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GREETINGS FROM THE CHIEF DIVERSITY OFFICER

Grand Day Mastodon Family,

WOW! This is our third annual report! This has been an incredible 2022-2023 year. The Office of Diversity, Equity, and Inclusion (ODEI) leadership team was determined and committed to taking Thunderous Steps DEI FORWARD as we focused on the reality that YOU BELONG HERE! As a division, we hold firm to being intentional on increasing the recruitment, retention, and graduation of underrepresented populations at Purdue University Fort Wayne (PFW). The entire ODEI unit remained focused on doing our part... ACCOUNTABILITY.

This year, we started with a division-wide retreat focused on planning and executing a year designed to bring awareness and education around belonging. Since our inception, ODEI has been intentional about overcoming challenges and barriers that many of our faculty, staff, and students face. This is evidenced by over 400 student programs/events hosted by ODEI. I am so proud that ODEI staff continues to lead and host numerous DEI training opportunities; Civility and Beyond, Diversity 101-104, LGBTQ SafeZone, Green Zone, Dream Zone, to name a few. ODEI continues to impact the community with more than 14 community outreach programs. I am proud of the waves of impact of our ODEI signature events; Diversity Experience, Multicultural Graduation, Lavender Graduation, Women’s Conference, Adopt-A-Don, Summer Academy, TRIO student publishing project. This year, ODEI has reached across campus and the community to create meaningful and sustainable collaborations (i.e. Heritage/Awareness Month Collaboration) and partnerships (i.e. Bloom Project, REACH Grant, Wayne New Tech High School and others).

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

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

Best,

MarTeze Hammonds, Ed.D.
Chief Diversity Officer
Strategic Planning

Our Aspirations

Champion Student Success  Enhance Quality of Place  Embrace Diversity, Equity, and Inclusion  Promote Engagement with Our Communities

Objectives:

Campus climate that embraces a culture of mutual understanding, equity, and respect.

1.1 Conduct a campus climate survey and use the results to drive activities that develop cultural competency and an appreciation for diversity in all its forms.

1.2 Create a support structure, including a leadership position, support staff, and requisite funding, to promote and advance diversity, equity, and inclusion (DEI) initiatives across campus and in each unit.

1.3 Develop and implement an institutional DEI plan and unit-level DEI plans initiated by units.

Pursue internationalization of the student educational experience.

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

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

3.1 Develop recruitment, retention, and graduation initiatives designed to support underrepresented and diverse populations.
Diversity Data
Fall 2022

25.64%  —  INTERNATIONAL STUDENT DIVERSITY

15.9%  —  DOMESTIC STUDENT DIVERSITY

8.6%  —  DIVERSE FACULTY BY RACE

5.0%  —  DIVERSE STAFF BY RACE

43 Countries from US News and World Report

11 American Indian or Alaskan Native
398 Black or African American
559 Hispanic/Latino
2 Native Hawaiian or Other Pacific Islander
4,325 White
319 Asian

FULL-TIME FACULTY

4 American Indian or Alaskan Native
8 Black or African American
15 Hispanic/Latino
225 White
59 Asian

ACADEMIC UNIT STAFF

1 American Indian or Alaskan Native
14 Black or African American
13 Hispanic/Latino
323 White
7 Asian

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

PFW 2022 College Experience:
Bloom Project – community partner

New Tech Academy Juniors:
Welcomed 65 juniors from New Tech Academy for one day in March

PFW 2023 College Experience: REACH
Vincennes University Early College Programs and East Allen County Schools - community partner

ODEI TRAININGS

10
66 CIVILITY & BEYOND PARTICIPANTS
458 INCLUSIVE HIRING PARTICIPANTS

GRANT APPROVALS

10

CONFERENCES ATTENDED

7
GRANTS

$70K

AWARDED FOR
JULY 2022 - JUNE 2023

BLOOM PROJECT - $15K
iSTEM TO KNOW GRANT - $20K
REACH PROGRAM - $15K
iSTEM TO KNOW 2 GRANT - $20K

BLOOM PROJECT
32 young African American men between the ages of 14 and 17 visited the campus of Purdue University Fort Wayne, July 24-26, 2022 for a summer program designed to help them take what may be their first major steps toward a college education. The three-day, two-night opportunity was a collaboration between the university’s Office of Diversity, Equity, and Inclusion (ODEI) and the Bloom Project, a nonprofit organization helping young men of color between the ages of 12 and 18 with career and college readiness. The 2022 experience was made possible through a grant from the Foellinger Foundation. 40 students funded for July 2023.

iSTEM to KNOW Grant
18 students of color participated in a grant from the Indiana Space Grant Consortium that allowed students to participate in workshops to learn more about careers in NASA and participated in a trip to the U.S. Space Center in Huntsville, Alabama.

REACH PROGRAM
13 students of color between the ages of 16 and 17 visited the campus of Purdue University Fort Wayne, June 20-22, 2023 for a summer program. The three-day, two-night opportunity was a collaboration between the university’s Office of Diversity, Equity, and Inclusion (ODEI) and Re-imaging, Enrichment, Academics, and Community Health (REACH) in conjunction with Vincennes University Early College Programs and East Allen County Schools.

