OEI OVERVIEW

OEI continued its work to create equal opportunities for an equitable and inclusive work and learning environment, as a part of the Office of Human Resources. We continue to offer our annual programs and workshops, facilitate topics by request, aid in compliance initiatives and engage in support/advocacy services, as well as administer the Diversity and Equity Commission. Our office continues to oversee and support the nine affinity caucuses. There is a renewed focus and energy around gender-based violence prevention and education, so efforts were related to developing new training programs and responding to increased opportunities to engage in this very important work.

Staff & Structure
Our office continued with two full-time staff members – Becki Fogerty and Paul Hengesteg – and we welcomed a graduate assistant, Emily Bonistall, to our team. Emily is a Ph.D. student in Sociology, and she was a big part of our workshop offerings this year, was involved in gender-based violence initiatives and became an expert in Campus SaVE and VAWA regulation changes. Our spring semester undergraduate intern was Madison Helmick, whose work focused on LGBT issues. Paul Hengesteg will be leaving UD in July to pursue a graduate degree at Iowa State University. Emily Bonistall will be promoted as our full-time Interim Program Coordinator while she finishes her dissertation. Tom Albert will be joining our team as OEI’s graduate assistant in late August.

As of June 16, 2014, Susan L. Groff was named as the Director, Institutional Equity & University Title IX Coordinator changing the office’s reporting line from Tom LaPenta, Chief Human Resources Officer. The office will remain a part of the Office of Human Resources.

The office continues to be located in 305 Hullihen Hall.

COMPLIANCE TRAININGS & KNOWLEDGE WORKSHOPS

The University of Delaware believes we must form a community that celebrates our differences and eliminates barriers to a safe and productive working and learning environment. To this end, the Office of Equity & Inclusion conducts workshops and education for faculty, staff, and students to help the community create a climate of inclusion and to provide awareness for departments and individuals regarding policy compliance.

We have seen an increase in the demand and frequency of departmental requests for programs, particularly in the area of diversity and inclusion, as well as an increase in attendance of our regularly scheduled workshops. We think this success is connected to our function in the Office of Human Resources and our great collaboration with the Employee Education and Development area. We have been able to expand several of our popular offerings, experiment with new topics and areas, and we have taken over the management of the Stewards of Children: Prevent, Recognize & Respond to Child Sexual Abuse training.

Here are some facts and figures about our compliance trainings and knowledge workshops:

- Scheduled 13 OEI workshops about equity and inclusion topics in this academic year
- Facilitated 28 workshops, by request from a variety of departments/groups on topics such as affirmative action, sexual harassment, LGBT Allies, diversity and inclusion
- Provided 101 total hours of training in the academic year
- Conducted workshops for a total of 1346 people this academic year
We have been able to expand our training offerings by providing some quick, informational briefings online about a couple of vital topics. We currently offer a brief overview of Title IX, understanding and recognizing harassment and discrimination, and an overview of equal opportunity and affirmative action for search committees. We provide this format so the information is always available to our community as a refresher and does not need a live, scheduled facilitator to deliver.

**LGBT ALLIES PROGRAM**

This year has seen tremendous growth for the Allies Program, in both numbers of Allies, in outreach and marketing efforts, and in programmatic offerings. Visually, the Program received a boost with the help of Ally Casey Impagliazzo with the re-design of the program logo. This new “brand” allowed us the opportunity to update marketing materials which increased visibility campus-wide. The logo is available electronically for use. This has been well-received by Allies, and is often displayed with great pride among the network. It is often seen on the email signature of many of our Allies across campus. It is a great way to show support.

Over 100 new Allies were trained through our regular offerings (June, October, and January) as well as through special requests from departments or units on campus. These special requests came from departments wishing to have their entire professional staff trained, including Student Services for Athletes, Residence Life & Housing, and the Division of Student Life. Our continued efforts to reach the UD community and interest “on the ground” yielded a growth of 169% for the program.

Allies had the opportunity to engage in over a dozen events, socials, and/or educational opportunities throughout the year. We started the year strong with great attendance at the third annual Lavender Welcome Reception, which brings the LGBT and Ally community together to kick off the new academic year. Other notable events included an Athlete-Ally panel discussion, a presentation from national Trans* advocate and athlete Kye Allums, and the popular spring educational series titled the TGIF! Series. In this series, three brief gatherings on a late Friday afternoon brought Allies together to engage in a topic differently and deeper than what they experienced in training. Attendance was enthusiastic and strong, warranting its continuation into the future. Several “super” Allies were also in attendance to all of these, and they were recognized at our spring thank-you celebration.

An exciting initiative late in the year was the creation of the Ally Trainers group. This group of individuals will receive extra training in order to present our ABCs of LGBT workshop, possibly Allies Training, or other events OEI staff schedules.

The Allies Program celebrated the victories of the year with a luncheon in the spring with over 70 people in attendance. This was the perfect way to celebrate the program’s increased size and campus participation, advocacy, and visibility. At the end of the academic year, we also launched our new LGBT Campus Advisory Board to better connect the departments and groups responsible for LGBT programming and advocacy. We're excited about the opportunity to partner with our great collaborators across campus and make a big impact for our community.

**ADVOCACY**

*Cases*
OEI had contact with 33 community members with concerns and/or questions regarding harassment, discrimination, hostile environment or equity issues over the academic year. Most of the cases were handled informally, through decision-making counseling, mediation, guided confrontation, or referrals to other offices better equipped to handle the issue. In three of the cases, OEI provided official “advocacy” to complainants
in formal proceedings. Individuals who contacted us represented our service scope: 14 staff, 2 faculty, 16 students (3 graduate students), and 1 community member.

LGBT Campus Assessment
Each assessment year, UD receives an overall campus climate score, and OEI works diligently in the areas that need the most improvement, along with other campus partners. The scores in each factor are assigned by a “star” rating - 1-5 stars with 5-stars as the highest. Improvements are being made to the LGBT Campus Climate Assessment, and we look forward to seeing those changes and implementing more changes for the better of our community.

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CAMPUS CONNECTIONS

The Office of Equity & Inclusion values its connection to the entire UD Community. As such, it provided support to a number of efforts, particularly to those areas geared towards underrepresented populations. Sometimes that support is simply financial, other times it is through dedicating staff time, or both. OEI is happy to support those offices, student groups, or departments that make a positive impact on diversity and inclusion when possible.

**Co-Sponsorships**

- HAVEN
- United Way of Delaware
- Kristol Center for Jewish Life
- Women’s History Month Film Series
- Center for Black Culture – Heritage Months
- Sexual Assault Awareness Month

One of OEI’s goals this year was to provide at least 10 networking opportunities for employees to interact, celebrate and engage with the UD community this year. We are proud to report that we provided 14 opportunities that reached hundreds of employees, largely through the LGBT Allies program and in our very successful inaugural New Faculty/Staff Winterfest celebration in December. Winterfest brought newly-hired employees together for a social and informative evening to meet one another and learn about their new community. The event provided an opportunity to learn about over 20 services at UD and within the broader community, as well as an opportunity to ask questions of veteran employees and HR. Invitations were sent to over 400 new employees, and close to 100 attended the event, including several key University administrators who raved about the event. We will continue to build off of these networking opportunities and look forward to continuing these interactions and beginning some new connections across campus.