclusion.			\$23,419.00	\$5,620.56	\$5,620.56
					<b>\$1,303,338.96</b>	<b>\$312,345.35</b>	<b>\$312,345.35</b>

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***Mississippi University for Women Fiscal Year 2020 Survey Results***

DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
NEW Leadership Mississippi	NEW Leadership® is a national, bi-partisan program developed by Rutgers University to address the under-representation of women in American politics. The summer institute educates college students about the important role that politics plays in their lives, provides them with a network of professional political women, and encourages them to become effective leaders in the political arena. In 2013, Mississippi University for Women brought NEW Leadership to our state as part of its historic mission to expand women's opportunities and cultivate their leadership. The 2021 event was hybrid and had limited attendance.		Director/Associate Professor (Political Science); Professor (History)	\$36,850	\$36,850	\$36,850
Spanish Social Club activities	Taco Bar with Hispanic Music and Trivia (Funded by APIL grant); A conversation table every-other-week in Subway with games and activities (Games/activities funded by APIL grant); Day of the Dead offering and talk in Summer Hall (the Art department funded this); 2 movie nights for W students from our classes only with activities & cultural discussions (Funded by the APIL grant); Flamenco Dinner and Show in Meridian, "Reflejos Flamencos." (Funded by APIL grant)		Assistant Professor, Instructor	\$1,150	\$1,150	\$1,150
Field trip	included a Tapas meal experience and a Flamenco show		Assistant Professor, Instructor	\$850	\$850	\$850

DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
American Association of Colleges of Nursing	Membership for the Dean in the Diversity, Equity and Inclusion Leadership Network which has the "goal...to align its efforts with the strategic diversity goals and objectives of AACN and the larger nursing community. It supports the efforts of AACN member institutions and academic nursing at the local, regional and national levels to advance diversity and inclusion. It collectively explores innovative approaches to enhancing diversity, equity, and inclusion in academic nursing and the nursing workforce." This membership allows for networking and brings resources back to our college for integration across the college and our campus.			\$100	\$100	\$100
What's Wrong with Disabilities?	Lecture by MUW faculty Dr. Josh Dohmen, who discussed how interactions between disabled and non-disabled persons and some ethical and epistemic considerations that arise from these interactions.		Gordy Honors College	\$150	\$150	\$150
Black Women and the Suffrage Movement in Mississippi, 1863-1965	(funded in part by Mississippi Humanities Council Speakers Bureau) Lecture by Dr. Shennette Garrett-Scott, Associate Professor of History and African American Studies, University of Mississippi, entitled "Black Women and the Suffrage Movement in Mississippi, 1863-1965."		Gordy Honors College	\$694	\$394	\$394

DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
UNITY Interactive Public Art Project	This interactive public art project was based on the work of Nancy Belmont, which drew attention to and encouraged engagement and gave representation to every member of The W community		Co-Chairs of DEI Council	\$500	\$500	\$500
University Impact Award	To highlight a campus unit that is making positive contributions to campus and the state advancing diversity, equity and inclusion		Co-Chairs of DEI Council	\$1,000	\$1,000	\$1,000
Veterans' Day Program Recognition	Internally-produced video, showcasing Veterans on campus, including students, faculty and staff; banner welcoming veterans		Co-Chairs of DEI Council	\$200	\$200	\$200
				<b>\$41,494</b>	<b>\$41,194</b>	<b>\$41,194</b>

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***Mississippi University for Women Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Women's Research & Public Policy	NEW Leadership Mississippi	NEW Leadership® is a national, bi-partisan program developed by Rutgers University to address the under-representation of women in American politics. The summer institute educates college students about the important role that politics plays in their lives, provides them with a network of professional political women, and encourages them to become effective leaders in the political arena. In 2013, Mississippi University for Women brought NEW Leadership to our state as part of its historic mission to expand women's opportunities and cultivate their leadership. The 2021 event was hybrid and had limited attendance.		Director/Associate Professor (Political Science); Professor (History)	\$39,170	\$36,850	\$36,850
Gordy Honors College	A Conversation on Civic Engagement, Organizing, and Finding Your Passion and Purpose	(virtual event) Speakers included youth leaders Timothy Young, Emerging Leader Fellow with Mississippi Votes; Taylor Turnage of Tougaloo College, President of Mississippi NAACP Youth and College; and Calvert White of Alcorn State University , Secretary of Mississippi NAACP Youth and College/Democracy and Action Fellow with Mississippi Votes.		Gordy Honors College	\$600	\$600	\$600

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
DEI Council	Movie Showing	Showing of "Just Mercy" on Pohl Gym Lawn in conjunction with the Common Read		Co-Chairs of DEI Council	\$500	\$500	\$500
Student Life	Women's History Month Trivia	Virtual Gameshow testing attendees on their knowledge of Women's History.		Interim Director for Student Life and Administrative Assistant	\$1,675	\$1,675	\$1,675
Counseling Center	SafeZone Training	SafeZone training is an educational program that fosters a safe and civil community for all individuals; faculty, staff and students, particularly members of our community who identify as (LGBTQIA+)		Two counselors and the Counseling Center Director	\$436	\$436	\$436
					<b>\$42,381</b>	<b>\$40,061</b>	<b>\$40,061</b>

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***Mississippi University for Women Fiscal Year 2022 Survey Results***

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
HPG and Center for Women's Research & Public Policy	Guerrilla Girls	Co-sponsored campus lecture by the Guerrilla Girls. Primary sponsor was the MUW Department of Language, Literature, and Philosophy.		Director/Associate Professor (Political Science); Professor (History)	\$200	\$0	\$0
Center for Women's Research & Public Policy	NEW Leadership Mississippi	NEW Leadership® is a national, bi-partisan program developed by Rutgers University to address the under-representation of women in American politics. The summer institute educates college students about the important role that politics plays in their lives, provides them with a network of professional political women, and encourages them to become effective leaders in the political arena. In 2013, Mississippi University for Women brought NEW Leadership to our state as part of its historic mission to expand women's opportunities and cultivate their leadership.		Director/Associate Professor (Political Science); Professor (History)	\$74,863	\$74,863	\$74,863
Literature & Philosophy	Black History Month Lecture Series			Assistant Professor of English and Women's Studies and Graduate Director of Women's Leadership	\$2,700	\$2,700	\$2,700

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Literature & Philosophy	Guerilla Girls	The Guerilla Girls is a group of internationally renowned activists who use political art to fight sexism, racism, and other forms of corruption. They will give a one-hour presentation via zoom where they show visuals of their posters, billboards, and other forms of political art to demonstrate discrimination in a fun and engaging way.		Assistant Professor	\$6,000	\$6,000	\$6,000
Gordy Honors College	A Conversation on Reform in the Criminal Justice System	District Attorney Scott Colom and Judge Dorothy Colom discussed smart ways the criminal justice system can be improved and connected the own experiences with The W's Common Reading Initiative focus on Bryan Stevenson's New York Times bestseller "Just Mercy."		Gordy Honors College	\$800	\$800	\$800
Student Life	Black History Month	A month of campus-wide events with some being hosted by Student Life, including a Lunch and Learn and talent show		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$50	\$50	\$50
Student Life	Women's History Month/Charter Week	In honor of Women's History Month, The W celebrated the chartering of the first state institution for women. Events included a luncheon, birthday party,		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$350	\$350	\$350