ON-CAMPUS EVENTS

DIVERSITY WEEK
The week was highlighted by the Diversity Experience which celebrated diversity at PFW. Special performances by the School of Music’s diverse students.

OFF-CAMPUS EVENTS

NOTHING BUT NETWORKING
Dr. Hammonds presented on “Diversity, Equity, and Inclusion in the Workplace” to over 100 attendees at the Nothing but Networking event sponsored by the Mad Ants NBA-G League Organization.

SPONGEBOB DEI
Dr. Hammonds moderated for a special panel of community leaders that work to increase diversity in the arts. This specific SpongeBob Musical was directed by an African American director and was intentionally cast with special attention to racial diversity.

GFW INC., WORKFORCE AND WAFFLES BREAKFAST
Dr. Hammonds served as one of the Greater Fort Wayne (GFW) Inc.’s Workforce and Waffles Breakfast panelist. Over 200 people attended and heard Dr. Hammonds speak about the importance of DEI, self-care, balancing work and home.

EQUITY FOR ALL
The Northeast Indiana Human Resources Association (NIHRA) requested Dr. Hammonds attend the March meeting to preview his November Keynote Speech through a question and answer session with two of its senior officials. This 30 minute session took place directly before Ms. Nikki Quintana, Executive Director of Fort Wayne Metro. There were nearly 200 participants who attended the Equity for All session. Dr. Hammonds will be the Keynote Speaker for NIHRA’s November 2023 meeting.

DEKALB LEADS PROGRAM DAY
Dr. Hammonds facilitated a 3-4 hour diversity, equity, inclusion, and belonging training to the DeKalb LEADS participants. Leading the DeKalb County leaders was an amazing opportunity and Dr. Hammonds was excited to leave the group with DEI research and best practices.

80+

ODEI ENGAGEMENTS
Diversity Initiatives

INITIATIVE: Establish Inclusive Hiring Processes

Goal: Create and improve the hiring process of faculty and staff by establishing inclusive hiring processes and training.

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

Outcome:
- Implemented inclusive hiring process for faculty and staff, partnered with Academic Affairs and HR to create inclusive hiring process, streamlined the documentation process through SuccessFactors and DocuSign, finalized and updated inclusive hiring webpage resources, and assessed tracking and metrics for inclusive hiring.
- The first inclusive hiring workshop for faculty and staff was held on October 27, 2021. Over 458 faculty and staff have taken this two-hour workshop led by Ms. Dimples Smith from Human Resources. Future plans include an online workshop and Inclusive Hiring training for Hiring Managers/Supervisors.
- Inclusive Hiring Process for both Academic and Employees celebrates its one year in existence. More data forthcoming.

INITIATIVE: To Create/Design a Diversity, Equity, and Inclusion Online Dashboard

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

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

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

INITIATIVE: Increase Diversity Recruitment (Faculty, Staff, and Students)

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

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

Outcome:
- Held discussions with Vice Chancellor Surface of Enrollment Management & The Student Experience and the Director of Recruitment, Mr. Ryan Wooley, to learn of the efforts around diversity recruitment, future discussion on diversity marketing and communication plan.
- Anticipate meetings with faculty and staff leaders and affinity groups.
- In Summer 2023, we will host REACH (Re-Imagining Enrichment, Academics, and Community Health) targeting East Allen University, Paul Harding High School and North Side High School to offer a two-night, three-day college experience for underrepresented high school students in June.
- We hosted the 2023 PFW Summer College Experience with the Bloom Project, Inc. in July 2023. Approximately 35 young African American men between the ages of 14 and 17 will visit the campus of Purdue University Fort Wayne for a summer program designed to help them take what may be their...
first major steps toward a college education, which is made possible through a grant from the Foellinger Foundation.

**INITIATIVE:**
**Increase Diversity Retention (Faculty, Staff, and Students) and Graduation (Students)**

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

**Objectives:**
- Implement long-term dashboard to track inclusive and diverse hiring and training participation.
- Engaging with diverse students regularly, to assess their PFW experience.
- Limit the number of “holds” diverse students have due to academic, financial, department etc. by assisting students prior to end of semester.
- Directly engage with diverse students for tutoring, mentoring, and one-to-one advising (academic/personal).
- Increase the number of financial literacy workshops offered to students.
- Intentional outreach to all underrepresented students.

**Outcome:**
- Brainstorming meetings with Kent Johnson, Executive Director, Academic Accountability and Student Success, to discuss intentional advising to students of color (SOC).
- The Multicultural Center (TMC) partnership including early alerts and map to graduation program.
- Outreach calls to not-registered SOC.
- Partnership with HR to capture staff concerns and needs.
- Anticipate future discussions and brainstorming meetings around increasing graduation.

**INITIATIVE:**
**Create Diversity Unit Plans**

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

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

**Outcome:**
- In 2021, the School of Music (SOM) began its journey of creating a DEI Plan. The SOM surveyed its faculty, staff, and students to better learn of the DEI climate. More work to be done.
- Creation of a resource page on ODEI website. After meeting with Academic Deans and other unit heads, it’s exciting to learn of the progress of our units. We anticipate working with other units soon and anticipate creating a university-wide timeline for diversity unit plan completions. Unit planning information is also found on our website at pfw.edu/offices/dei/initiatives/unit-planning
- Every Academic Dean has created a DEI Committee for their respective unit. These committees are working on DEI Plans.

