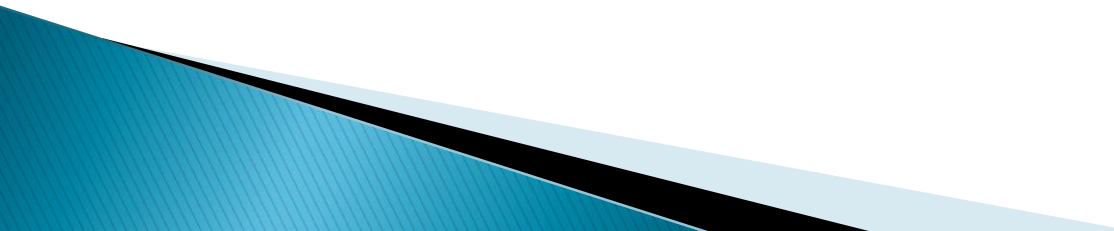


Office of Diversity, Equity and Inclusion

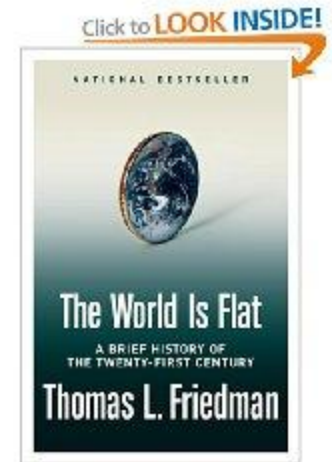
Indiana University–Purdue University Indianapolis



Today's Focus

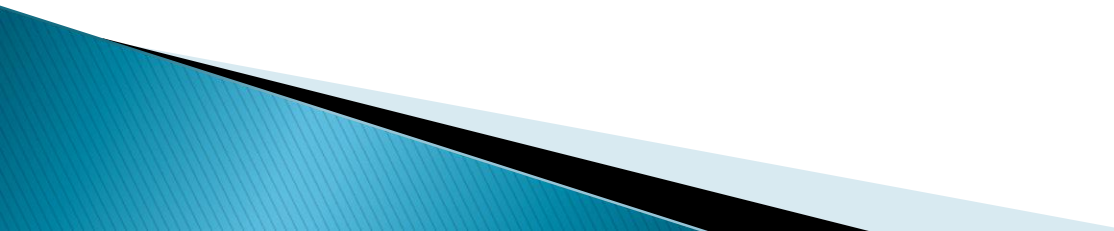
- ▶ **Business case for diversity**
 - ▶ **What we are doing to achieve a more diverse IUPUI**
 - ▶ **Discussion on diversity best practice**
- 

Thomas L. Friedman
*World Is Flat: A Brief History of
the Twenty-First Century*
(2005, Farrar, Straus and Giroux)



“For this nation to remain competitive on a global level, we must train and develop an emerging talent pool that looks different from that in years and decades to come.”

Strong Business Case for Diversity

- ▶ This perspective argues that a diverse workforce, in comparison to a homogeneous one, produces better results
 - ▶ Diversity enriches the understanding of the pulse of the marketplace
 - ▶ It brings different perspectives that broaden outlooks and strengthen work teams and provide new resources for problems
- 



Michigan by a Group of Fortune 500 Companies

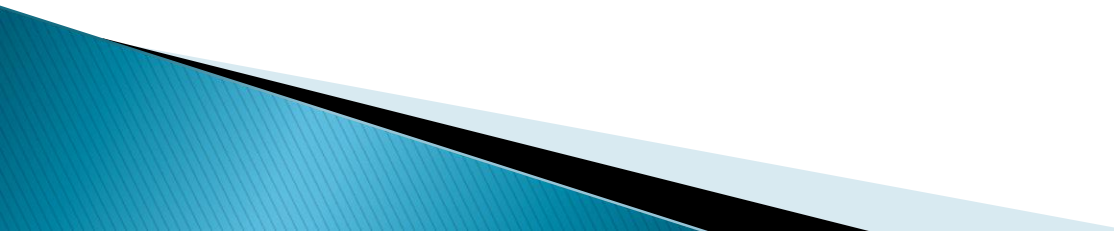
The students of today are this: countries, corporate, and community leaders of the next half century. For these students to realize their potential as leaders it is essential that they be educated in an environment where they are exposed to diverse ideas, perspectives, and interactions. Today's global marketplace and the increasing diversity in American populations demand the cross-cultural experience and understanding gained from such an education.