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		photoshoot, Mag Chain Ceremony and video presentation					
Student Life	NPHC Week	A week of events to create community amongst the NPHC organizations		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$150	\$150	\$150
Student Life	Meet the Greeks	Welcome Week event to introduce black Greek organizations to new students		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$645	\$645	\$645
Student Life	NPHC101	Information session on joining an NPHS organization		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$500	\$500	\$500
Student Life	1st Gen Mixer	Mixer to recognize and award first generational students and scholars		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$420	\$420	\$420
					<b>\$86,678</b>	<b>\$86,478</b>	<b>\$86,478</b>

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***Mississippi University for Women Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
HPG and Center for Women's Research & Public Policy	Women's History Month Events	Co-hosted the I.D.E.A.L. Women film screening of <i>Chisholm '72: Unbought &amp; Unbossed</i> .		Director/Associate Professor (Political Science); Professor (History); Associate professor/Chair (History)	\$77	\$77	\$77
HPG and Center for Women's Research & Public Policy	Swain Speaker Series	Brought in Anastasia C. Curwood, whose new biography of <i>Shirley Chisholm, Shirley Chisholm: Champion of Black Feminist Power Politics</i> came out of UNC Press in January 2023.		Director/Associate Professor (Political Science); Professor (History)	\$500	\$500	\$500
Center for Women's Research & Public Policy	NEW Leadership Mississippi	NEW Leadership® is a national, bi-partisan program developed by Rutgers University to address the under-representation of women in American politics. The summer institute educates college students about the important role that politics plays in their lives, provides them with a network of professional political women, and encourages them to become effective leaders in the political arena. In 2013, Mississippi University for Women brought NEW Leadership to our state as part of its historic mission to expand women's opportunities and cultivate their leadership.		Director/Associate Professor (Political Science)	\$74,543	\$36,223	\$36,223

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Women's Research & Public Policy	NEW MS Legislative Fellowship	The NEW MS Legislative Fellowship was launched as a pilot program in 2022 with a grant from the Ascend Fund, an initiative of Panorama Global. Alumni of the NEW Leadership MS summer institute were invited to apply, and those selected as fellows served as legislative aides to the bipartisan Mississippi Senate Study Group on Women, Children, and Families.		Director/Associate Professor (Political Science)	\$15,000	\$12,000	\$12,000
Literature & Philosophy	Queer Aesthetics Exhibition	This project consists of curating a juried art exhibition at the MUW galleries titled "Queer Aesthetics"		Assistant Professor	\$975	\$975	\$975
Languages	Spanish Culture Club activities	Culture Club: Spanish conversation tables with snacks, exam review, games, and arts/crafts activities (Funded by the APIL grant); Day of the Dead presentations in Summer Hall along with the offerings (The Art department funded this) - Dinner at a local Mexican restaurant with all the student presenters from the Day of the Dead events to reflect/discuss their presentations (Funded by APIL grant) - Day of the Dead activity-skull painting for Spanish I & II classes (The Art		Assistant Professor, Instructor	\$750	\$750	\$750

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		department funded this) - Trivia and craft night with snacks to celebrate the culmination of Hispanic Heritage Month (Funded by APIL grant); The Culture Club established Spanish conversation & tutoring tables 2x per month with snacks provided (Funded by the APIL grant) - Latin Dance with an instructor, a discussion/reflection followed with the instructor over dinner (Funded by APIL grant) - 'Piñata' end-of-the-year craft event (Funded by the APIL grant)					
Gordy Honors College	Food as Resistance	Sadé Meeks, MS, RD, MUW alum and founder of G.R.I.T.S., screened and discussed her film that seeks to improve the health and well-being of communities through increased awareness of nutrition, food history, and culture.		Gordy Honros College/Culinary Arts Institute	\$3,273	\$1,273	\$1,273
Library	Social Justice Speaker Series: Dr. Tim Lampkin	The Social Justice Speaker Series originated in 2022 after Fant Memorial Library received The W's University Initiative Impact Award for its efforts to enhance diversity, promote cultural diversity and cultivate an inclusive			\$1,000	\$ 500	\$500

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>campus community. The series highlights social justice initiatives in the state of Mississippi and beyond, with the goal to inspire our students and the broader community by showing the variety of social justice work being done by these inspiring leaders.</p> <p>Lampkin, a graduate of Mississippi Valley State University, also holds graduate degrees from Delta State University, Bellevue University and the University of Arkansas. He is the founder of Higher Purpose Co, a 501c3 economic justice nonprofit that helps build community wealth with Black business owners in the state of Mississippi by supporting the ownership of financial, cultural and political power.</p> <p>To disrupt issues like generational poverty, structured inequality and institutional racism, Lampkin believes business ownership is a direct pathway to building wealth. Lampkin and Higher Purpose Co have been working to promote that message since 2016.</p>					

Department	DEI Program/ Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Student Life	What is Black Greek?	History information session for Black History Month- \$2,400 for Speaker		Director for Student Life, Coordinator for Student Engagement and Administrative Assistant	\$2,500	\$2,500	\$2,500
					<b>\$98,618</b>	<b>\$54,798</b>	<b>\$54,798</b>

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***Mississippi Valley State University Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions & Recruitment	Other Race Recruitment - Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.	1.00	Minority Recruiter	\$117,100.00	\$117,100.00	\$90,422.79
Admissions & Recruitment	Recruiting-Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.			\$44,500.00	\$44,500.00	\$29,607.71

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions & Recruitment	Minority Scholarship	These funds are/were used to provide financial resources for students of non-African American descent to help pay for tuition costs.			\$230,272.00	\$230,272.00	\$126,470.43
					<b>\$391,872.00</b>	<b>\$391,872.00</b>	<b>\$246,500.93</b>

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***Mississippi Valley State University Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions & Recruitment	Other Race Recruitment - Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.	1.00	Minority Recruiter	\$99,256.00	\$99,256.00	\$72,939.72

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions & Recruitment	Recruiting-Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.			\$44,500.00	\$44,500.00	\$29,607.71
Admissions & Recruitment	Minority Scholarship	These funds are/were used to provide financial resources for students of non-African American descent to help pay for tuition costs.			\$230,272.00	\$230,272.00	\$55,880.50
					<b>\$329,528.00</b>	<b>\$329,528.00</b>	<b>\$158,427.93</b>

