



**ANNUAL CULTURAL DIVERSITY PLAN
2022 REPORT**

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A summary of Morgan State University's Diversity, Equity, and Inclusion-explicit initiatives and efforts for students, faculty, and staff.

Diversity is embraced at Morgan as one of its institutional core values." A broad diversity of people and ideas are welcomed and supported at Morgan as essential to quality education in a global interdependent society. Students will have reasonable and affordable access to a comprehensive range of high-quality educational programs and services." This core value stems from Morgan's mission to encourage the pursuit of knowledge informed by a free marketplace of ideas. The knowledge acquired in that marketplace comes closest to truth when a diverse assembly of faculty, students, and staff are able to compare their personal as well as professional information, data, and beliefs against a community comprised of people of all races, ethnicities, colors, genders, religions, and socio-economic statuses. Morgan's motto, "Growing the Future, Leading the World," also highlights the importance that diversity plays in its mission to educate and impact the global community. Morgan serves as an intellectual and creative resource to the community, state, nation, and world, by supporting, empowering, and preparing high-quality, diverse graduates to lead the world. Considering its core value and motto, Morgan embraces cultural diversity in its broadest sense. Its diversity efforts focus attention to underrepresented racial and ethnic groups who have been marginalized. Additionally, diversity at Morgan also encompasses a commitment to enhancing the equity and inclusion of women, those who are economically disadvantaged, and those of different sexual orientations, religions, and abilities. In summary, Morgan's mission is to serve a multi-ethnic and multi-racial student body and to help ensure that the benefits of higher education are enjoyed by a broad segment of the population.

Achieving and maintaining a diverse student body, faculty, and staff, is a compelling interest and important goal for Morgan. Thus, Morgan's Strategic Plan for Enhancing Cultural Diversity (Diversity Plan) sets forth 33 goals in six core areas: 1) Students (undergraduate, graduate, and non-traditional); 2) Faculty and Staff; 3) Curricular; 4) Socio-economic; 5) Disability; and 6) Community Engagement. An assessment plan with goals, objectives, anticipated outcomes, measurements/benchmarks, assessment methods, and responsibility was developed for each core area and goal. Successful implementation of the goals in the Diversity Plan requires the coordinated and sustained efforts of all members of the University community and the systematic assessment of progress toward the goals. Hence, the initiatives and efforts for student, staff, and faculty are intertwined to establish a comprehensive, connected impact on Morgan's population.

Morgan has made a concerted effort to increase its undergraduate Hispanic population over the past few years by hiring a Spanish-speaking admission officer and has collaborated with Student Affairs to support students in forming the first Latino Student Association and Latina sorority on campus. Efforts such as these helped grow its Hispanic population by 200% (from 36 to 108) over the past ten years. Morgan is also in process of establishing a Memorandum of Understanding with a non-profit organization to provide scholarships for undocumented students. A new student organization for undocumented students was established during this academic year, and various offices, including Enrollment Management and Student Success, are working to increase employment and internship opportunities for these students.

Two administrative units within the University, the Division of International Affairs and the Division of Academic Outreach and Engagement, contribute directly to international diversity at Morgan.

Division of International Affairs. The mission of the Division of International Affairs is consistent with the mission, and Strategic goals of the University, that of preparing diverse and competitive graduates for success in a global, interdependent society. Morgan State University has established over 30 international relationships in Nigeria, Ghana, Kenya, Ethiopia, Tanzania, South Africa, Brazil, Finland, China, France, United Kingdom, Honduras, Botswana, India, Mexico, Senegal, Peru, Saudi Arabia, Nepal, and Trinidad and Tobago, etc... Morgan currently enrolls approximately 433 international students from over 50 countries. Among the programs in the Division of International Affairs that support international diversity at Morgan are:

- ☐ Official of Global Partnerships-Africa (OGP-Africa)
- ☐ International Student and Faculty Support Services (OISFS)
- ☐ The Center for Global Studies and International Education
- ☐ Office of Global and Cross-Cultural Programs (OGCCP)
- ☐ Office of Study Abroad
- ☐ Fulbright Scholarship Program
- ☐ J-1 Exchange Scholar and Visitor Program

The **OISFS** is charged with meeting the administrative, advising, and programming needs for the nonimmigrant students, staff, and faculty at Morgan State University. Services provided by the Office of International Student & Faculty Services include orientation programs for new international students including but not limited to: Immigration information workshops; employment workshops to provide information on the various types of employment available to F-1 students; campus employment, CPT, OPT and economic hardship applications; assistance with preparing and/or filing initial petitions to include H-1B for international faculty and staff members.