Does Diversity Pay: Racial Composition of Firms & the Business Case for Diversity

Author: Dr. Cedric Herring (2005, University of Illinois)

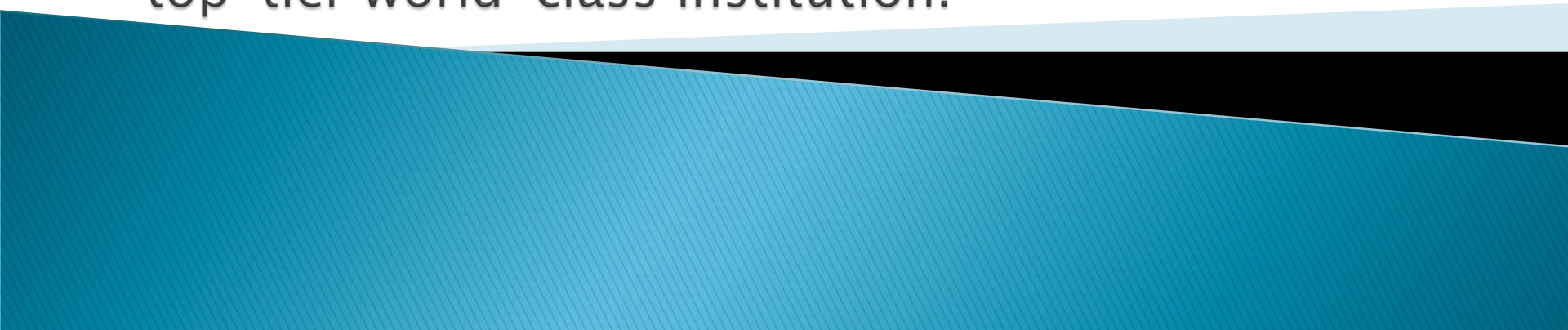
Found statistically significant evidence supporting the idea that racial diversity is positively related to business performance and outcomes.

Found on June 2, 2009 at <http://www.allacademic.com//meta/>



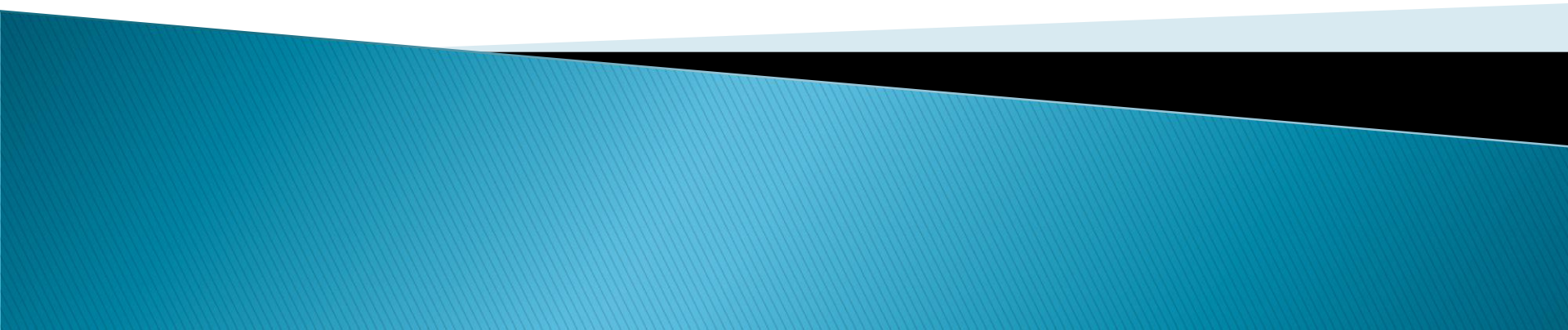
Vision

Diversity at Indiana University–Purdue University Indianapolis (IUPUI) is a process of inclusion that will allow our university to increasingly strengthen its leadership role in the 21st century. Through the complete integration of diversity into all of the university's core activities we will unleash the dynamic potential of the entire community. In essence, new ideas and concepts that flow from diversity are vital to our quest of being a premiere top-tier world-class institution.