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***Mississippi Valley State University Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions & Recruitment	Other Race Recruitment - Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.	1.00	Minority Recruiter	\$157,549.00	\$157,549.00	\$117,794.85

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Admissions & Recruitment	Recruiting-Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.			\$44,500.00	\$44,500.00	\$20,867.43
Admissions & Recruitment	Minority Scholarship	These funds are/were used to provide financial resources for students of non-African American descent to help pay for tuition costs.			\$322,944.00	\$322,944.00	\$43,000.00
					<b>\$524,993.00</b>	<b>\$524,993.00</b>	<b>\$181,662.28</b>

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***Mississippi Valley State University Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended as of 5/31/23
Admissions & Recruitment	Recruiting-Ayers	The goals and objectives for this fund are to recruit non-African American students to the institution. The expected outcomes are to increase non-African American student enrollment. The target audiences are private high schools, mixed raced high schools, and PWI-community colleges. Methods used are/were through college fairs and private visits to the above mention institutions. Resources used were recruitment materials such as brochures, applications, and other marketing materials.	1.00	Minority Recruiter	\$63,405.00	\$63,405.00	\$36,986.25
Admissions & Recruitment	Minority Scholarship	These funds are/were used to provide financial resources for students of non-African American descent to help pay for tuition costs.			\$398,481.00	\$398,481.00	\$50,000.00
					<b>\$461,886.00</b>	<b>\$461,886.00</b>	<b>\$86,986.25</b>

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***University of Mississippi Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	3.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Project Manager	\$409,029.00	\$117,225.47	\$85,729.41
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	4.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Executive Assistant; Project Manager	\$161,773.50	\$46,445.57	\$46,445.57

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2020 expenses primarily supported operational expenses such as phones, copiers, postage, and supplies. Expenses also supported programs such as the Dialogues on Diversity speaker series, Ole Miss 8 commemorative activities, and Honoring Diversity Excellence. FY 2020 Dialogues on Diversity topics included engaging inclusion through a class lens, disabusing disability, and intentionally intersectional leadership. Honoring Diversity Excellence was hosted to provide an annual update on IHL's and institutional diversity, equity, and inclusion goals, provide a networking opportunity for faculty/staff, and honor faculty/staff who have accomplished significant employment milestones and achievements. UM commemorated the 50th anniversary of 89 African American students being arrested/8 being expelled following a peaceful protest at Fulton	Included in DCE FTE		\$15,000.00	\$4,420.50	\$4,420.50

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>Chapel. The Ole Miss 8/81 commemorative activities elevated the stories and experiences of those who have been marginalized in our institution's history and created avenues of reconciliation. All students, faculty, staff, and community members are welcome to participate.</p>					
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages	0.50	Executive Assistant	\$44,108.00	\$13,531.00	\$13,531.00

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	3.5	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Student Success; Administrative Coordinator	\$208,994.00	\$37,520.61	\$31,025.72

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	3.5	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Student Success; Administrative Coordinator	\$74,610.86	\$13,394.86	\$10,455.75
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	1.5	Graduate Assistant - Retention, Graduate Assistant - Cross Cultural Engagement Programming, Graduate	\$31,500.00	\$9,430.40	\$7,494.11

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
				Assistant-Marketing			
Center for Inclusion & Cross Cultural Engagement (CICCE)	Programs & Initiatives	<p>FY 2020 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include Pride Camp, MOST Conference, UM CONNECT Mentoring Program, &amp; Sister2Sister Leadership Retreat. Pride Camp is a first year experience program focused on community learning and building for LGBTQ+ students and allies. The MOST Conference is a leadership and recruitment conference for rising high school seniors from Mississippi. The goal of the summer conference is to expose prospective underrepresented students to leadership activities, academic offerings, campus resources, faculty, staff, and student leaders. Approximately 30% of MOST conference participants enroll at UM for their freshman year. The Sister2Sister Leadership Retreat aims to address issues that impact Women of</p>	Included in CICCE FTE		\$121,603.00	\$12,260.40	\$11,578.15

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>Color on campus and in the local community while also highlighting the benefits and challenges associated with attending an institution of higher education. UM CONNECT matches incoming freshmen of color (Latin American, Native American, African American, Asian American, and multi-racial) and first-generation college students with an upperclassmen mentor. The program serves as a vital component to students' academic and personal success. CONNECT Mentors provide additional support to help students complete their first year at the University and remain on a course toward graduation. Though registration is likely required, all students, are welcome to participate in CICCE programs.</p>					
Center for Inclusion & Cross Cultural Engagement (CICCE)	Wages	Student Miscellaneous Wages	0	N/A	\$12,387.00	\$3,650.45	\$1,625.67
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging; Due to the Covid-19 pandemic,	0	N/A	\$1,463.00	\$431.15	\$-

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		BFSO did not host any events during the 2019-2020 academic year.					
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	0.10	Associate Dean for Administration and Diversity Initiatives	\$108,203.00	\$2,933.64	\$2,933.64
School of Law	Full-time Staff	Fringe Benefits	0.10	Associate Dean for Administration and Diversity Initiatives	\$36,628.47	\$1,052.45	\$1,052.08
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Associate Professor and School of Education Diversity Officer	\$73,612.00	\$2,169.35	\$2,169.35
School of Education	Full-time staff	Fringe Benefits	0.10	Associate Professor and School of Education Diversity Officer	\$26,500.32	\$780.96	\$780.96

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	2	Assistant Director; Operations Coordinator	\$114,010.20	\$33,598.81	\$33,598.81
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1	Assistant Director	\$56,000.00	\$15,308.37	\$15,308.37
Alumni Affairs	Full-time staff	Fringe Benefits	1	Assistant Director	\$18,865.00	\$5,559.52	\$5,559.52
Graduate School	Professional Development for Graduate Students	Networking event for underrepresented doctoral students.	0.0009	Administrative Coordinator II	\$1,231.50	\$362.92	\$362.92
Graduate School	Professional Development for Graduate Students	Writing Workshop for International Graduate Students	0	Organized by the Graduate Student Council (No Employee Time Required)	\$148.95	\$12.94	\$12.94

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	0.8	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$183,558.00	\$54,094.54	\$54,094.54
College of Liberal Arts	Full-time faculty/staff	Fringe benefits	0.8	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$65,530.21	\$19,311.75	\$19,311.75
Admissions	Full-time staff	Diversity Student Recruitment; Position is responsible for strategic student recruitment programs and outreach efforts focused on underrepresented students that assist the university in meeting enrollment goals; visits high schools, hosts campus programs, and meets with prospective	1	Coordinator of Diversity Recruitment	\$38,003.00	\$11,199.48	\$11,199.48

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		students and families to discuss academic programs, campus resources, and financial aid.					
Admissions	Full-time staff	Fringe Benefits	1	Coordinator of Diversity Recruitment	\$13,301.00	\$3,919.80	\$3,919.80
					<b>\$1,816,060</b>	<b>\$408,614.95</b>	<b>\$362,610</b>