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

**PARTNERS (NOT EXHAUSTIVE LIST):**
- Academic Affairs
- Human Resources and Office of Institutional Equity
- Student Experience and Enrollment Management
- Institutional Research
- Marketing and Communication
- Athletics
- Student Housing
- Admissions
- College of Science
- College of Engineering, Technology, and Computer Science
- Doermer School of Business
- Mastodon Alumni Association
- Career Development Center
- Office of Development
- Student Life and Leadership
- ODEI Departments – TRIO Upward Bound, TRIO Student Support Services, The Q Center, The Women’s Center, The Multicultural Center
- Student Organizations
- Unit/Department Leaders
- Faculty, Staff, and Students
Dr. MarTeze Hammonds

Chief Diversity Officer
Office of Diversity, Equity, and Inclusion
- Attended the Society for Diversity’s Certified Diversity Expert Intensive
- Zeta Phi Beta Sorority, Inc.
  Fort Wayne Extraordinary Educator Award
- Special U.S. Congressional Gold Award Education Summit Invitee, U.S. Capitol

Rhonda Meriwether

Director
The Multicultural Center
- Masters in Higher Education-College Administration and Leadership
- Published in Inside PFW
- Top 50 award recipient given by the Student Government Association
- Earned 50 Ripples
- Attended the NCORE Conference in New Orleans, LA
- Winner of the Women’s History Month Trivia Competition

Paula Ashe

Program Assistant
The Multicultural Center
- Interviewed at the ACPL main campus about her book “We Are Here to Hurt Each Other”
- Completed a Master’s Degree in American Studies from Purdue University
- Short story “We Are Here to Hurt Each Other” was nominated for a Bram Stoker Award for Superior Achievement in a Fiction Collection
- Attended the NCORE conference in New Orleans, LA

DaVion Tate

Student Worker
The Multicultural Center
- Awarded the Audrey Moore Excellence in Leadership Award

Terese Berry

Human Service Intern
The Multicultural Center
- Earned the Endorsed Program Award

Vic Spencer

Director
The Q Center
- Received TRIO I’m First Too Award
- Three consecutive years of continuous growth in the SafeZone program, with 213 new certifications since the Q Center took over the program in 2020

Mitchell Fiandt

Program Assistant
The Q Center
- Nominated for two Student Leadership Awards: Student Organization Advisor of the Year and the Service to Students Award

Shubitha Kever

Associate Chief Diversity Officer
Office of Diversity, Equity, and Inclusion
- Presented at Educational Opportunity Association annual conference in Cleveland two sessions: Creative Budget Spend-down Ideas for TRIO Programs, and Persistence Pays Off-Imbedded Social Service Partnership w/TRIO SSS and United Way
- Co-presented on the legacy of Rosie the Riveter with Dr. Melissa Gruys, DSB at the 2023 PFW Women’s Conference
Demetria Pettie
Assistant Director
TRIO Student Support Services
- Elected as Secretary of the Indiana TRIO Executive Board
- Serving as Chair of the Professional Development committee for Indiana TRIO
- Completed the Supervise for Success employee development program. Participated in several sessions

Cindy Firestine
Administrative Assistant
TRIO Student Support Services
- Co-chair of the Annual Professional Conference for Indiana TRIO
- Planned and executed a 2.5-day conference in Indianapolis for Indiana TRIO professionals

Bryant Williams
Academic Coordinator
TRIO Student Support Services
- Chair of Awards and Recognition Committee for Indiana TRIO

Sunila Chowdhry
Director
TRIO Upward Bound 1&2
- Mastodon Alumni Community Board of Directors Member
- Diversity Council Member
- Campus Climate Committee Member
- 5 years of service at PFW

Sable Eldridge
Assistant Director
TRIO Upward Bound 1&2
- Panelist for Diversity Dialogue: First Gen and Networking
- PFW APSAC Food Committee Member
- Lilly Scholarship Foundation Committee Member
- 5 years of service at PFW

Sara Underwood
Academic Specialist
TRIO Upward Bound 2
- 8 years of service at PFW

Jaz'mine Morris
Academic Specialist
TRIO Upward Bound 1
- Started her Master’s program in January
- TRIO I’m First Too Award Recipient
- Indiana TRIO Alumni Committee member

Cicelle Beemon
Program Assistant
The Women’s Center
- Awarded the 2022 Title IX Distinguished Service Award
- Earned Master’s in Higher Education with a concentration in College Administration and Leadership from Purdue Global in 2022
- Jana’s Campaign 2022 Midwest Campus Safety Summit Training Certificate
Chief Diversity Officer
MarTeze Hammonds, Ed.D.

Associate Chief Diversity Officer
Shubitha Kever

Executive Assistant to the Chief Diversity Officer
Jayla Heller

Graphic Designer
Ketah Ledford

The Multicultural Center
Director
Rhonda Meriwether
Program Assist.
Paula Ashe
Human Services Intern

The Women’s Center
Director
(Anticipated)
Program Assist.
Cicelle Beemon
Student Assist.