The **OGP-Africa** is envisioned to serve as the fulcrum of Morgan Global footprint through signature agreements aimed at exponential and sustainable increase in sponsored students. It is in light of this mandate that it pursue recruitment of diverse group of students and postdoctoral fellows with different backgrounds and disciplines. The mentoring of the diverse number of students and postdoctoral research fellows is focused on experiential learning and research, with activities in and outside Morgan space. OGP-A organizes brown bag seminars with a mantra of borderless diversity and outreach. In brief, opportunities are created for all adding value to retention, graduation and sustainable alumni group of international students and postdoctoral researchers.

The **OGCCP** creates an academic and social global community that offers students, faculty, and staff a gateway to worldwide opportunities beyond borders. OGCCP supports and develops

global classrooms engaging faculty, international and domestic students by Virtual Exchange (VE) and Collaborative Online International Learning (COIL). The office organizes International Education Week each year as a connecting point for all students and faculty to expand their knowledge, meet, and find commonalities regardless of race, sex, culture, religious or political beliefs. OGCCP also supports the newly formed “One Trybe” student organization that has been recognized by the Office Student Affairs in Spring ’22. The One Trybe slogan is “Unity in Diversity,” and it focuses on connecting international and domestic students studying at Morgan for the purpose of cultural exchange, building friendships, and experiencing Baltimore City. The organization enhances and encourages student engagement outside of the classroom by hosting dinners, picnics, debates, games nights, and volunteer activities.

The **Fulbright** program started at Morgan in 1951 with the appointment of its Fulbright Program Campus Director. Morgan has long been first among all HBCUs in the number of Fulbright - related grants awarded to students, faculty, and administrators. It has been awarded 149 Fulbright-related grants in 44 countries to students, and 75 to Morgan professors or administrators. That is the reason it was listed among the 2018–2019 Fulbright HBCU Institutional Leaders by the U.S. Department of State’s Bureau of Educational and Cultural Affairs (ECA).

As a critical component of Morgan State University, **Student Disability Support Services (SDSS)** is dedicated to assisting students with disabilities accomplish their scholastic and career goals by supporting academic and advocacy skills and by helping to eliminate the physical, technical, and attitudinal barriers that limit opportunities. Student Disability Support Services is committed to providing all services and operating all programs in accordance with the Americans with Disabilities Act (ADA) of 1990, as amended and Section 504 of the Rehabilitation Act of 1973, as amended. SDSS currently has approximately 560 students registered for reasonable accommodations. SDSS participates in orientation events on-campus, open house events and departmental meetings.

In addition, SDSS collaborates with various departments throughout campus to ensure partnership to increase inclusion for students with disabilities. In the fall, SDSS in partnership, will be hosting disability awareness events and training to emphasize both inclusion and awareness.

Members of the SDSS staff participate in various committees to ensure ADA compliance and inclusion of individuals with disabilities. There are also two student organizations on campus promoting inclusion, Disable the Label and Active Minds.

Morgan continues to have a very diversified faculty. Among the 381 full time faculty members in the fall semester of 2021, there are 46.2% female and 45.9% African American/Black, 15.2% White, 17.5% International, 5.8% Asian, 11.3% unknown, and 4.2% other minority groups (Hispanic, native, and multi-racial American). The Division of Academic Affairs, in the Spring 2022 semester, began gathering data from 2013-2021 on the Tenure and Promotion process to develop strategies to ensure ascendancy from Assistant Professor to Full Professor. The Center for Innovative Instruction and Scholarship developed a series of faculty development workshops, including The Discussion Project, to facilitate robust in-class dialogues with students. The Fall

2021 and Spring 2022 Faculty Institutes had a focus on wellness and mental health to prepare faculty for the challenges students are facing, as well as for their own well-being.

Morgan's Re-acculturation and Resocialization committee, formed in the beginning of FY21, was chaired by the VP of Student Affairs and the Associate VP of Academic Affairs with staff, students, faculty, and alumni participation. The committee developed a series of thoughtful workshops and rituals that highlighted the need for respect, grace, and an embrace of diverse people and perspectives as the campus returned to in-person classes. This academic year, Morgan's Convocations focused on a variety of topics including African and African American History, Women's History, and a plethora of the topics that provide opportunities to engage with their peers, and faculty and staff while participating in one of Morgan's most important co-curricular traditions.