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***University of Mississippi Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	3.00	Interim Vice Chancellor for Diversity & Community Engagement; 2 Project Managers	\$236,986.00	\$59,572.49	\$58,131.83
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	4.00	Interim Vice Chancellor for Diversity & Community Engagement; Executive Assistant; 2 Project Managers	\$100,354.13	\$26,215.30	\$26,053.06

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2021 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. Expenses also supported Dialogues on Diversity, a speaker series that aims to foster institutional change through civil discourse. Nationwide Now was the theme of FY 2021 topics which were held virtually due to the Covid-19 pandemic. Topics included recokoning with inequities in prisons, higher education, and healthcare. All students, faculty, staff, and community members are welcome to participate.	Included in DCE FTE		\$15,000.00	\$4,600.50	\$4,192.06
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages	0.50	Executive Assistant	\$44,118.00	\$13,530.99	\$12,697.97

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	4.5	Director of Inclusion & Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives; Administrative Coordinator	\$318,489.00	\$41,332.73	\$40,006.72

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	4.5	Director of Inclusion & Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives; Administrative Coordinator	\$113,700.58	\$14,755.64	\$13,544.05

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	1.5	Graduate Assistant-Marketing; Graduate Assistant - Access & Recruiting Initiatives; Graduate Assistant-Diversity Education	\$32,000.00	\$9,814.40	\$9,538.83

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Operational Expenses	<p>FY 2021 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include Celebration of Achievement and Lavender Graduation. Celebration of Achievement is an opportunity for family, friends, and the University community to come together in honor of graduates. In anticipation of commencement, this event brings together students from historically underrepresented populations. Lavender Graduation is a cultural celebration that recognizes the achievements and contributions of LGBTQ+ students who have successfully navigated the college experience. Though registration is likely required, all students, faculty, and staff are welcome to participate in CICCE programs.</p>	Included in CICCE FTE		\$41,603.00	\$12,759.64	\$4,740.24

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion and Cross Cultural Engagement	Wages	Student Miscellaneous Wages	0	N/A	\$11,312.00	\$3,469.39	\$2,074.06
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging	0	N/A	\$1,463.00	\$137.62	\$40.73
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	0.10	Associate Dean for Administration and Diversity Initiatives	\$108,203.00	\$3,053.10	\$3,053.10
School of Law	Full-time Staff	Fringe Benefits	0.10	Associate Dean for Administration and Diversity Initiatives	\$36,628.47	\$1,095.31	\$1,094.92
Center for Excellence in Teaching & Learning	Faculty Professional Development	Summer Inclusive Teaching Workshop program with Lumen Circles. 12 University of Mississippi faculty learned inclusive teaching practices with external vendor Lumen Learning via virtual workshops.	0	N/A	\$9,000.00	\$846.58	\$846.58
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Clinical Professor & Director of Diversity,	\$59,488.00	\$1,824.50	\$1,824.50

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
				Equity, and Inclusion			
School of Education	Full-time staff	Fringe Benefits	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$21,415.68	\$656.82	\$656.82
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	2	Assistant Director; Operations Coordinator	\$116,033.85	\$35,587.58	\$35,587.58
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1.00	Assistant Director of Alumni Affairs- Diversity and Inclusion	\$50,000.00	\$15,335.00	\$15,335.00
Alumni Affairs	Full-time staff	Fringe Benefits	1.00	Assistant Director of Alumni Affairs- Diversity and Inclusion	\$17,850.00	\$5,474.60	\$5,474.60

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Graduate School	Full-time staff	Base Salary; coordinates DEI programs and activities for the Graduate School	0.5	Assistant Dean of Diversity Equity and Inclusion	\$70,000.00	\$3,851.54	\$3,851.54
Graduate School	Full-time staff	Fringe Benefits	0.5	Assistant Dean of Diversity Equity and Inclusion	\$25,200.00	\$1,386.55	\$1,386.55
Graduate School	Professional Development for Graduate Students	Networking and welcome lunch for SREB Doctoral Scholars and Cole Eftink Fellows (doctoral students interested in careers in the professoriate who are from underrepresented backgrounds)	Included in Graduate School FTE		\$153.09	\$46.95	\$46.95
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$212,116.00	\$67,816.28	\$67,816.28

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
College of Liberal Arts	Full-time faculty/staff	Fringe benefits	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$75,725.41	\$23,224.98	\$23,224.98
Admissions	Full-time staff	Diversity Student Recruitment; Position is responsible for strategic student recruitment programs and outreach efforts focused on underrepresented students that assist the university in meeting enrollment goals; visits high schools, hosts campus programs, and meets with prospective students and families to discuss academic programs, campus resources, and financial aid.	1	Coordinator of Diversity Recruitment	\$38,003.00	\$11,655.52	\$11,655.52
Admissions	Full-time staff	Fringe Benefits	1	Coordinator of Diversity Recruitment	\$13,301.00	\$4,079.42	\$4,079.42
					<b>\$1,768,143</b>	<b>\$362,123.42</b>	<b>\$346,954</b>

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***University of Mississippi Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	4.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Project Manager; Program Director	\$470,650.00	\$142,418.69	\$96,187.38
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	5.00	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Executive Assistant; Project Manager; Program Director	\$185,068.80	\$56,001.82	\$23,911.53

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2022 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies.	Included in DCE FTE		\$15,000.00	\$4,539.00	\$1,513.00
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages	0.50	Executive Assistant	\$44,903.77	\$13,587.88	\$13,587.88

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$236,552.00	\$43,379.53	\$37,767.20

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$85,158.72	\$15,616.58	\$12,496.61

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	2	Graduate Assistant- Cross Cultural Engagement Programming; Graduate Assistant- Access and Recruitment; Graduate Assistant - Marketing; Graduate Assistant- IMPACT Programs	\$45,000.00	\$9,638.20	\$7,197.55

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Operational Expenses	<p>FY 2022 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include Celebration of Achievement, Sister2Sister/Brother2Brother Leadership Retreats, and UM CONNECT Mentoring Program. Celebration of Achievement is an opportunity for family, friends, and the University community to come together in honor of graduates. In anticipation of commencement, this event brings together students from historically underrepresented populations. UM CONNECT matches incoming freshmen of color (Latin American, Native American, African American,</p>	Included in CICCE FTE		\$38,490.00	\$11,647.07	\$8,497.17

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		<p>Asian American, and multi-racial) and first-generation college students with an upperclassmen mentor. The program serves as a vital component to students' academic and personal success. CONNECT Mentors provide additional support to help students complete their first year at the University and remain on a course toward graduation. Sister2Sister Leadership Retreat aims to address issues that impact Women of Color on campus and in the local community while also highlighting the benefits and challenges associated with attending an institution of higher education. Brother2Brother Leadership Retreat provides a forum for engaging and interactive discussions regarding personal, social, and academic responsibility while attending the University of Mississippi.</p>					