The Q Center
Director
Vic Spencer
Program Assist.
Mitchell Fiandt
Human Services Intern

TRIO Student Support Services
Assistant Director
Demetria Pettie

Academic Coordinator
Bryant Williams
Academic Coordinator
Stephanie Smith
Administrative Assist.
Cindy Firestine
Student Assists. & Peer Mentors

TRIO Upward Bound
Director
Sunila Chowdhry
Assistant Director
Sable Eldridge
Academic Specialist
Jaz’mine Morris
Academic Specialist
Sara Underwood
Temp. Administrative Assist.
Gemssy Munoz
Fostering collaborative strategy
Openness to varied ideas
Realistic strategy building
Willingness learn, grow, and ACT together
Align mission/vision to all DEI work
Role modeling change
Determined to remove systemic barriers

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

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

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

**Expectations**
- To meet regularly (schedule a year out).
- To meet with your committees and report out to Diversity Council.
- To understand that this is a council and not the governing board of CDO. This council brings recommendations and initiatives to CDO.
- To respect each other and the confidentiality of this space.
- To learn, grow, and act—TOGETHER.
- To understand our own biases and work extremely hard to mitigate our unconscious biases.
- To work as a council—agree to disagree—find consensus.
DIVERSITY COUNCIL MEMBERS 2022

Janet Badia, Dean and Professor, College of Liberal Arts

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

Sunila Chowdhry, Director, TRIO Upward Bound

Kenneth Christmon, Associate Vice Chancellor Ombudsman, Human Resources

Ranada Clark, Senior Academic Advisor, College of Professional Studies

Farah Combs, Director, Honors Program

Adolfo Coronado, Associate Professor and Chair, Computer Science

Jeannie DiClementi, Associate Professor, Psychology

Tina Grady, Associate Vice Chancellor, Human Resources and Office of Institutional Equity

Melissa Gruys, Dean and Professor, Doermer School of Business

MarTeze Hammonds, Chief Diversity Officer

Jayla Heller, CSSAC Representative, Executive Assistant

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

Shubitha Kever, Associate Chief Diversity Officer

Ashley Malone, Assistant Director for Administration and Championships, Athletics

Christine Marcuccilli, Associate Director of Compliance/Title IX Coordinator, Human Resources

Ahmed Mustafa, Professor, Biology

Giang Petroviak, Director, New Student Programs, Admissions

Pooja Singh, Classification and Compensation Specialist, Human Resources

Vic Spencer, Director, Q Center

Brian Waltz, Student Representative, Student Government

Nicole Welsh, APSAC Representative, Academic Advisor, Central Advising
DEI Unit

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

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

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

Cicelle Beemon
Program Assistant
The Women’s Center

Rhonda Meriwether
Director
The Multicultural Center

Paula Ashe
Program Assistant
The Multicultural Center

Vic Spencer
Director
The Q Center

Mitchell Fiandt
Program Assistant
The Q Center
Shubitha Kever
Associate Chief
Diversity Officer
Office of Diversity, Equity, and Inclusion

Demetria Pettie
Assistant Director
TRIO Student
Support Services

Cindy Firestine
Administrative Assistant
TRIO Student
Support Services

Bryant Williams
Academic Coordinator
TRIO Student
Support Services

Sunila Chowdhry
Director
TRIO Upward Bound 1&2

Stephanie Smith
Academic Coordinator
TRIO Student
Support Services

Sable Eldridge
Assistant Director
TRIO Upward Bound 1&2

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

Jaz’mine Morris
Academic Specialist - Recruitment/Advising/Residential
TRIO Upward Bound 1

Gemssy Munoz
Temporary
Administrative Assistant
TRIO Upward Bound 1&2
During Fall 2022 semester, the Office of Diversity and Multicultural Affairs (ODMA) changed its name to The Multicultural Center (TMC). TMC continues to provide intentional programming to engage students, promote retention, and is designed to help graduate students of color. TMC strives to embrace the intersecting differences of individuals and cultivate an inclusive campus climate. For this past academic year, TMC was responsible for hosting over 120 events that provided students with academic, social, and cultural experiences. TMC activities helped students learn more about themselves and others. For the Fall 2022 semester, 1,539 students self-identified as students of color. TMC seeks to provide programming and services for these students and the wider campus community. Ultimately, the Multicultural Center is for everyone.
MULTICULTURAL GRADUATION CELEBRATION

The Multicultural Center and International Education co-hosted the second annual Multicultural Graduation Celebration in May. This event celebrates graduating seniors who are international, students of color, or students participating in the Getting to Graduation program. Students are recognized for completing their degrees and given a graduation gift. Seventy students representing 12 countries participated in the celebration. Eight graduating seniors participated in the Getting to Graduation program and were awarded a stole, padfolio, and certificate of completion.
Program Highlights

WELCOME BACK BLOCK PARTY
The academic year started with the Welcome Back Block Party, co-hosted by the Q Center, Women’s Center, and Multicultural Center. This event is designed to welcome students back to campus and inform students about offices and upcoming programs and events. The Block Party is a fun way to kick off the fall semester enjoying good food and music while meeting new and returning friends on campus. The Block Party was held at the Amphitheater and students were delivered to the site via golf carts driven by TMC’s student employees. The party attracts a diverse mix of attendees and serves as a way to encourage all students to participate in campus events and meet new people.

