

Link to Strategic Plan	Outcome	Assessment/ Measures and Target Performance Levels	Strategies to Achieve Target Performance Level	Result: Data results	Analysis	Action Plan
2	<p>Achieve Safe Zone Training learning outcomes:</p> <ul style="list-style-type: none"> • Explain fundamental stages of sexual identity development • Apply basic terms and information about the LGBTQ population to role as ally • Implement facilitation techniques in conversations when approached as ally • Utilize the resources that support role as an ally • Know how to promote and create a safe zone • Recognize what LGBTQ issues create personal discomfort for me and understand ways to manage my uneasiness 	<ul style="list-style-type: none"> • 29 of hours of advocacy/diversity training • 100 of constituents who have completed advocacy/diversity trainings • 5, number of workshops and average of 13 participants in attendance at each 	<p>Publicity – Students, staff, faculty and community members are continuously notified about Safe Zone Training via student, staff and faculty distribution lists, social media (i.e. twitter, Instagram, facebook), flyers posted on bulletin boards throughout campus and sending emails to colleagues throughout campus and the community.</p> <p>Professors – There are a number of professors who invite program facilitators in to conduct workshops.</p> <p>Word of Mouth – Several people who have received the training, and they have encouraged their peers and colleagues to sign up as well.</p> <p>Open House – The Center tables during Open House providing brochures and other information about the Gothic Knight Ally Safe Zone Program to prospective students.</p> <p>Orientation – The Center tables during Open House providing brochures and other information about the Gothic Knight Ally Safe Zone Program to prospective students. We also sit on a panel to share information about our serves, including the Safe Zone program.</p>	<p>Trainings – 34.5 hours of training conducted for 9 training sessions</p> <p>Training Constituents – 137</p> <p>Workshops – 12 hours; 8 workshops averaging 24 participants in attendance at each</p>	<p>As a result of the listed strategies, the Gothic Knight Ally Safe Zone Program has been able to reach and surpass its target levels from last year, helping to maintain a safe and inclusive environment for members of the LGBTQ community. This could be related to an invitation from the Nursing Department which helped to increase our numbers.</p>	<ul style="list-style-type: none"> • We will continue ongoing training and programming for the campus and community, and maintain our strategies in order to reach our target levels. • The full training will continue to remain at four hours as this has been helpful in improving the time needed to include new material and information received from relevant local, national, and global sources.
2	<p>Empower students to create a campus culture that values women and under-represented students and their diverse identities and experiences; advance</p>	<ul style="list-style-type: none"> • 3, number of programs; 3.5 hours • 25 in attendance on average at each program 	<p>Publicity – Students, staff, faculty and community members are continuously notified about Women's Herstory Month (WHM) events via student, staff and faculty distribution lists, social media (i.e. twitter, Instagram, facebook), flyers posted on bulletin boards throughout campus and</p>	<p>Programs – 3 programs; 6 hours</p> <p>Attendance – an average of 32 participants in attendance at each event</p>	<p>We have been able to reach and surpass target levels. I assume it is from publicity, however, I cannot be certain. Over 90% of respondents said that these programs fulfilled their objective, and</p>	<ul style="list-style-type: none"> • More departments and groups will be invited to contribute to the Women's Herstory Month calendar in order to diversify the offerings and maintain our target levels.

Link to Strategic Plan	Outcome	Assessment/ Measures and Target Performance Levels	Strategies to Achieve Target Performance Level	Result: Data results	Analysis	Action Plan
	students' social and personal development		<p>sending emails to colleagues throughout campus and the community.</p> <p>Professors – There are a number of professors who share WHM program information with their students, and take their classes to events as well.</p> <p>Word of Mouth – Several people who attended events in the past, have encouraged their peers and colleagues to attend.</p> <p>-</p>		that the presenter's knowledge, helpfulness and communication were excellent. Over 90% of the participants provided comments related to how awesome and fulfilling the programs were. Over 70% of the participants noted that the degree to which these events fulfilled their objective (s) was excellent.	
2	Empower students to create a campus culture that would prevent sex discrimination and any other Title IX violations.	<ul style="list-style-type: none"> 10, number of programs; 7 hours 20 people on average in attendance at each program 	<p>Publicity – Students, staff, faculty and community members are continuously notified about gender-based violence prevention events via student, staff and faculty distribution lists, social media (i.e. twitter, Instagram, facebook), flyers posted on bulletin boards throughout campus and sending emails to colleagues throughout campus and the community.</p> <p>Professors – There are a number of professors who share gender-based violence prevention program information with their students, and take their classes to events as well.</p> <p>Word of Mouth – Several people who attended events in the past, have encouraged their peers and colleagues to attend.</p>	<p>Programs – 5 programs; 10 hours</p> <p>Attendance – an average of 25 participants were in attendance at each event</p>	<p>We have been able to reach the target hours, however the number of programs is a lower. This could be related to the lack of capacity at the Women's Center to conduct sessions for fraternities and sororities as well as the mentoring program this year as we did last year. By and large, the majority of the respondents noted that the workshops were excellent or very good, and that the speakers were informative and effective presenters. Approximately 74% of the participants noted that the degree to which these events fulfilled their objective (s) was excellent. These are consistent with last year's results.</p>	<ul style="list-style-type: none"> There will be more outreach to men's groups like fraternities and athletics to provide more education on bystander intervention and other initiatives to help prevent gender based violence. Outreach to other groups will continue to make them aware of policies and resources.

Link to Strategic Plan	Outcome	Assessment/ Measures and Target Performance Levels	Strategies to Achieve Target Performance Level	Result: Data results	Analysis	Action Plan
2	Advance students' social and personal development	Facility usage – 75 constituents	Publicity – Students, staff, faculty and community members are continuously notified about Women's Center events via student, staff and faculty distribution lists, social media (i.e. twitter, Instagram, facebook), flyers posted on bulletin boards throughout campus and sending emails to colleagues throughout campus and the community. Professors – There are a number of professors who share information about the Women's Center with their students. Word of Mouth – Several people who attended events in the past, have encouraged their peers and colleagues to attend events sponsored by the Women's Center as well.	Facility usage – 80 constituents	We have been able to reach and surpass target levels. However, this year's numbers are lower than the previous year. Perhaps because we had several walk-ins whose names did not make it onto the calendar so they were not included in the count.	<ul style="list-style-type: none">• Social media marketing efforts will be increased to ensure that the entire community is aware of our services.• There will also be more class visits and student organization presentations to increase visibility and awareness.