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		This program addresses issues that impact men of color on the campus and local community while also highlighting the benefits and challenges associated with attending an institution of higher education. Though registration is likely required, all students are welcome to participate in CICCE programs.					
Center for Inclusion and Cross Cultural Engagement	Wages	Student Miscellaneous Wages	0	N/A	\$7,354.00	\$2,225.32	\$2,225.32
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging	0	N/A	\$1,463.00	\$133.96	\$133.96
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	0.55	Associate Dean for Administration and Diversity Initiatives; Recruiter	\$156,472.47	\$9,805.89	\$9,805.89

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
School of Law	Full-time Staff	Fringe Benefits	0.55	Associate Dean for Administration and Diversity Initiatives; Recruiter	\$62,619.64	\$4,765.60	\$4,765.65
School of Law	HBCU Law Preview Day	Student recruitment program; The preview day is part of an effort to strengthen relationships with Mississippi's HBCUs, build a more diverse and equitable campus in line with the universitywide Pathways to Equity strategic plan and help build a legal workforce more reflective of the state as a whole. All students, faculty, and staff were welcomed to participate.	Included in School of Law FTE		\$578.96	\$175.19	\$175.19
School of Law	HBCU Pre-Law Tour	Student recruitment program; The HBCU Pre-Law Tour is an opportunity to recruit students at regional HBCUs. This program is offered to meet required accreditation standards.	Included in School of Law FTE		\$3,838.14	\$1,161.42	\$1,127.17

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Excellence in Teaching and Learning	Inclusive Teaching Faculty Learning Community	Inclusive Classroom Teaching Grants, for the design, implementation, and reporting of course revisions to enhance teaching and learning for, but not limited to, racially minoritized students, first-generation students, and students affected by poverty. While the goals of inclusive teaching are directed at targeted student populations historically underserved in education, the course design and teaching strategies benefit all students.	0.577	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$65,918.00	\$17,154.24	\$17,154.24
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$61,273.00	\$1,854.12	\$1,854.12
School of Education	Full-time staff	Fringe Benefits	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$22,058.28	\$667.48	\$667.48

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	2	Assistant Director; Operations Coordinator	\$122,380.00	\$37,032.19	\$37,032.19
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$55,000.00	\$15,577.85	\$15,577.85
Alumni Affairs	Full-time staff	Fringe Benefits	1.00	Assistant Director of Alumni Affairs-Diversity and Inclusion	\$18,197.01	\$5,506.42	\$5,506.42
Graduate School	Full-time staff	Base Salary; coordinates DEI programs and activities for the Graduate School	0.5	Assistant Dean of Diversity Equity and Inclusion	\$72,100.00	\$3,665.33	\$3,665.33
Graduate School	Full-time staff	Fringe Benefits	0.5	Assistant Dean of Diversity Equity and Inclusion	\$25,956.00	\$1,319.52	\$1,319.52

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Graduate School	Professional Development for Graduate Students	Networking event for minority doctoral students.	0.0009	Administrative Coordinator II	\$1,575.58	\$476.77	\$476.77
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$219,101.00	\$57,355.71	\$57,355.71
College of Liberal Arts	Full-time faculty/staff	Fringe benefits	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$78,876.36	\$20,648.06	\$20,648.06

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
College of Liberal Arts	Black Alumni Reunion Event	The College of Liberal Arts was one of several sponsors for the Black Alumni Reunion, which is traditionally held every 3 years to celebrate the vast contributions of Black alumni to UM while recognizing individuals who paved the way.	Included in College of Liberal Arts FTE		\$3,500.00	\$1,059.10	\$1,059.10
Admissions	Full-time staff	Diversity Student Recruitment; Position is responsible for strategic student recruitment programs and outreach efforts focused on underrepresented students that assist the university in meeting enrollment goals; visits high schools, hosts campus programs, and meets with prospective students and families to discuss academic programs, campus resources, and financial aid.	1	Coordinator of Diversity Recruitment	\$30,091.00	\$9,105.54	\$9,105.54
Admissions	Full-time staff	Fringe Benefits	1	Coordinator of Diversity Recruitment	\$12,287.00	\$3,718.05	\$3,718.05

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Manufacturing Excellence	Step Forward Summit: Advancing Women in Manufacturing	This event was coordinated in partnership with the Um Center for Manufacturing Excellence and the Manufacturing Institute with the goal of promoting careers for female leaders in manufacturing. Activities focused on providing information and mentoring for female students considering careers in industry.	0.15	Executive Director; Associate Director, External Operations; Manager of Marketing & Admissions	\$49,391.72	\$14,945.93	\$14,945.93
					<b>\$2,190,854</b>	<b>\$505,182.46</b>	<b>\$409,478</b>

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***University of Mississippi Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Full-time staff	Base Salaries; Coordinate institutional DEI programs, activities, and initiatives for students, faculty, and staff	4.50	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; 2 Program Directors; Development Associate	\$552,305.00	\$132,486.33	\$100,404.89
Diversity & Community Engagement (DCE)	Full-time staff	Fringe Benefits	5.50	Vice Chancellor for Diversity & Community Engagement; Assistant Vice Chancellor for Diversity & Inclusion; Executive Assistant; 2 Program Directors; Development Associate	\$216,482.76	\$52,770.27	\$32,643.59

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Diversity & Community Engagement (DCE)	Operational Expenses	DCE supports the mission of UM through creating partnership, access, and engagement opportunities that foster a sense of belonging, enriches learning and development, enhances research, and helps all students, faculty, and staff reach their full potential. FY 2023 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies.	Included in DCE FTE		\$15,000.00	\$4,312.50	\$1,740.34
Diversity & Community Engagement (DCE)	Wages	Employee and Student Miscellaneous Wages and Graduate Assistant Stipend Supplement	0.70	Executive Assistant ; 2 Graduate Assistants	\$47,836.00	\$13,752.85	\$11,573.23

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Base Salaries; Coordinate DEI programs, activities, and initiatives with students as the primary audience	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$240,647.00	\$43,103.44	\$40,596.44

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion & Cross Cultural Engagement (CICCE)	Full-time staff	Fringe Benefits	4	Director of Inclusion and Cross Cultural Engagement; Assistant Director of Inclusion and Cross Cultural Engagement - Programming; Assistant Director of Inclusion and Cross Cultural Engagement - Access and Recruiting Initiatives; Coordinator of Inclusion and Cross Cultural Engagement - LGBTQ+ Programs and Initiatives	\$86,632.92	\$15,517.24	\$13,079.82