300 STUDENT, FACULTY, AND STAFF BLOCK PARTY ATTENDEES

Welcome Back Block Party Data

<table>
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<th>Race</th>
<th>Count</th>
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<td>African American</td>
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<td>Asian</td>
<td>50</td>
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<td>Hispanic</td>
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<tr>
<td>Multiple Races</td>
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178 Identified Female | 122 Identified Male
Multicultural Mixer Data

- 134 Asian
- 62 African American
- 55 White
- 27 Hispanic
- 5 Multiple Races

- 150 Identified Female | 134 Identified Male

MULTICULTURAL MIXER

During the Fall and Spring semesters, TMC hosted a total of five Multicultural Mixers. These events aim to have students mix and mingle over food and games. The Mixers were located in Walb Atrium and various games were available so students could meet and interact with each other. This year, TMC added themes to the mixers. During Hispanic Heritage Month, TMC celebrated with Mexican food and played Loteria, a Mexican bingo game. Winners of the Loteria won prizes. During the month of October, TMC hosted a Halloween Mixer. Prize ribbons were given out to students coming in costumes. In February, TMC hosted a Black Culture Mixer and in March celebrated Women’s History Month. This year, TMC was intentional in partnering with community members, such as the Greater Hispanic Chamber of Commerce and local colleges like Indiana Tech and Ivy Tech. At these mixers, students could mix and mingle with other college students and network with community leaders. TMC will continue to partner with local colleges and universities to encourage students to make connections with other college students.

BLACK HISTORY MONTH

During Black History Month (BHM) in February, TMC hosted a number of cultural and educational events including Multicultural Tea Parties, cultural trivia games, film documentaries, and diversity workshops. In the last week of February, a wall display in recognition of the 10th anniversary of the Black Lives Matter Movement displayed information on Black lives killed by police since 2013. Students and visitors to the wall were able to express their thoughts about the display. To round out BHM, TMC repeated the Eat to the Beats event. This year’s entertainment focused on jazz music and entertainers in partnership with Dr. John Buteyn, and the PFW Music Department. One hundred and fifty students, staff and community members dined on New Orleans cuisine provided by Smile More Meal Prep and Catering.
The Q Center

The Q Center is committed to the work of building a safe and affirming learning environment for LGBTQIA+ students, creating spaces for connection and community, equipping faculty and staff with the necessary tools to be effective allies in the fight for universal equity.

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

2022-23 EVENT ATTENDANCE
658 STUDENTS
21 FACULTY AND STAFF
54 GUESTS

2022-23 FALL AND SPRING PROGRAM EVENTS
733
61
SPACES FOR CONNECTION AND COMMUNITY

Q Center Lounge
The lounge is located in Walb 215 and is open for students to use Monday through Friday, 8am-5pm. The lounge hosts comfortable hangout and study space, a library of almost 700 LGBTQ+ books and movies, and a Roku-equipped television where students can watch TV or listen to music. The office lounge is frequently the first contact LGBTQ+ students have with the Q Center which invests in making sure the space is visibly welcoming, an investment which pays off each time a student comes in for the first time and says “this is my new favorite place on campus.”

Q Center Discord Server
Discord is a web-based messaging platform popular among Generation Z. In the spring of 2020, in response to the statewide COVID-19 lockdown, the Q Center created a server to keep students connected to the office and each other. Since then, the server has grown to 173 active members, with students using the space for everything from sharing art and music, to chatting about common interests, to helping one another with homework, to just giving each other advice on how to handle stressful situations. Because this resource is available 24/7, the Discord server is the centerpiece of our outreach and community-building efforts.

LAVENDER GRADUATION
The Q Center hosted its third Lavender Graduation celebration, honoring 14 graduating students with lavender honor cords, which they were able to wear the next day at Commencement. The event was attended by friends, family, and staff, with remarks by Chancellor Elsenbaumer and Chief Diversity Officer Hammonds. The participation of staff and senior administrators in particular, sends an important message to our LGBTQ graduates that the university values them and their achievements and celebrates them for all of the challenges that they have overcome.
SAFEZONE
SafeZone for Faculty and Staff is the Q Center’s training program for university employees who wish to become better allies and advocates for LGBTQ+ students. Participants must complete two 2-hour sessions, and a post-test to receive a SafeZone placard, which they can display to signal to students that their office is a safe space. The names and departments of certified faculty and staff are also published on the Q Center website for students to reference.