For Fall 2021, the Associate VP for Academic Affairs facilitated the execution of President Wilson's Morgan Reads initiative which used Heather McGhee's *The Sum of Us- What Racism Costs Us All* as the inaugural text. Each incoming first year student was given a copy of the novel, and Morgan's Retention Specialists and some faculty led discussion about this text over the course of the academic year. On March 9, 2022, the novel's author, Ms. McGhee, came to campus for a book talk and entertained questions from students, faculty, and staff.

With the establishment of the **LBGTOA Advisory Council** in 2013, Morgan has taken proactive steps to provide a safe and inclusive environment for LBGTOA students, faculty, and staff. To further these efforts, Morgan honored International Transgender Day of Visibility on March 31, 2021, with an inaugural celebration, "A Day in Their Shoes" hosted by Latinx, Latin American, and Caribbean Studies; Women, Gender, and Sexuality Studies, and the Office of Diversity & EEO. This year's event, conducted online and attended by students and faculty, featured a foreign film about a transwomen's experience followed by an audience discussion. Using the theme "A Day in Their Shoes" every year, Morgan will host a day of programs, activities, and events geared towards raising awareness and being inclusive of all gender identities and expressions. On March 30, 2022, Morgan held its 2nd annual celebration, "A Day in Their Shoes," in a virtual format, where participants, including faculty, staff, and students, viewed a documentary on the life of a transgender icon followed by a discussion between the audience and the filmmaker. The LGBTQIA+ Advisory Council also continues to support programming and activities for LGBTQIA+ student organizations, such as Students Open to Unique Love (SOUL).

On March 23, 2022, Morgan held an inaugural induction of the **Epsilon Sigma chapter of Iota Iota Iota (Triota)**. Twenty-one members were inducted, including students, staff, and faculty. Triota is an academic honor society for the field of Women, Gender and Sexuality Studies that strives to maintain feminist values central to egalitarianism, inclusiveness, and the celebration of gendered experiences. For Morgan's 2022-2025 Cultural Diversity Plan, a goal is to unite Student Affairs and Academic Affairs in a collaboration to embed cultural diversity awareness, community engagement, and respectful interpersonal techniques between students and faculty in order to create an inclusive, respectful learning environment. Towards this goal, the LGBTQIA+ Advisory Council will be making recommendations to create a University Commission on Diversity to further expand the work of DEI initiatives for students, staff, and faculty.

Additionally, Triota will seek to expand its membership and continue to promote academic excellence and facilitate activism.

Morgan's Board of Regents extended its 10-year Cultural Diversity Plan, created in 2011, for one additional year until 2021-2022 to enable Morgan to better assess its diversity goals and programs with an eye towards achieving diversity and excellence in a post-vaccinated world. Since February 2021, new leadership in the Office of Human Resources has implemented initiatives and strategies to achieve cultural diversity in Morgan's faculty and staff populations. In an effort to attract faculty and staff who are from diverse racial and ethnic backgrounds, HR will be exploring diverse advertising channels to establish a concerted, intentional effort to attract a diverse workforce. In an effort to retain diverse faculty and staff, HR will design and administer surveys of employee attitudes for onboarding, salary, job satisfaction, and workplace culture as well as incorporate social events, employee recognition events, and workplace flexibility, such as the opportunity to telework two days per workweek or 40% of an employee's scheduled work hours. HR will be mandating diversity training for all recruitment committee members through pre-recorded, on demand modules. Staff and faculty will also be invited to a web-based training platform that focuses on cultural diversity, awareness, and unconscious bias. This is just a preview of the many initiatives and programs that Morgan will develop for faculty and staff, particularly as Morgan embarks on its 2022-2025 Cultural Diversity Plan.

Growing a culturally diverse population entails establishing a sense of belonging and engagement. Morgan's Police Department, during the academic year interacts with student, faculty, and staff in numerous initiatives to build bridges and open communication opportunities and lines of trust and understanding. Community Engagement officers work with members of the community to organize programs and activities to help build positive, trusting relationships between the police and the community while improving the safety and livability of the campus. Some engagement initiatives led by Morgan's Police Department include meet and greets, safety awareness and risk reduction programs, as well as games and pizza parties.

The Office of Diversity and Equal Employment Opportunity is structured to oversee, spearhead, and support all diversity-initiatives across Morgan, including the academic and employment settings. The Office collaborates with all units at the university (e.g., colleges, schools, and divisions) to ensure successful implementation of the Diversity Plan, and in turn, create a more diverse community. The Office will continue to expand educational efforts relative to diversity and is in the process of incorporating an online training program to ensure ongoing educational opportunities are available to the University community.