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Inclusion and Cross Cultural Engagement	Graduate Assistants	Graduate student staff assists in coordination of DEI programs, activities, and initiatives with students as primary audience	2	Graduate Assistant- Cross Cultural Engagement Programming; Graduate Assistant- Access and Recruitment; Graduate Assistant - Marketing; Graduate Assistant- IMPACT Programs	\$49,500.00	\$9,200.00	\$8,385.55
Center for Inclusion & Cross Cultural Engagement (CICCE)	Operational Expenses	FY 2023 expenses primarily supported operational expenses such as phones, copiers, room reservations, postage, and supplies. This also includes a series of student success programs created to support and provide a sense of belonging for underrepresented students. Programs include BarberShop Talk and Pride Camp. Barbershop Talks, co-sponsored by Men of Excellence, is an open	Included in CICCE FTE		\$38,490.00	\$11,065.88	\$4,631.44

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		forum for men of color and the University of Mississippi community to engage with one another to discuss issues relevant to men of color, which are not limited to race, masculinity, and issues of social justice both on campus and in the larger community. Faculty members, community members, and motivational speakers have been previously invited to lead the dialogues. Pride Camp is a first year experience program focused on community learning and building for LGBTQ+ students and allies. All students, faculty, and staff are welcome to participate.					
Center for Inclusion and Cross Cultural Engagement	Wages	Student Miscellaneous Wages	0	N/A	\$6,042.00	\$1,737.08	\$1,737.08
Black Faculty & Staff Organization (BFSO)	Affinity Group	BFSO is an affinity group that supports faculty/staff success and sense of belonging	0	N/A	\$1,463.00	\$120.93	\$120.93

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
School of Law	Full-time Staff	Base Salary; coordinates DEI programs and activities for the School of Law	1.3	Associate Dean for Administration and Diversity Initiatives; Recruiter; Assistant Dean for Diversity, Equity & Inclusion	\$115,723.52	\$6,953.54	\$6,953.21
School of Law	Full-time Staff	Fringe Benefits	1.3	Associate Dean for Administration and Diversity Initiatives; Recruiter; Assistant Dean for Diversity, Equity & Inclusion	\$42,254.14	\$2,762.47	\$2,762.45

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
School of Law	HBCU Law Preview Day	Student recruitment program; The preview day is part of an effort to strengthen relationships with Mississippi's HBCUs, build a more diverse and equitable campus in line with the universitywide Pathways to Equity strategic plan and help build a legal workforce more reflective of the state as a whole. All students, faculty, and staff were welcomed to participate.	Included in School of Law FTE	Associate Dean for Administration and Diversity Initiatives	\$24,300.00	\$2,332.71	\$2,332.64
School of Law	Affinity Group Council	In conjunction with faculty/ administrative advisors, provide support and guidance for affinity group organizations and diverse students and historically underrepresented students including, but not limited to African Americans, Asian Americans, South Asian Americans, Latinos, Native Americans, and other underrepresented and marginalized students, including first generation students, gay, lesbian and transgender students, students with physical or mental disabilities, veterans, older students, religious students, and students with	Included in School of Law FTE		\$59.92	\$17.23	\$17.23

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		children. (Sense of Belonging). (In-Person). (Target Audience: Students).					
School of Law	Evening of First-Gen Excellence	The First-Gen Evening of Excellence is an event held to celebrate the achievements and graduation of our First-Gen Scholars and those who have supported them along their journey. (Sense of Belonging). (In-Person). (Target Audience: Students, Faculty and Staff). (All students, faculty, and staff were welcomed to participate).	Included in School of Law FTE		\$156.00	\$44.85	\$44.85
Center for Excellence in Teaching & Learning	Inclusive Teaching Faculty Learning Community	Inclusive Classroom Teaching Grants, for the design, implementation, and reporting of course revisions to enhance teaching and learning for, but not limited to, racially minoritized students, first-generation students, and students affected by poverty. While the goals of inclusive teaching are directed at targeted student populations historically underserved in education, the course design and teaching strategies benefit all students.	0.48	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$30,502.16	\$8,769.37	\$8,769.37

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Center for Excellence in Teaching & Learning	Inclusive Teaching Graduate Student Reading Group	CETL organized an inclusive teaching book group for graduate students with teaching responsibilities. Graduate students who signed up attended four sessions during spring semester. The goal of the book group was to help graduate students with teaching responsibilities explore the concepts of inclusive teaching for improved teaching and learning experiences for all students.	0.192	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$512.00	\$147.20	\$147.15
Center for Excellence in Teaching and Learning	Inclusive Teaching Faculty Book Group	CETL organized an inclusive teaching book group for faculty. The goal of the book group was to help faculty explore the concepts of inclusive teaching for improved teaching and learning experiences for all students.	0.385	Director of Center for Excellence in Teaching and Learning; Associate Director for Instructional Support	\$1,208.25	\$347.37	\$347.37
School of Education	Full-time staff	Base Salary; coordinates DEI programs and activities for the School of Education	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$64,496.00	\$1,854.26	\$1,854.26

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
School of Education	Full-time staff	Fringe Benefits	0.10	Clinical Professor & Director of Diversity, Equity, and Inclusion	\$23,218.56	\$667.53	\$667.53
Center for Student Success & FYE	Full-time staff	Veteran & Military Services full time staff who support active military and student veterans attending UM; Includes base salaries and fringe.	3	Assistant Director; 2 Operations Coordinators	\$192,740.56	\$37,126.65	\$37,084.40
Alumni Affairs	Full-time staff	Base Salary; Coordination of initiatives for underrepresented alumni including the Black Alumni Reunion; Represent/Celebrate the Reunion of those Black Alumni who shaped our history. 500+ people in person multi event reunion/celebration weekend.	1.00	Assistant Director of Alumni Affairs- Diversity and Inclusion	\$60,500.00	\$16,280.55	\$16,280.55
Alumni Affairs	Full-time staff	Fringe Benefits	1.00	Assistant Director of Alumni Affairs- Diversity and Inclusion	\$15,818.40	\$4,547.79	\$4,547.79

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Graduate School	Full-time staff	Base Salaries; coordinates DEI programs and activities for the Graduate School & McNair Scholars Program	1.5	Assistant Dean of Diversity Equity and Inclusion; Associate Director for McNair	\$108,033.17	\$4,311.06	\$4,311.06
Graduate School	Full-time staff	Fringe Benefits	1.5	Assistant Dean of Diversity Equity and Inclusion; Associate Director for McNair	\$38,891.94	\$1,551.98	\$1,551.98
College of Liberal Arts	Full-time faculty/staff	Base Salary; coordinates DEI programs and activities for the College of Liberal Arts	1.2	Associate Dean for Diversity, Equity, and Inclusion and Program Manager for Diversity, Equity, and Inclusion	\$228,185.00	\$56,765.44	\$56,765.44