2022-23 SafeZone Certification Data

- **Staff**: 51
- **Faculty**: 20
- **Students**: 16
- **Community Members**: 3
SIGNATURE PROGRAM ATTENDANCE DATA

29  Planting & Picnicking

122  Pride Week Kick-Off Drag Show
     Partnership with Student
     Government Association

138  Pride Week Fair

96  Pride Week Drag Bingo

30  Rainbow Run
    Partnership with WellRec

24  Queer Self Care Day

29  National Coming Out Day
    Photo Booth

26  Alternative Thanksgiving

53  Everybody Say Love Dinner

15  Holocaust Remembrance
    Day Panel
    Partnership with Institute for
    Holocaust and Genocide Studies

12  Queer Leadership
    Partnership with Student
    Government Association

13  Queer History Trivia Night

95  GAYmer Nights

132  Crafting with the Q Center

2022-23 Participant Demographics

*Unknown includes IUFW students for whom class standing is not recorded.
TRIO Student Support Services

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

90+
FALL, SPRING, & SUMMER EVENTS

2.94
AVERAGE FALL CUMULATIVE GPA

OVER
3,000
STUDENT CONTACTS EACH YEAR THROUGH ONE-ON-ONE MEETINGS AND PROGRAM EVENTS

$4M
IN FEDERAL FUNDING OVER 3 GRANT CYCLES FOR FIRST-GENERATION STUDENT SUCCESS
TRIO WORKS
TRIO students participate in high numbers in programming and advising appointments. Through ongoing meetings and events that assist students academically, socially, and informationally, students can maintain focus on their educational goals and persist to graduation.

OVER 50%
OF PFW STUDENTS ARE FIRST-GENERATION

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

**Program Demographics**

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

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>36%</td>
</tr>
<tr>
<td>Asian</td>
<td>21%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>20%</td>
</tr>
<tr>
<td>Black</td>
<td>17%</td>
</tr>
<tr>
<td>More than 1 Race</td>
<td>4%</td>
</tr>
<tr>
<td>American Indian</td>
<td>1%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>1%</td>
</tr>
</tbody>
</table>

61% Identified Female | 39% Identified Male
TRIO Highlights

Collaborated with the United Way and Lutheran Social Services of Indiana to administer the Persistence Pays Off Program. TRIO students can choose to participate and receive referrals and assistance for health care, childcare, rent/utility payments, transportation, educational, and/or food assistance. After successful completion of **8-36 appointments**. Students are eligible to receive $1,000 toward any expenses that would impede their ability to finish college. To date, **90 students** have received social service assistance and referrals to the program.

This year TRIO SSS honored **33 TRIO students who graduated with their bachelor degrees**. They were honored at an annual Award Ceremony and presented with graduation stoles to recognize their accomplishments as first-generation college graduates.

**TRIO’s Resource Room** in Kettler Hall Room G30 is an area for TRIO students to study, utilize computers and printer, and participate in weekly programming. There have been **over 1,600 visits** to the Resource Room this year.

Per the requirements of the Department of Education, TRIO programs must submit the Annual Performance Report (APR). The APR represents the program’s ability to meet the metrics of the grant. Most recent reporting statistics exceeded established goals.

**National First-Gen Day** is celebrated annually on November 8th to commemorate the signing of the Higher Education Act of 1965 by former President Lyndon B. Johnson. It was in this legislation that the term first-generation college student was coined. TRIO partnered with New Student Programs to celebrate first-gen students, staff, and faculty on National First-Gen Day 2022.

**National TRIO Day** is celebrated annually on the last Saturday in February to commemorate the achievements of federal TRIO programs and students. TRIO partnered with Ivy Tech’s TRIO Student Support Services to celebrate TRIO Day 2022 in a shared program event.

**41 Students participated in the second annual Camp TRIO experience** during Labor Day weekend. Students attended Camp Potawatomi for an overnight adventure that included teambuilding activities, boating, swimming, s'mores by the campfire.

**49 students attended the fall 2022 bus trip** to Chicago, Illinois Adler Planetarium, The Art Institute of Chicago, Architectural River Boat Cruise, and dinner at Fogo De Chao Brazilian Restaurant.

In June, **31 TRIO students traveled to New York City, NY** to visit the Statue of Liberty/Ellis Island, 911 Memorial & Museum, Radio City Music Hall, and view “Wicked” at the Gershwin Theater.

| 141 STUDENTS SERVED |
| 90% PERSISTENCE RATE |
| 93% GOOD ACADEMIC STANDING |
| 55% GRADUATION RATE (6 YEAR) |
TRIO Upward Bound (UB) is a college-prep program that serves income-eligible high school students, academically at-risk high school students, and/or future first-generation college students from four high schools in Allen County. Currently, 86% of program participants are both low-income and first-generation.

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

The program aims to provide services to help students graduate high school and enroll in college. Services are provided throughout the year to help students develop the academic and social skills needed to succeed in a collegiate environment.

During the nine-month Academic Year Component, students receive services like academic advising, tutoring, college prep, and exposure to cultural experiences. During the six-week Summer Academy Component, students experience college life firsthand by taking classes on the PFW campus and staying in student housing. Students also have opportunities to travel while in the program.