Mission

The mission of the Office of Diversity, Equity, and Inclusion is to foster an inviting learning environment for faculty, staff, and students who bring varied human characteristics, backgrounds, interests, and points of views that serve to enrich the IUPUI community. We will continually endeavor to facilitate, build, and create interaction, understanding, and dialogue between our diverse cultures to achieve an increased inclusive community. Our collective goal is to instill diversity into our institution's consciousness; reinforce it with equity and inclusion through our policies, practices, and programs; and prepare all members of the community for a multicultural world.



**IUPUI
Chancellor**

Assistant Chancellor for Diversity, Equity & Inclusion

**Administrative
Assistant**

**Director of
Multicultural
Academic
Relations**

Develop strategies for coordination and collaboration between Affinity Faculty and Staff Councils and academic units across campus. Work with academic units in a synergistic manner to ensure the success of the students represented by these groups. Work with STEM (Science, Technology, Engineering, Mathematics) related programs.

**Multicultural
Center Director**

Address leadership and diversity issues, encourage awareness and respect of all cultures, and maintain the overall missions of IUPUI. Responsible for managing the center and ensuring it serves as an advocate for under-represented ethnic minorities, students of color, women, and gay/lesbian students; responsible for development of a comprehensive diversity and intercultural program. Also responsible for direct assessment, policy development and strategic planning for the unit.

**Adaptive
Educational
Services Director**

Plan, coordinate, develop and administer all counseling, programming and budgetary activities of AES. Oversee adaptive services for students, consultation and treatment of students with disabilities; develop, direct and participate in educational programs. Maintain client name; establish short and long-range planning. Develop and coordinate training programs on ADA and Section 504; oversee AES staff and student development groups.

**Director of
Diverse
Community
Partnerships**

Lead the conceptualization, development and planning of activities related to developing and maintaining diverse community partnerships. Expand and improve existing programs and create new ones. Continuously analyze partnership feasibility, value and costs. Oversee related budgets and expenditures. Serve as a liaison for strategic partners.

Position [TBN]

Office of Diversity, Equity and Inclusion

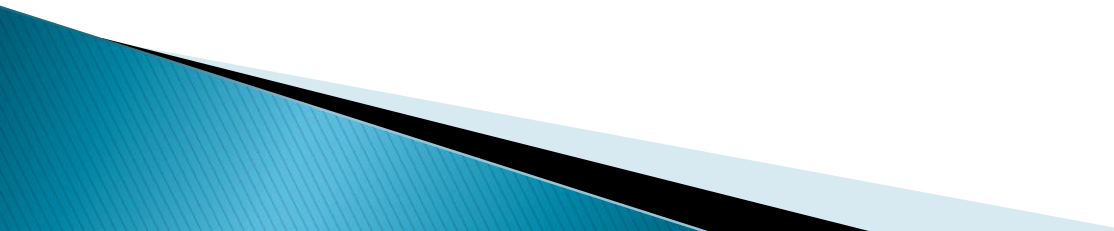
- ▶ Ken Durgans, Assistant Chancellor for Diversity, Equity, and Inclusion
- ▶ Alicia Añino, Administrative Assistant
- ▶ Zephia Bryant, Director of Multicultural Center
- ▶ Pam King, Director of Adaptive Educational Services (AES)
- ▶ Wayne Hilson, Director of Multicultural Academic Relations
- ▶ Nicole Oglesby, Director of Diverse Community Partnerships

Dimensions of Diversity and Equity

In order for IUPUI to achieve diversity as a core value and as a foundation for the future, four dimensions of diversity and equity will be pursued:

- ▶ Institutional Leadership and Commitment
- ▶ Curricular and Co-Curricular Transformation
- ▶ Campus Climate
- ▶ Representational Diversity


An essential factor in successfully accomplishing our goals in this area lies in our capacity to attract and retain the highest quality of faculty, staff, and students.