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
College of Liberal Arts	Full-time faculty/staff	Fringe benefits	1.2	Associate Dean for Diversity, Equity, and Inclusion; Program Manager for Diversity, Equity, and Inclusion	\$82,146.60	\$20,436.88	\$20,436.88
Physics & Astronomy	Women in Physics (UMWiP) at the University of Mississippi	Aims to encourage young women at the high school and university level to pursue a career in physics; Modeled after a national professional association in Physics. Student recruitment, retention, and success; sense of belonging; Mode: in person	0.0038	Associate, Assistant, and Instructional Assistant Professor of Physics & Astronomy	\$431.54	\$124.07	\$124.07
Psychology	Graduate Peer Mentoring program	The development of this program was envisioned to align with the department's primary goals of increasing support and guidance for new graduate students, particularly students from diverse backgrounds who are unfamiliar with the nuances of graduate school and what is required to succeed during this challenging	0	N/A	\$261.60	\$21.62	\$21.62

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		time; Students from URM groups and others; Purpose: Support/Student Success/Belonging, Open to all Psy grad students. Mode: In person and virtual					
Admissions	Full-time staff	Diversity Student Recruitment; Position is responsible for strategic student recruitment programs and outreach efforts focused on underrepresented students that assist the university in meeting enrollment goals; visits high schools, hosts campus programs, and meets with prospective students and families to discuss academic programs, campus resources, and financial aid.	1	Coordinator of Diversity Recruitment	\$33,427.00	\$9,610.26	\$9,610.26
Admissions	Full-time staff	Fringe Benefits	1	Coordinator of Diversity Recruitment	\$12,989.00	\$3,734.34	\$3,734.34
Center for Manufacturing Excellence	Make It MS - Leadership Camp	Summer Camp to promote careers in STEM & Manufacturing for underrepresented students.	0	N/A	\$230.64	\$66.31	\$66.31
					<b>\$2,330,485</b>	<b>\$462,540.00</b>	<b>\$393,344</b>

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***University of Mississippi Medical Center Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$236,479.00	\$154,586.32	\$154,586.32
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$92,629.00	\$60,551.58	\$60,551.58
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff. Totals include salary support and fringe benefits.	1.00	Cultural Competency and Education Manager	\$75,121.13	\$49,126.81	\$49,126.81
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies/resources for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2020, there were 42 total nominees and	1.00	Diversity Assessment and Programs Director	\$80,628.00	\$52,577.08	\$52,577.08

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		14 awardees and honorable mentions. Totals include salary support and fringe benefits.					
Office of Diversity and Inclusion	Internal and External Partnerships; Education and Training	Staff/ DEI consultations and strategy development, education and training. Totals include salary support and fringe benefits.	1.00	Institutional Equity and Partnerships Director	\$116,569.00	\$76,201.16	\$76,201.16
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$29,138.77	\$0.00	\$0.00
					<b>\$630,564.90</b>	<b>\$393,042.95</b>	<b>\$393,042.95</b>

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***University of Mississippi Medical Center Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$198,681.00	\$136,930.95	\$136,930.95
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$92,958.00	\$64,066.65	\$64,066.65
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff.	1.00	Cultural Competency and Education Manager	\$97,937.79	\$53,028.26	\$53,028.26
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies/resources for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2021, there were 41 total nominees and 16 awardees and honorable	1.00	Diversity Assessment and Programs Director	\$81,664.50	\$56,398.32	\$56,398.32

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
		mentions. Totals include salary support and fringe benefits.					
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$30,825.75		\$0.00
					<b>\$502,067.04</b>	<b>\$310,424.19</b>	<b>\$310,424.19</b>

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***University of Mississippi Medical Center Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$243,827.00	\$181,797.41	\$181,797.41
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$92,669.00	\$69,094.01	\$69,094.01
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff. Totals include salary support and fringe benefits.	1.00	Cultural Competency and Education Manager	\$83,607.50	\$56,276.43	\$56,276.43

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2022, there were 42 total nominees and 14 awardees and honorable mentions. Totals include salary support and fringe benefits.	1.00	Diversity Assessment and Programs Director	\$82,675.00	\$60,822.32	\$60,822.32
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$16,087.24	\$0.00	\$0.00
					<b>\$518,865.74</b>	<b>\$367,990.17</b>	<b>\$367,990.17</b>

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***University of Mississippi Medical Center Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity and Inclusion	Departmental oversight	Staffing/institutional department with direct oversight of developing and/or coordinating programming, activities and initiatives sponsored by ODI. Totals include salary support and fringe benefits.	1.00	Chief Diversity and Inclusion Officer	\$215,838.00	\$51,844.29	\$51,844.29
Office of Diversity and Inclusion	Budget Management and Administrative Support	Staffing/oversight for department operations; budget; administrative and programming support. Totals include salary support and fringe benefits.	1.00	Program Manager	\$79,626.00	\$19,126.17	\$19,126.17
Office of Diversity and Inclusion	Education/Training	Staffing/general supplies/resources for workshops offered by ODI at the request of a department/school on topics related to cultural competency, health care disparities, and health equity to improve health outcomes for diverse patient populations. Training and education is targeted for students, trainees, faculty and staff. Totals include salary support and fringe benefits.	1.00	Cultural Competency and Education Manager	\$64,261.00	\$15,435.49	\$15,435.49

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources)	State Funded Portion	State Funds Expended
Office of Diversity and Inclusion	Data Analytics, Management and Assessment; Pillars Awards Program	Staffing/general supplies for annual service and recognition awards program for students, faculty, staff, alumni and community members. In 2023, there were 48 total nominees and 17 awardees and honorable mentions. Totals include salary support and fringe benefits.	1.00	Diversity Assessment and Programs Director	\$71,393.00	\$17,103.34	\$17,103.34
Office of Diversity and Inclusion	Group on Women in Medicine and Science	Faculty leadership development programming for all faculty and trainees, not exclusive to just female faculty.	0.00		\$4,985.36		\$0.00
					<b>\$436,103.36</b>	<b>\$103,509.28</b>	<b>\$103,509.28</b>

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***University of Southern Mississippi Fiscal Year 2020 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
Office of Affirmative Action/EEO <sup>4</sup>		Unit that administers federally required affirmative action and equal employment opportunity functions	1.00	EEO Coordinator	\$66,272.00	\$25,846.08	\$25,007.39
Office of Multicultural Programs		Unit that administers student affairs programming and initiatives supporting historically underrepresented students	1.00	Program Manager	\$54,678.00	\$21,324.42	\$19,073.04
	Center for Black Studies	Academic center focused on the history and culture of African Americans	N/A <sup>5</sup>	Director; Associate Director	\$3,000.00	\$1,170.00	\$1,170.00
	McNair Scholarships <sup>4</sup>	Scholarships supporting students who qualify as McNair Scholars in accordance with U.S. Department of Education federal requirements			\$66,100.00	\$25,779.00	\$11,025.05
	Kennard Scholars Program	Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group	0.17	Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program	\$16,840.00	\$6,567.60	\$2,306.99
	Minority Student Development	Support for programs for underrepresented students			\$19,127.00	\$7,459.53	\$7,455.53
	Armstrong-Branch Lecture Series	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$30,000.00	\$11,700.00	\$5,664.31