91% STUDENTS ARE IN GOOD ACADEMIC STANDING

86% LOW-INCOME AND FIRST-GENERATION PARTICIPANTS
PROGRAM HOURS

TUTURING, ADVISING, COLLEGE PREP, ACADEMIC THEMED SATURDAYS, CULTURAL AND STEAM EVENTS, & COLLEGE VISITS

PROGRAMMING HOURS

Academic Advising (200 hours)
Academic Specialists met with students to track academic progress

College Prep (204 hours)
FAFSA night, financial aid award letter and scholarship search workshops, college application night, and SAT boot camp

College Visits (414 hours)
In-person visits and virtual visits

Virtual College Visits
Indiana University Northwest, Anderson University, Indiana University Purdue University Columbus, Grace College, and University of St. Francis

In-person College Visits
Lourdes University, University of Toledo, Indiana University Bloomington, University of Indianapolis, Purdue University, and University of Cincinnati, Tennessee State University, and Purdue University-Fort Wayne

Academic Themed Saturdays (416 hours)
Math, Science, and English lessons and additional SAT prep, financial literacy, and professional development workshops

Cultural and STEAM Events (4,104 hours)
Workshops on diversity, mental health, cooking, etiquette, and professional development; opportunities to learn about animals and plants; opportunities to combine Art and Science projects; visits to museums, art exhibits, and musical performances

Tutoring (786 hours)
Tutoring subjects include Math, Science, English, History, Spanish, and French

Programming hours are calculated based on the hours of a service provided multiplied by the number of participants.
SPRING BREAK PROGRAMMING
The spring break trip for 2023 was to Cincinnati, OH. Students were exposed to college visits, cultural experiences, and various STEAM opportunities such as the University of Cincinnati, Cincinnati Museum of Natural History & Science (Omnimax Film), Taft Theatre (“Our Planet Live in Concert”), and Contemporary Arts Center. Students also participated in an etiquette lunch at Fearless Cook and visited the Fort Wayne Museum of Art and Cinema Center.

Spring break programming allowed Seniors to participate in events before graduating and allowed new students to connect with older students in the program. Students shared their positive experiences with other students which led to more interest in the program from new applicants.
Upward Bound Highlights

Upward Bound provides additional support and services to students in order to motivate them to graduate high school and enroll in college. During the academic year, students are provided various services to help them stay on track and be successful such as advising, tutoring, SAT prep, financial literacy, Saturday instruction, college visits, and assistance with financial aid and college applications.

Upward Bound staff provided opportunities to students who may not have been offered at home or at their schools. The goal is to expose students to unique learning experiences to help them grow on an academic and social level. Students had many first-time experiences by participating in activities hosted by: Noble County Saddle Club (horseback riding), 9 Round Fitness (kick boxing), The Build Guild (art workshop), Wholesome Roots Cooking (cooking class), Indianapolis Motor Speedway (museum track tour), and Fearless Cook (etiquette lunch).

Academic Year Stipends

Students are eligible to receive stipends for participating in programming. During the 2022 fall semester, students earned up to $80. During the 2023 spring semester, students earned up to $100.

Summer 2023

The Summer Academy theme for 2023 was “Raise Your Voice” which taught students to speak up and advocate for themselves. Upward Bound planned a six-week Summer Academy from June 2-July 14. Students who participated stayed in student housing at PFW in order to develop the motivation and confidence to attend college.

The dual credit course, COM 114 Fundamentals of Speech Communication aligned with the “Raise Your Voice” theme in an effort to build student communication skills to speak up for themselves and for others. A Government course was offered during which Rising Seniors had the opportunity to earn high school credit. A pre-professional component was offered to Rising Seniors to expose them to various career paths and professional development opportunities. Other courses offered were Math, Science, English, World Languages (Chinese, French, Spanish), Media and Pop Culture, Kick boxing, and Art. Students participated in leadership, financial literacy, and grade-specific seminars.

On Fridays, students took local trips around the Fort Wayne area to participate in activities hosted by: Pulse Dance (jazz dancing), Board and Brush (DIY wood sign workshop), Cedar Creek Candles (terrarium workshop), Community Harvest Food Bank (volunteer work), Tin Caps (tour), and The Old Fort (tour).

PFW’s Upward Bound Program hosted Olympiad, where Upward Bound programs (Indiana University-Purdue University Indianapolis, Indiana Wesleyan University, Ivy Tech Indianapolis, Ivy Tech Muncie, Purdue University Fort Wayne, Purdue University Northwest, and Vincennes University) competed in athletic and academic competitions.

The 2023 summer merit trip is to Nashville, Tennessee. During the trip to Nashville, students visited the National Museum of African American Music, Adventure Science Center, and The Grand Ole Opry.
The Women’s Center

The Women’s Center is committed to providing purposeful programs and services that support and encourage women at Purdue Fort Wayne (PFW). The Women’s Center advocates for students with families and leads in celebrating the importance of women as an integral part of PFW.

SEXUAL ASSAULT AWARENESS PROGRAM

Sexual Assault and Prevention Programming (SAPP) provides education and advocacy programs, such as One Love and Sexual Consent Workshops to help prevent sexual assaults and create boundaries in personal/intimate relationships.

14
SEXUAL ASSAULT AWARENESS EVENTS

123
STUDENT PARTICIPANTS

95
2022-23 TOTAL EVENTS

491
2022-23 PROGRAM ATTENDEES
WOMEN’S HISTORY MONTH
The Women’s Center hosted nine events promoting self-development, self-empowerment, and innovation with 152 students, faculty, and staff in attendance. The annual Women’s Conference included 95 participants with guest speakers from leading women in their fields.