Diversity Performance Indicators

Eight overarching Diversity Performance Indicators, along with a series of measurable implementation actions were established.

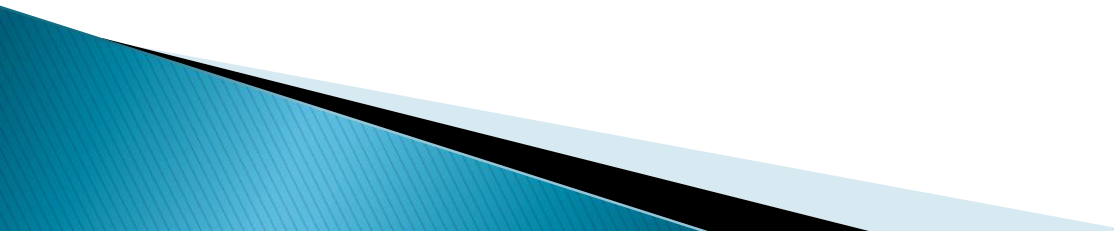
The Diversity Performance Indicators:

- ▶ Recruitment of a Racially Diverse Student Population
 - ▶ Retention and Graduation of a Racially Diverse Undergraduate Student Population
 - ▶ Diversity of the Curriculum
 - ▶ Diversity in the Co-Curriculum
 - ▶ Campus Climate for Diversity
 - ▶ Diversity in Civic Engagement
 - ▶ Diversity of Faculty and Staff
 - ▶ Diversity of Campus Leadership
- 

IUPUI Collective Diversity Charge

The performance plan with its vision and goals is recognized as a fluid document that outlines current challenges, solutions and accountability measures; as well as serving as a viable structure for the continual creation and nourishment of a culturally diverse learning community at the IUPUI.

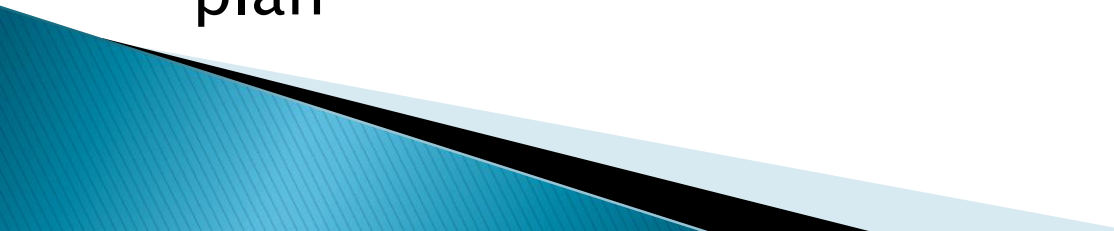
To achieve the collective goal of enhancing diversity, each university portfolio has been charged with developing measurable diversity goals.



Collaborations

- ▶ Work with academic schools to identify diverse candidate pools that will result in enhancing diversity of women and underrepresented minority tenured/tenured track faculty (i.e. Compact for Faculty Diversity/ Affinity Groups)
 - ▶ Enhance partnerships to develop a faculty seminar series for promising potential candidates
 - ▶ Work continually to build supportive campus systems such as a mentoring process and faculty affinity groups
 - ▶ Develop additional regional and national recruitment and research partnerships with women and underrepresented minority serving institutions
 - ▶ Provide opportunities for faculty and graduate students to travel to professional research conferences
- 

Collaboration Possibilities continued

- ▶ Support academic grant proposal initiatives by writing the respective diversity plans
 - ▶ Identify and seek funding from diversity related fellowship programs that focus on targeted fields such as: science, technology, engineering and math (i.e. NSF Fellows, GEM Fellows)
 - ▶ Team with the academic offices to raise internal funding for summer undergraduate research opportunities
 - ▶ Partner to provide diversity related workshops and trainings
 - ▶ Serve as a reviewer of your portfolio's diversity plan
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Discussion