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
	Black History Month	Annual programming for Black History Month			\$5,406.00	\$2,108.34	\$1,684.86
	BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor			\$11,355.03	\$0.00	\$0.00
					<b>\$272,778.03</b>	<b>\$101,954.97</b>	<b>\$73,387.17</b>

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***University of Southern Mississippi Fiscal Year 2021 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>7</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
Office of Affirmative Action/EEO <sup>4</sup>		Unit that administers federally required affirmative action and equal employment opportunity functions	1.00	EEO Coordinator	\$66,347.00	\$27,202.27	\$26,139.48
Office of Multicultural Programs		Unit that administers student affairs programming and initiatives supporting historically underrepresented students	2.83	Director of Multicultural Programs; Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program; Program Manager	\$227,914.00	\$93,444.74	\$52,512.06
Office of Diversity, Equity, and Inclusion		Unit charged with coordinating initiatives related to diversity, equity, and inclusion	1.00	Vice President for Diversity, Equity, and Inclusion <sup>7</sup>	\$213,000.00	\$87,330.00	\$14,897.81
	Center for Black Studies	Academic center focused on the history and culture of African Americans	N/A <sup>5</sup>	Director; Associate Director	\$3,000.00	\$1,230.00	\$1,230.00
	McNair Scholarships <sup>4</sup>	Scholarships supporting students who qualify as McNair Scholars in			\$36,645.00	\$15,024.45	\$10,814.54

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
		accordance with U.S. Department of Education federal requirements					
	Kennard Scholars Program	Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group	0.17	Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program	\$17,274.00	\$7,082.34	\$2,006.44
	Armstrong-Branch Lecture Series	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$27,445.00	\$11,252.45	\$1,118.03
	Black History Month	Annual programming for Black History Month			\$5,406.00	\$2,216.46	\$299.34
	BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor			\$6,317.14	\$0.00	\$0.00
	AIS 301 - Contemporary Issues in Indian Country <sup>6</sup>	required course for American Indian Studies Minor			\$9,135.47	\$0.00	\$0.00
					<b>\$612,483.61</b>	<b>\$244,782.71</b>	<b>\$109,017.69</b>

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***University of Southern Mississippi Fiscal Year 2022 Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
Office of Affirmative Action/EEO <sup>4</sup>		Unit that administers federally required affirmative action and equal employment opportunity functions	1.00	EEO Coordinator	\$67,561.00	\$27,024.40	\$24,948.25
Office of Multicultural Programs		Unit that administers student affairs programming and initiatives supporting historically underrepresented students	3.41	Director of Inclusion and Multicultural Engagement; Assistant Director of Programming; Assistant Director of Engagement; Program Manager	\$269,170.00	\$107,668.00	\$105,757.32
Office of Diversity, Equity, and Inclusion		Unit charged with coordinating initiatives related to diversity, equity, and inclusion	1.88	Interim Chief Diversity Officer; Misc Non-Student	\$191,784.00	\$76,713.60	\$58,292.76
	Center for Black Studies	Academic center focused on the history and culture of African Americans	N/A <sup>5</sup>	Director; Associate Director	\$3,000.00	\$1,200.00	\$1,200.00
	McNair Scholarships <sup>4</sup>	Scholarships supporting students who qualify as McNair Scholars in accordance with U.S. Department of Education federal requirements			\$37,645.00	\$15,058.00	\$12,202.15

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
	Kennard Scholars Program	Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group	0.17	Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program	\$15,421.00	\$6,168.40	\$4,472.00
	Armstrong-Branch Lecture Series	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$27,445.00	\$10,978.00	\$53.60
	Black History Month	Annual programming for Black History Month			\$5,406.00	\$2,162.40	\$2,162.40
	BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor			\$6,307.93	\$0.00	\$0.00
	SOC 202 - Diversity, Equity, and Inclusion <sup>6</sup>	required course for Diversity, Equity, and Inclusion Certificate			\$15,075.00	\$0.00	\$0.00
					<b>\$638,814.93</b>	<b>\$246,972.80</b>	<b>\$209,088.48</b>

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***University of Southern Mississippi Fiscal Year 2023 (YTD) Survey Results***

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
Office of Affirmative Action/EEO <sup>4</sup>		Unit that administers federally required affirmative action and equal employment opportunity functions	1.00	EEO/Employee Relations Director	\$102,657.00	\$43,115.94	\$30,921.46
Office of Multicultural Programs		Unit that administers student affairs programming and initiatives supporting historically underrepresented students	2.64	Director of Inclusion and Multicultural Engagement; Assistant Director of Programming; Assistant Director of Engagement; Coordinator of Prism and Programming	\$226,363.00	\$95,072.46	\$73,969.03
Office of Diversity, Equity, and Inclusion		Unit charged with coordinating initiatives related to diversity, equity, and inclusion	1.69	Chief Diversity Officer; Misc Non-Student	\$221,581.00	\$93,064.02	\$49,181.57
	Center for Black Studies	Academic center focused on the history and culture of African Americans	N/A <sup>5</sup>	Director; Associate Director	\$4,600.00	\$1,932.00	\$1,932.00
	McNair Scholarships <sup>4</sup>	Scholarships supporting students who qualify as McNair Scholars in accordance with U.S. Department of Education federal requirements			\$39,000.00	\$16,380.00	\$8,082.10

Department	DEI Program/Activity	Brief Description of DEI Program/Activity	Number of FTE(s)	Title(s)/ Position(s)	Total Funding Received (All Sources) <sup>1</sup>	State Funded Portion <sup>2</sup>	State Funds Expended <sup>3</sup>
	Kennard Scholars Program	Program supporting students who demonstrate financial need and identify as a member of a historically underrepresented group	0.11	Coordinator of Multicultural Services and Programs and Director of Kennard Scholars Program	\$15,153.00	\$6,364.26	\$2,765.15
	Armstrong-Branch Lecture Series	Annual lecture named in honor of the first African American students who enrolled at USM in 1965			\$27,445.00	\$11,526.90	\$11,526.90
	Black History Month	Annual programming for Black History Month			\$5,406.00	\$2,270.52	\$2,252.36
	BLKS 301 - Introduction to Black Studies <sup>6</sup>	required course for Black Studies Minor			\$7,940.95	\$0.00	\$0.00
	AIS 301 - Contemporary Issues in Indian Country <sup>6</sup>	required course for American Indian Studies Minor			\$8,827.87	\$0.00	\$0.00
	SOC 202 - Diversity, Equity, and Inclusion <sup>6</sup>	required course for Diversity, Equity, and Inclusion Certificate			\$14,377.08	\$0.00	\$0.00
					<b>\$673,350.90</b>	<b>\$269,726.10</b>	<b>\$180,630.56</b>