DENIM DAY PARTICIPANTS
DENIM DAY
Denim Day is highlighted to provide students with content around best practices for sexual consent and bring awareness to sexual assault and relationship violence.

“I appreciated the content of the handout, it was extensive and important but not too much. People need to talk about those things.”
Nevaya Deck, Junior- Human Services
STUDENTS WITH FAMILIES/KIDS CORNERS

Students with Families events offer dinner followed by special programs, presentations, family trivia, and activities. The Students with Families program also cover admissions fees to off-campus sites such as the Fort Wayne Children's Zoo, Science Central, and Crazy Pinz. This program is sponsored by a grant from the Purdue Student Government Association.

KIDS CORNERS

Kids’ Corners are kid-centered activity areas for families during signature campus events such as Fall Fest, Homecoming, and Tailgates.
THE ZIELINSKI EMERGENCY AID ANGEL FUND
The Zielinski Angel Fund provides emergency aid grants up to $250 to students experiencing financial crises that threaten their ability to stay in school, and who have no other resources available to them. This award excludes aid for textbooks and tuition fees.

$2K
AWARDED TO EIGHT RECIPIENTS OF THE ANGEL FUND
“I greatly appreciate your help.”
Dannie Eyanson, Senior, School of Music

ADOPT-A-DON HOLIDAY PROGRAM
The Adopt-A-Don Holiday project is an assistance program that allows faculty, staff, departments, and student organizations to provide holiday gifts for students and their families. This year $6,500 in donated gifts and over $1,000 in donated gift cards were collected for students and their families.

23
PARTICIPATING FAMILIES
19 PFW STUDENTS WITH FAMILIES
4 IU STUDENTS WITH FAMILIES

“I cannot express how incredibly grateful I am for the gifts you provided for me and my daughter.”
Lauren McDonald Junior, Liberal Arts

GEAR UP
The Women’s Center Gear Up program provides adult learners with academic support, health awareness, and campus engagement, and unifies fellow adult learners and nontraditional students. Gear Up conducts educational workshops and off-campus social support.

21 PFW/COMMUNITY COLLABORATIVE PARTNERS
The Multicultural Center
Paige Wilkins, Healthier Moms, and Babies
Eileen Garwood, Clinical Instructor of Music Therapy
Charlene Delaney, Student Music Therapy Intern
Terese Berry, Senior Capstone Student
Imogene Bibbs, Single Parent Family Resource Center
Khin Cho, PNC
Military Student Services
Christine Marcucilli, Director of Compliance & Title IX Coordinator, HR OIE
Sarah Wagner, Helmke Library
Sarah LeBlanc, Asst. Professor of Interpersonal Communication
Sabrina Miles, The Waist Game
Curtis Hosier, Senior Lecturer in Sociology
Shelia Curry Campbell, Community Leader
Student Activities Board
Shubitha Kever, Associate Chief Diversity Officer
PFW Student Housing
The Environmental Resources Center and Green Action Club
Tracey Hanton, Career Development Center
Gwen Ruppert, Financial Advisor, Edward Jones Financial
Niya Blair Hackworth Founde, 184 Ross Coaching & Consulting Director of Inclusion-NCAA
Isabel Nuñez, College of Professional Studies PFW
Melissa Gruys, Dean of Doermer School of Business
PFW Dormer School of Business
Athletics
The Q Center
DEI Department Resources

THE MULTICULTURAL CENTER

Multicultural Resource Room - Walb 118
Open Mon.-Fri. for computer/study/rental use.

Snacks and Study - Walb 222-226
Need to recharge and study? Join us every Tuesday | 4-8p.m.

Diversity 101
Learn basic diversity terminology and how to develop a diversity mind set. Open to all students, faculty and staff.

THE WOMEN’S CENTER

Study Lounge - Walb 120
Supplied with study space, snacks, and school supplies.

Student Resources and Opportunities
Aids in academic assistance, Sexual Assault Prevention Awareness resource, health care, social welfare programs, and child care. Additional services include the Virtual Scholarship Drawer, Social Welfare Database and the Zielinski Angel Fund.

TRIO STUDENT SUPPORT SERVICES

TRIO Resource Room - Kettler G30
The resource room is fully equipped with computers, a printer, workspace, and office supplies for TRIO students and programs.

Purdue Fort Wayne TRIO SSS
triosss@pfw

TRIO UPWARD BOUND

Job Opportunities for PFW Students
Contact for more information on availability and hire for student workers, tutors, or resident assistants. For more information contact: trioupwardbound@pfw.edu

@trioupwardboundpfw

THE Q CENTER

Q Center Mini Library
The Q Center boasts a library of LGBTQIA+ books and movies open to all PFW and IUFW students, faculty, and staff. For more information and a full catalogue, visit: pfw.edu/q-center

Q Center Discord
Connect with students! For more information, visit: pfw.edu/q-center

@PurdueFWLGBTQ

The Q Center at Purdue Fort Wayne