A Description of Morgan's DEI Data and Metrics

Morgan's faculty population, who identify as international, has increased by 37% since 2010. This increase in faculty diversity correlates to diverse pedagogical, competencies, and aspirations, and places Morgan in a key position to increase its international footprint and prepare students to be global leaders. While Morgan has attracted and retained more Hispanic and international faculty, faculty who identify as Black, White, or Asian has decreased at 12.7%, 26.5%, and 7.1%, respectively. As the faculty have been attracted and retained at various ranks, Morgan now is investing in faculty-development initiatives designed to increase the

competitiveness for promotion of both junior-level and senior-level faculty, as detailed in its Transformation Morgan 2030 Strategic Plan.

Morgan has experienced significant growth since 2010 in its staff population. While the percentage of those who identify as Black and Native Hawaiian / Pacific Islander has decreased, staff who identify as International, Hispanic, and Asian has increased, with the largest growing population being international staff. Morgan contributes this success to intentional recruiting steps and human resource retention initiatives.

From AY2010 to AY 2022, Morgan experienced an astounding 413% increase of Hispanic students in its undergraduate population. Also, during this time, Morgan's international undergraduate student population grew by 97%. While Morgan's undergraduate populations who identify as Black, Asian, and White decreased by 11%, 54%, and 29%, respectively, there was an 11% increase of White undergrads during AY2020 when the University pivoted to online and remote instruction in response to the COVID-19 global pandemic.

Cultural diversity in Morgan's graduate population has increased remarkably from AY 2010 to AY 2022. The population of graduate students who identify as Black, White, Hispanic, and international have increased from AY 2010 to AY202, with the greatest increase (290%) in the international population. Morgan's Asian population of graduate students peaked during the COVID-19 global pandemic at 2.3% but has since declined to 1/.3% of its total population in AY 2022.

Diverse Perspectives and Voices of all Students

Diverse perspectives and voices of all students were solicited in a campus climate survey that launched in March 2022 and was active for four (4) weeks. A link to the online survey was emailed to all registered students at the undergraduate and graduate level, and reminders were sent out periodically during the four-week period to those who had not submitted a survey. To maximize interest and participation in the survey, students were offered incentives, including gift cards from campus vendors and tickets to Morgan sporting events, to complete the survey. A fair representation of the student population participated in the survey. Specifically, the breakdown of participants is as follows: 84.31% were full time student; 25.82% were first-generation students (meaning neither parent has a 4-year degree); 14.71% were commuter students; 14.38% were part-time; 13.73% were transfers; and 10.13% were Pell Grant recipients. The survey asked a number of poignant questions to gain student perspectives about issues regarding diversity and inclusion. A consistent response to the question, "Why did you choose to attend Morgan," was that students wanted to attend a Historically Black College or University (HBCU). The survey results confirm that students expect and value the diversity, acceptance, and experience that Morgan affords those of different cultural and ethnic backgrounds. Hence, Morgan will continue to welcome and include a culturally diverse population with distinctly different educational and socioeconomic characteristics. The survey indicated that students identified with various religious beliefs, including agnostic and atheist, and the majority of students identified as Christian (other than Roman Catholic). Further, the majority of students agreed that they could openly express their religious beliefs or political opinions, and they would

be respected by the University community, including staff, faculty, and students. Approximately 9% of the student respondents identified as having a disability; however, an astounding number of them (55%) accessed and found success with the Student Disability Support Services, which demonstrates that Morgan is significantly supporting this population of students. Only 13% of the participants identified as a member of the LGBTQIA+ community (also known as the Pride Community), and therefore, questions regarding satisfaction with Morgan's support of the Pride Community was marked as "not applicable." Nonetheless, Morgan has made great strides towards inclusivity of the Pride Community. Morgan's LGBTQ Advisory Council is setting priorities for outreach, support, and resources to ensure that issues of sexual orientation, gender identity, and gender expression remain included in the framework of diversity. Overall, most participants felt that Morgan promoted diversity and inclusion "very well" and was "very welcoming" to individuals of various race, ethnicity, religion, veteran status, sexual orientation, gender identity, gender, and disability as well undocumented students. The results of the March 2022 climate survey distributed to students, as well as faculty and staff, helped Morgan create its Cultural Diversity Plan for 2022-2025, which was approved by the Board of Regents in May 2022.